

**Dr. Timothy Vaughn, Jr.**  
**Personal Leadership Credo**

These are the leadership values and guiding principles that I will live by. I may stumble in my drive to live up to them, but I will always hold myself 100% accountable to each value/principle. I will evaluate my daily actions against these principles, and I will ask my teams, peers and leaders to do the same.

- **Vision and Leadership**

I am unequivocally a Culturally Responsive Leader. Culturally responsive leadership (CRL) is defined as a leadership style that promotes the academic success of students of color through the implementation of pedagogical strategies based on their cultures. CRL emphasizes the obligation of educational leaders to provide an atmosphere for academic success for students of color.

My goal is to build the whole child through utilizing our students' gifts, talents, and (spirit) imagination. My purpose in life is to create an environment that promotes self-efficacy and self-actualization through a rigorous and culturally relevant educational experience. I will do whatever it takes to remove excuses from the lack of learning. I will create an environment where you can speak openly without fear of retribution as long as your speech is not harmful to others.

- **Culturally Responsive Ethic of Care**

A principal has a duty to continue to develop the whole child. This notion of an ethic of care that is culturally responsive seems far-fetched but developing a caring relationship may differ by cultural context. A culturally responsive leader must have the ability to build a rapport and create positive relationships with his/her students, parents, teachers, and community members. Furthermore, creating a culture of care sets the precedent for maximum growth and development for all students. Caring and cultivating meaningful relationships are linked to the notion of culturally responsive leadership.

I will treat everyone with fairness. I will not show preferential treatment to others, but I will have individual consideration. I will act with consistency in all that I do. I will demonstrate empathy by being there during difficult times.

- **Trustworthiness**

I will earn your trust by being a good listener and remaining confidential in personal matters. I will be honest and complete in my communications. I will not hesitate to make the tough decisions although they may not be popular. I will use reliable information when making decisions. I will have a personal relationship with the staff and faculty of our school.

- **Responsibility and Accountability**

I will accept the responsibility for my shortcomings. I will not place blame on others. I will be a constant learner. I will follow through with my commitments. I will know my limitations and will ask others for help. I will hold myself accountable for the results of the students at E.T. Wrenn Middle School.

- **Familial Environment**

It is important to build and create a familial environment within the school. When students, faculty and staff feel that they have a voice, place, and a space within the school setting it empowers and gives them a purpose. School should be a place where everyone feels safe, loved, respected, and empowered by the individuals that they interact with daily. The principal sets the tone for developing and modeling this tenet.

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**Management Operating Style**

This is a profile of my management operating style. It reflects the important character and competence elements that shape and drive my operating practices and procedures. Most importantly, it reflects clear and concise specific work expectations for those I lead. My expectations will always demonstrate individual consideration for people's personal needs, but never demonstrate preferential treatment towards selected individuals. The following are expectations of those I lead:

- **Communication and Information Expectations**

- ✓ Preferred communication of any general nature is email or text.
- ✓ A face to face is preferred for sensitive topics.
- ✓ Pertinent information will be delivered on a timely basis.
- ✓ If you are going to be tardy or absent, a personal phone call or a text notifying me is expected.
- ✓ Phone calls to classrooms will not take place during the teacher's instructional time.
- ✓ You should communicate with me prior to going to someone at the District level.

- **Accessibility Expectations**

- ✓ If my door is open and I have no visitors, please say "excuse me, are you available to speak with me at this time?"
- ✓ If my door is closed, please respect my privacy. Please do not stand outside or knock on my door.
- ✓ If needed, you may schedule time with me. You may schedule an appointment with the Principal Secretary.

- **My Expectation of Student Learning Accountability of Teachers**

- ✓ You will take responsibility for the learning of each student in your classroom.
- ✓ You will believe that all students can learn and that you will have high expectations for all students.
- ✓ You will have no excuses for the lack of student learning (poor parent involvement, lack of intellectual ability, lack of willingness).
- ✓ You will believe that you can make a difference!
- ✓ You will have the courage to say what needs to happen for your students. Take a stand and follow through with action!

- **Professional Accountability Expectations of Teachers and Staff**

- ✓ You will embrace the mission/vision of the school and make it your mission/vision. Make it the first thought when you are confronted with a problem.

- ✓ You will bring a solution to the table when you encounter a problem.
  - ✓ If you hear that someone said something about you, then you should verify it with that person.
  - ✓ If you have a professional problem with an individual, it is your responsibility to go directly to that person and address your concerns.
  - ✓ Be open and honest with me.
  - ✓ If I have offended you, it is your responsibility to let me know. I prefer you communicate with me in person when sharing these concerns.
  - ✓ If I am not leading you in the right direction, you are expected to communicate with me.
- **My Team Accountability Expectations of Teachers and Staff**
    - ✓ You will pull your share of the weight with your team and make meaningful contributions.
    - ✓ All team members are expected to be respectful of each other.
    - ✓ Team members must hold each other accountable for completing assignments rather than do the assignment for them.
    - ✓ Team members hold each other accountable for arriving to meetings on time.
- **Work Environment Expectations**
    - ✓ You will generally see me in the classroom. Don't feel that you have been singled out if I am in your classroom. I want to know your students and your instructional methods.
    - ✓ Classroom walkthroughs will be conducted for different purposes (CWT's, informal and TTESS).
    - ✓ Communication will be shared with you regarding walkthroughs privately when there is a concern.
    - ✓ I will begin morning announcements at 8:45 a.m. All students are expected to be in their seats and ready to participate and listen to announcements.
    - ✓ Classrooms are to be neat and organized.
    - ✓ Teachers should take advantage of every moment to teach. We have too much to teach to allow free time during instructional time.
- **How to Frustrate Me**
    - Using your words or actions to hurt students
    - Being Dishonest
    - Not taking accountability
    - Being negative with your attitude or comments
    - Lack of commitment
    - Frequent absences or tardiness
    - Not being prepared
    - Lack of participation in meetings and/or trainings
    - Placing your needs before those of your students
    - Telling students to get out of your classroom without asking for administrator support