**Stratford School Academy’s Cultural Fit**

Working in a school where you are not aligned with the culture is a miserable experience. So …we both need to have alignment if you come to work here!

* We believe that students come first (and staff a very close second).
* We believe that we all have a professional obligation to improve as teachers.
* We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves, could have imagined.
* We believe that truly great teaching is that which improves students’ progress.
* We believe an evidence-informed approach to teaching and learning helps us identify what works best in the classroom.
* We believe that hard work is the key to success for all staff and students.
* We believe that you cannot just wish teachers and students to be better – you have to create the conditions for them to grow.
* We believe basic literacy and numeracy are essential to students making good progress.
* We welcome diverse ideas to solve problems.
* We believe in forming positive and collaborative relationships with all members of the school community
* We believe that feedback should be timely and respond to the needs of the individual student so that they can actively engage with the feedback.
* We value generosity of spirit.
* We acknowledge that we all make mistakes.
* We live by the values of Respect, Excellence and Responsibility.