

Autonomy

- Access to, and decision-making authority for, classroom and school resources (distributed equitably)
- Accountability that respects individual strengths
- Appropriate mentorship/leadership that doesn't end when a teacher is considered high performing: everyone can improve and deserves support
- Opportunity to use individual professional skills to meet the unique needs of students
- Time to plan and apply skills

Compensation

- Competitive benefits
- Competitive compensation
- Pay and professional perks that progress as impact and leadership responsibilities grow

Culture (School Culture)

- Environment of cultural, racial, and gender inclusion
- Innovative and collaborative work environment
- Positive environment supported by school leaders who value communication and transparency
- Profession is held to a high ethical standard and possesses processes to maintain integrity
- Shared decision-making
- Shared vision for student success
- Supportive relationships, with reciprocal trust
- Willingness to fail as the team learns and grows
- Work-life balance

Mastery

- Career growth opportunities as teachers evolve professionally
- Challenging, life-long learning opportunities
- Leadership opportunities, if desired
- Meaningful feedback and opportunities for reflection
- Opportunities for continuous improvement
- Opportunities to network with peers outside of the school
- Time to collaborate during the school day

Physical Environment

- Adequate, clean buildings and facilities
- School policies and practices that foster safe environments for educators and students

Professional Team

- Great school leader who empowers all staff
- Sufficient number of other professionals to meet student needs, e.g. counselors & nurses
- Students appropriately matched with teachers' abilities to maximize student success and wellbeing
- Surrounded by high-quality, committed educators who are as diverse as our students

Purpose

- Feeling of being a part of something bigger, including transparency when policies are made at the federal, state and district level
- Impact: feeling of personally making a difference
- Providing the inspiration to encourage others to want to serve in the field
- Sense of fulfillment
- Workday satisfaction

Respect: The First in Teaching (FIT) Leaders believe that feeling respected is an important aspect of being treated as a professional and that the qualities above are indicators of respect.

