

At Student Achievement Partners, we design actions based on evidence that substantially improve student achievement. A core part of this work is ensuring that Black students and students who are English Learners thrive academically. To do this effectively and impactfully, there are nine principles that guide our organization, our work, and our relationships. They are:

Mission-Driven Work

- 1 We center students and teachers in our work and project design.
- 2 We value evidence, both from research and lived experiences, and use it in every design process.
- 3 We believe that growth and learning, and the discomfort that comes with them, are essential to our work.

Valuing People

- 4 We believe that having intersecting experiences, perspectives, and approaches on the team is essential to impact.
- 5 We create an inclusive and respectful work culture that cares for the well-being of the individual so we can do important work together.

Leading With Trust

- 6 We share power to encourage autonomy in decision-making and approach.
- 7 We approach design as a prototyping and revision process—mistakes and missteps are essential to learning and innovating together.
- 8 We value open, honest communication and treat feedback as a gift.
- 9 We recognize the value of communicating and documenting work in a variety of ways, and encourage staff to utilize the methods that work best for them, their teams, and their projects.