

Educational Philosophy  
Series 100

Policy Title: Mission Statement

Code No. 100

**Policy Statement**

Our Mission: To improve the learning outcomes and well-being of all children and youth by providing services and leadership in partnership with families, schools and communities.

Our Vision: Our vision is to nurture learners, empower choice, and enrich lives.

Our Core Values:

- Caring - We show empathy for others in our personal interactions and daily work.
- Proactive - We anticipate barriers, problem-solve solutions and identify opportunities.
- Collaborative - We build partnerships to achieve desired outcomes.

Our Theory of Action:

If Heartland AEA

- fosters innovation and embraces systems improvement, and...
- provides focused services to ALL children, youth ages birth to age 21, and schools, and...
- creates support systems for a diverse workforce that cultivate collective responsibility and develop staff capacity; then...

We will achieve improved outcomes for children and youth.

Our Goals:

- Increase learning growth for all children and youth ages birth to age 21
- Decrease gaps in achievement
- Increase annual graduation rates
- Increase gateways to post-secondary success

**Scope of Policy**

Successful management is best attained through a team effort by all Heartland AEA personnel. To succeed, participation must take place in an open and trusting context. It requires a strong commitment by all team members. Recognizing and respecting qualifications, expertise, roles, and responsibilities, as well as supporting decisions, will permit appropriate decision-making at each level with positive and mutual support.

**Accountability Overview**

Fundamental to the success of the team concept is a clearly developed structure through which to communicate, interact, and make decisions. Accordingly, the chief administrator is responsible to delineate roles and relationships. Expectations should be identified through a carefully designed organizational plan and job descriptions. In addition, the structure should include an orderly network of interlocking teams (councils and committees).

Legal Reference  
Iowa Code §§ 273.1

Date of Adoption:

August 18, 1975

Reviewed: 2/96, 11/05, 4/14/15

Amended: 6/20/83, 4/12/90, 9/10/91

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