



*Our Mission . . .  
Educate All  
Students To Their  
Full Potential*

**Office of the Superintendent**  
**Kirk Downing, Superintendent**  
**Dr. Todd Maguire, Assistant Superintendent**

To: Nashoba Regional School Committee

Date: 6/15/22

From: Kirk Downing

RE: Recommendation to adopt the Nashoba Portrait of a Graduate core competencies

This year the leadership team of the Nashoba Regional School District took on the task of engaging stakeholders across the organization to identify the core competencies we as a community will prioritize in our vision of a Nashoba graduate. By adopting these competencies, we are validating the collective voices of our parents, students, staff, faculty and leaders who participated in the process. More importantly it lays the foundation for how we will go about our work to ensure our students develop skills necessary to be successful beyond high school. Here are the competencies.

## **COMMUNICATION**

### *Our students...*

- Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms and contexts.
- Listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions.
- Use communication for a range of purposes and audiences (e.g. to inform, instruct, motivate, and persuade).
- Seek, contribute, and respond to feedback to achieve collective outcomes.

## **CREATIVITY**

### *Our students...*

- Demonstrate originality, imagination, and new ways of thinking about things.
- Transcend traditional ideas, rules, patterns, and relationships to create new or meaningful ideas, methods, or interpretations.
- Translate original and inventive thinking into viable solutions
- Take risks and know how to develop, organize, and manage new initiatives and/or ventures

## **EMPATHY**

### *Our students...*

- Demonstrate awareness, sensitivity, concern, and respect to connect with others' feelings, opinions, experiences, and culture.
- Imagine what others are thinking, feeling, or experiencing.

**Ann Marie Stoica, Director of Human Resources • Rob Frieswick, Director of Facilities**  
**Joan DeAngelis, Director of Pupil Personnel Services • Tania Rich, Director of Athletics**  
**Patricia Marone, Director of Business and Operations**

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- Vicariously experience the feelings, thoughts, and experiences of others.
- Understand the “bigger picture” and be mindful of the impact solutions may have on other parts of the system.
- Understand the “bigger picture” and propose solutions that are mindful to the impact they may have on other parts of a system.

## **CULTURALLY COMPETENT GLOBAL CITIZENS**

### *Our students...*

- Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue.
- Demonstrate personal, civic, social, local, and global responsibility through ethical and empathetic behaviors.
- Contribute and take action to make the world a better place.
- Elicit diverse perspectives and contributions.
- Honor and leverage strengths to build collective commitment and action.

## **LEARNER’S MINDSET**

### *Our students...*

- Embrace curiosity to experience new ideas.
- Possess the desire to learn, unlearn, and relearn.
- Find and maximize opportunities to actively listen and elicit diverse perspectives from others.
- Develop positive attitudes and beliefs about learning.
- Consistently improve the quality of one’s own thinking by skillfully analyzing, assessing, and reconstructing.
- Enrich the learning of both self and others.
- Implement and reflect critically on a solution.

## **PERSEVERANCE**

### *Our students...*

- Exhibit steadfastness in achieving success despite difficulty, opposition, and/or failure.
- Embrace the idea that failure is a part of success and quickly pivot to keep moving forward.
- Identify, evaluate, and prioritize solutions to difficult or complex situations.
- Applies disciplined thinking that is clear, rational, open-minded, and informed by evidence.