

In addition to other requirements, all team members agree to abide by the following norms:

Visit Norms and Commitments

The CSSI team guarantees these visit norms and commitments. In addition to staying tethered to these norms, CSSI team members will sign annual team member agreements.

- Mission and Model Neutrality: The CSSI team lead will always attempt to create diverse teams and identify team members with specialized experience in the school's specific model. Regardless of experience or personal pedagogy, all CSSI team members are committed to neutrality. The CSSI team strives to provide findings and meaningful feedback to each school's unique mission and model.
- Criteria Aligned and Rooted in Data: All data collection and findings are aligned to the review criteria and rooted in carefully triangulated data. Team members work diligently to ensure staff feelings, personal values, and information outliers do not impact trend identification and findings.
- Protect Personal Anonymity: The CSSI team maintains anonymity for all stakeholders; members do not reveal specific information about individuals collected through interviews or classroom visits. This norm also means that the CSSI team is compassionate about being overheard on-site; team dialogues and discussions are always private and protected.
- Use One Voice: CSSI team members do not provide individual staff members feedback throughout the visit or report trends at any time during the visit. The CSSI team does not provide feedback until data is triangulated and findings are prioritized.
- Non-Judgemental Stance: CSSI team members maintain a non-judgemental stance throughout the visit. Team members stay curious and approach all interactions with asset-based thinking and generosity.