



Dr. James V. Schwarz

Leadership Code of Commitment

I commit to the following code of conduct, principles, actions, and behaviors:

- Be *Student Focused* by making the right decision, using the right process, and using the right communication
- Practice *Selflessness* by serving others ahead of self
- *Communicate* regularly
- Operate with *Integrity*
- *Honor, Respect & Value* ALL employees
- Be *Responsible* in my behavior and speech
- Be *Accountable* for decision-making
- Perform with *Excellence* in areas of responsibility
- Model *Loyalty* to the community, board, administration, and staff
- Demonstrate *Compassion* for those who need it
- Be *Dedicated* to the shared vision
- Be *Committed* toward advancing opportunities in the Avondale School District
- Model good *Stewardship* with district resources
- *Maintain balance* among being a husband, father, and superintendent