

# Core Values

## Measured by Impact

We measure ourselves by the impact we have on teachers and students, not by the size of our pocketbooks.

*Teachers: Support | Partner | Empower*  
*Students: Proficiency | Engagement | Data Driven | Growth*

## We Embrace All

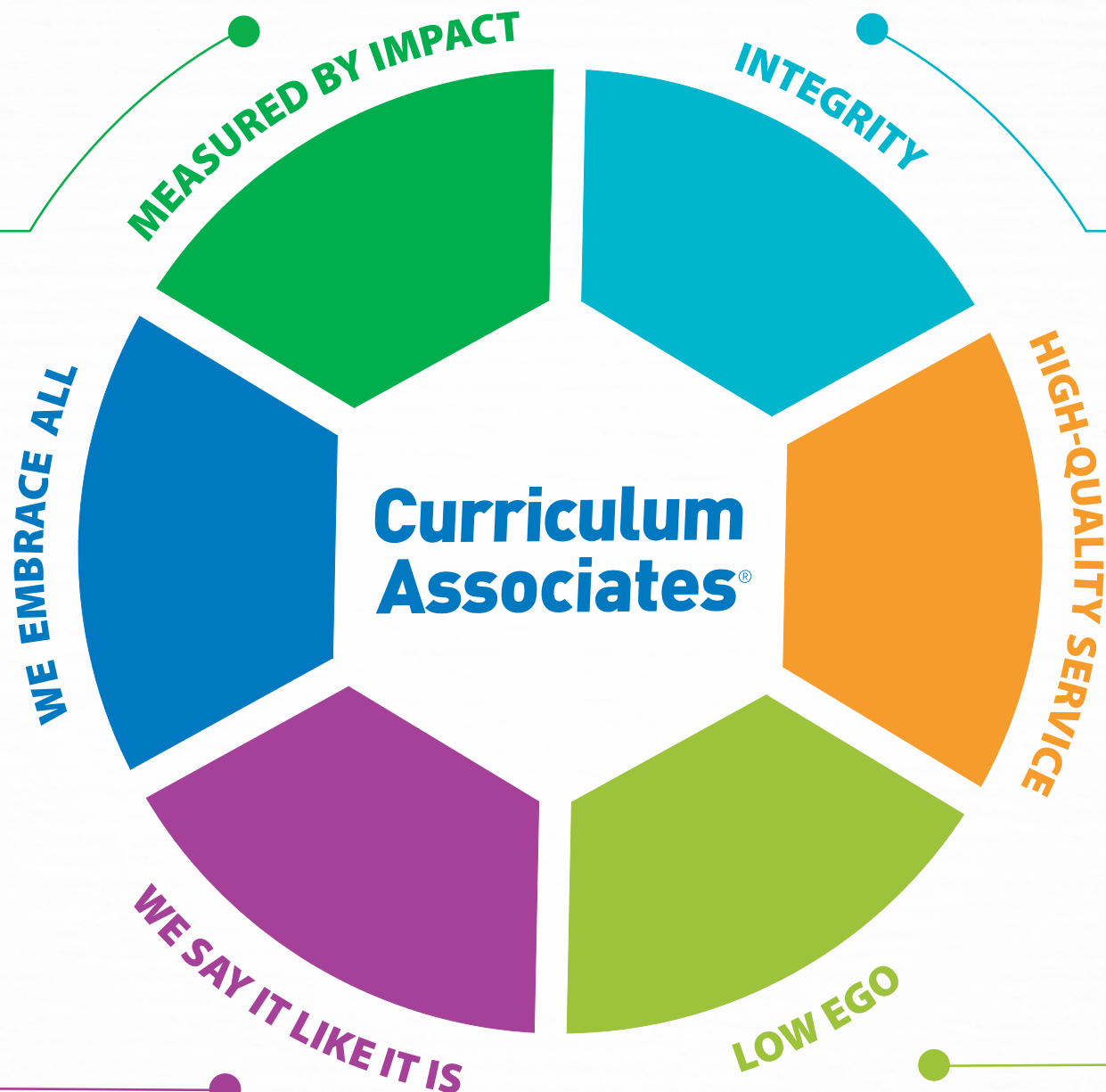
Inclusion and diversity are critical to achieving our goal of making classrooms better places for teachers and students. Our commitment is to building an inclusive workplace where we all benefit from each other's differences in thought, experiences, and contributions.

*Disability & Ability | Gender | Religion | Race and Ethnicity*  
*Socioeconomic | Sexual Orientation | Age*

## We Say It Like It Is, with Grace

We listen first, and communicate respectfully and with empathy.

*Factual | Open to Feedback*



## Integrity

We lead with integrity in all things, ensuring every action by every employee every day could appear on a newspaper cover.

*Honest at All Times | Clear Communication*  
*Accountability*

## High-Quality Service

The quality of our service is as important as the quality of our products. We define our success through our customers' success and satisfaction, and align our commitment with our customers' needs.

*Customer Focused | Attention to Detail*  
*Continuous Improvement*

## High Confidence, Low Ego

We are high in confidence and keep our egos low. Humility makes us more curious and better able to listen and learn. We continuously study to be experts in our field.

*Continual Learners*