

STUDENT COVENANT

The Ledger Way Core Values	The Ledger Way <i>Defined</i>	The Ledger Way <i>in Action</i> <i>*I will...</i>
Faith	We live our Catholic faith in both word and action. We are disciples of Jesus Christ, called to be living examples of both faith and stewardship.	<ul style="list-style-type: none"> ★ Engage with opportunities to deepen my relationship with God ★ Participate in prayer and worship experiences with reverence and openness ★ Fulfill theology curriculum expectations, including all service learning ★ Participate in SMSA class retreats
Community	We foster a welcoming, supportive, engaging and collaborative community that works in unison to overcome challenges and celebrate success. Together we honor our traditions and work in partnership to advance our institution.	<ul style="list-style-type: none"> ★ Build trust and contribute to a welcoming, inclusive, fair learning environment through positive language, relationships and choices ★ Encourage and affirm others, and engage with community events ★ Extend hospitality and goodwill to all people, including visitors ★ Denounce and refrain from gossip, humiliation, bullying and other damaging habits and behaviors that erode school culture on campus and online
Respect	We treat God's people with respect and kindness at all times. We acknowledge our differences, offering compassion, empathy and tolerance.	<ul style="list-style-type: none"> ★ Reverence the God-given dignity and uniqueness of self and others in person and online ★ Respect school property and the belongings of others ★ Be empathetic, tolerant and patient with all ★ Practice modesty and humility in language, behavior and dress
Responsibility	We lead by example and are accountable for our actions, even when it's difficult. We affirm sound judgment and trustworthy behavior.	<ul style="list-style-type: none"> ★ Be truthful in all matters, admit errors, be accountable for choices ★ Gracefully accept consequences, correction and direction ★ Report negative/abusive treatment of oneself or others to a school authority ★ Meet all deadlines as requested
Learning	We are committed to excellence in education through personal growth and achievement. We strive to be inquisitive critical thinkers, problem solvers, and team players.	<ul style="list-style-type: none"> ★ Think critically, be inquisitive ★ Embrace intellectual challenges, and seek help as needed ★ Be prepared and ready to learn each day, in each setting ★ Be eager to collaborate, have a growth mindset with all learning opportunities ★ Have academic integrity, and shall always submit original work ★ Grow from mistakes
Leadership	We are devoted to a life of servant leadership, going above and beyond to serve the school, parish, community and world. We are responsible citizens and Christians committed to living life, promoting peace, and fostering social justice.	<ul style="list-style-type: none"> ★ Take initiative for my education and formation ★ Be trustworthy, reliable and positive in word and actions ★ Contribute to building a safe, inclusive and productive learning environment ★ Advocate for myself and others and offer solutions to challenges ★ Engage in the service of others, especially the most vulnerable in our community

**All students are expected to make a sincere effort to consistently demonstrate The Ledger Way through words, actions and choices. Disregarding this Covenant or its spirit may lead to natural consequences as outlined by Archdiocesan Policy and SMSA Handbooks.*

PARENT/GUARDIAN COVENANT

The Ledger Way Core Values	The Ledger Way <i>Defined</i>	The Ledger Way <i>in Action</i> <i>*I will...</i>
Faith	We live our Catholic faith in both word and action. We are disciples of Jesus Christ, called to be living examples of both faith and stewardship.	<ul style="list-style-type: none"> ★ Support the SMSA mission and commitment to Catholic values and faith formation ★ Model Gospel values and make choices that reinforce school vision and mission ★ Engage with communal and private prayer to support the needs and wellbeing of students, families and employees ★ Practice and share my faith
Community	We foster a welcoming, supportive, engaging and collaborative community that works in unison to overcome challenges and celebrate success. Together we honor our traditions and work in partnership to advance our institution.	<ul style="list-style-type: none"> ★ Promote solidarity and engage in supporting Springs events ★ Extend hospitality and goodwill to all in the Springs community and to visitors ★ Contribute to building a safe, productive, and inclusive learning environment ★ Ensure that home habits and expectations align with and support school values ★ Denounce and refrain from gossip, humiliation, bullying and other damaging behaviors that erode school culture on-campus and online
Respect	We treat God's people with respect and kindness at all times. We acknowledge our differences, offering compassion, empathy and tolerance.	<ul style="list-style-type: none"> ★ Reverence the God-given dignity and uniqueness of self and others in-person and online ★ Support confidentiality and the privacy of others in the SMSA learning community ★ Honor the boundaries and practices established to support school safety and order ★ Not interfere with school operations nor display distrustful, disruptive, or harassing behaviors toward school staff in-person or online
Responsibility	We lead by example and are accountable for our actions, even when it's difficult. We affirm sound judgment and trustworthy behavior.	<ul style="list-style-type: none"> ★ Demonstrate good moral and ethical principles ★ Report negative or abusive treatment of students, oneself or others to a school authority ★ Meet all deadlines and take an active role in your Children's education, attending designated parent meetings ★ Support policies and procedures outlined in SMSA handbooks ★ Seek information and resolution directly from the Academy, whenever concerns may arise, consulting with staff closest to the situation (subsidiarity)
Learning	We are committed to excellence in education through personal growth and achievement. We strive to be inquisitive critical thinkers, problem solvers, and team players.	<ul style="list-style-type: none"> ★ Partner with school personnel for the formal education of children in my care ★ Abide school schedules and calendars to assure that children are present and ready to learn whenever school is in session ★ Regularly check student progress and attend parent/guardian-teacher conferences ★ Reinforce the importance of academic integrity with my child ★ Help my child learn and grow from school based mistakes, failures, and disappointments
Leadership	We are devoted to a life of servant leadership, going above and beyond to serve the school, parish, community and world. We are responsible citizens and Christians committed to living life, promoting peace, and fostering social justice.	<ul style="list-style-type: none"> ★ Volunteer and partner with faculty, staff and other parents ★ Promote The Ledger Way in word and actions as an advocate for SMSA mission ★ Offer solutions to challenges and problems ★ Engage in the service of others, especially the most vulnerable ★ Model leadership for young people

**All parents and guardians are key partners at SMSA and are expected to make a sincere effort to consistently demonstrate and reinforce The Ledger Way through words, actions and choices. Disregarding this Covenant or its spirit may lead to natural consequences as outlined by Archdiocesan Policy and SMSA Handbooks.*

EMPLOYEE COVENANT (Administration, Faculty and Staff)

The Ledger Way Core Values	The Ledger Way <i>Defined</i>	The Ledger Way in Action <i>*I will...</i>
Faith	We live our Catholic faith in both word and action. We are disciples of Jesus Christ, called to be living examples of both faith and stewardship.	<ul style="list-style-type: none"> ★ Support the SMSA mission and commitment to Catholic values and faith formation ★ Model Gospel values and reinforce school vision and mission ★ Engage prayer to support students, families and colleagues ★ Practice and share my faith ★ See my vocation as ministry and service to others
Community	We foster a welcoming, supportive, engaging and collaborative community that works in unison to overcome challenges and celebrate success. Together we honor our traditions and work in partnership to advance our institution.	<ul style="list-style-type: none"> ★ Promote solidarity and engage in supporting Springs events ★ Extend hospitality and goodwill to all in the Springs community and to visitors ★ Contribute to building a safe, productive, and inclusive environment ★ Denounce and refrain from gossip, humiliation, bullying and other damaging behaviors that erode school culture on-campus and online ★ Prioritize building positive student relationships, support student interests, and attend after school activities student events as possible
Respect	We treat God's people with respect and kindness at all times. We acknowledge our differences, offering compassion, empathy and tolerance.	<ul style="list-style-type: none"> ★ Reverence the God-given dignity and uniqueness of self and others in-person and online ★ Support confidentiality and privacy in the SMSA learning community ★ Honor boundaries and practices that support school safety and order ★ Support parents right to information pertinent to student success ★ When questions or concerns arise, seek information and resolution directly from within the Academy (principles of subsidiarity apply) ★ Abide all practices and policies of 'Safeguarding God's Children'
Responsibility	We lead by example and are accountable for our actions, even when it's difficult. We affirm sound judgment and trustworthy behavior.	<ul style="list-style-type: none"> ★ Demonstrate good moral and ethical principles ★ Be present, productive, and accountable to all assigned duties ★ Protect the safety and wellbeing of all students ★ Report negative or abusive treatment of students, oneself or others to a school authority ★ Enforce academic and behavioral policies and procedures outlined in school handbooks ★ Meet all deadlines and professional expectations
Learning	We are committed to excellence in education through personal growth and achievement. We strive to be inquisitive critical thinkers, problem solvers, and team players.	<ul style="list-style-type: none"> ★ Partner with parents/guardians to provide formal education to children ★ Be prepared to deliver on the expected goals and outcomes for my role ★ Abide all school schedules and calendars to assure student learning progress ★ Support student learning and attend to personal professional growth ★ Collaborate to enable appropriate assessments, interventions and learning alternatives ★ Reinforce expectations of academic integrity and original work ★ Help students learn from mistakes, failures, and disappointments
Leadership	We are devoted to a life of servant leadership, going above and beyond to serve the school, parish, community and world. We are responsible citizens and Christians committed to living life, promoting peace, and fostering social justice.	<ul style="list-style-type: none"> ★ Volunteer to support SMSA advancement and strategic initiatives ★ Promote The Ledger Way and advocate for SMSA mission ★ Offer solutions to challenges and problems ★ Practice buffalo leadership and servant leadership, especially sensitive to the vulnerable ★ Embrace, showcase, and affirm student success and celebrate growth and development

**All SMSA employees are expected to make a sincere effort to consistently demonstrate and reinforce The Ledger Way through words, actions and choices. Disregarding this Covenant or its spirit may lead to natural consequences as outlined by Archdiocesan Policy and SMSA Handbooks.*