



The 8 Promises complete the Cajon Valley MVP. These letters stand for our Mission, to make Cajon Valley the best place to live, work, play and raise a family, our Vision, to develop happy kids, living in healthy relationships on a path to gainful employment and our 8 Promises, the standards that make us Cajon Valley and establish the way we serve our internal and external customers. The 8 promises unify our efforts to deliver the best service to anyone that calls Cajon Valley home, whether as an employee, student, family or community member. We may never be perfect, but we will make every effort to deliver on our 8 promises.

Be Cajon Valley

1

We are ambassadors of our schools and district.
We take pride in the work we do, speak positively, and reinforce our vision of Happy Kids, Engaged in Healthy Relationships, on a Path to Gainful Employment.
We PROUDLY wear school and district branded gear.

Empower Staff

2

Everyone is responsible for improving the organization through input, ideas, and INITIATIVE.
We solve problems, are solution oriented, engage and own the process, and have an open mind.
We disagree then fully commit.

Emphasize Relationships

3

At work we build healthy relationships and care for others: We know each colleague's story.
We know students by name, strengths, interests, and values.
We treat others with courtesy, respect, and dignity.
We view every interaction as an investment in improving relationships.

Build Community

4

We engage in meaningful work together within and beyond our community.
We empower staff, parents and students through family and community engagement.
We welcome, celebrate, and bring together the unique cultures and diversity in our community.

Communicate Positively

5

We communicate candidly, speak with kindness, listen fully, assume positive intentions, and earn trust. Share information openly, broadly, and deliberately.
We are inclusive. We smile and maintain eye-contact. We use proper vocabulary, and phrases like "good morning", "I'll be happy to", "it's my pleasure", "I'm here for you".

Deliver as a Team

6

We are all a part of the same team working toward the same goals.
Everyone's voice matters.
We look for opportunities to support and lift each other up.
We recognize and value how individual strengths contribute to the team's success.
We create a culture of team building, fun, and celebration.

Innovate and Develop

7

We support the development and continuous improvement of all staff.
We recognize and acknowledge when colleagues do great work.
We encourage risk taking, breaking down barriers, and implement new ideas.
We acknowledge progress and celebrate often.

Deliver Impeccable Service

8

We smile, show empathy, and greet each person with warmth.
We listen and ask questions to seek clarity when a colleague, parent, or student expresses a need.
We take ownership and accept responsibility for making sure needs are met and the problem is solved.