

## **Value Statements:**

### **INTEGRITY**

We believe that integrity must be the underlying core value for all Public Safety Department activities. We will perform our duties with unquestionable integrity.

We will be honest and straightforward; striving to consider all information provided and to make ethical choices based on the facts, information, and circumstances presented to us. We may make honest mistakes, but we will acknowledge them, rectify them, and work to avoid them in the future. All members of the Public Safety Department will constantly strive to “do the right thing” in supporting the greater school district mission.

### **PERSONAL DIGNITY AND INDIVIDUAL RIGHTS**

We will treat all persons with dignity, courtesy and respect. This Department will consistently honor the fundamental individual rights afforded to all persons through state and federal mandates.

### **TEAMWORK**

We will work collaboratively among our Public Safety Department officers and staff to fulfill our duties and responsibilities. We recognize that this is one Department, and that ultimate success depends on our ability to communicate, cooperate, respect and coordinate the many talents and abilities of all Southeast Delco School District employees. Public Safety Department members will work with administrators, teachers, staff, and students to assist with matters that are appropriate to the District’s mission.

### **PROFESSIONALISM**

We will display the ultimate in professionalism. We will demonstrate a continuing commitment to excellence, professional development, and first-class demeanor. We will be accountable for our conduct both on and off-duty. We will exhibit the appearance, enthusiasm, dedication, discipline, and specialized competencies necessary for success in our profession, thereby serving as consistent role-models for Southeast Delco School District students.

### **THOUGHTFUL ANALYSIS**

We will use thoughtful analysis in our planning, response to calls for service, and problem-solving processes. Policing and protection in the educational environment today requires that we deal with an unprecedented range of simple to highly complex issues to maintain social order and ensure public safety. We invite critical thinking and questioning into our daily discussions so that we may better serve the community.

### **SERVICE ORIENTATION**

We will perform our duties with a true service orientation that demonstrates our commitment to customer friendly practices. We will:

- Listen earnestly and objectively to people.
- Provide accurate, complete and timely responses.
- Treat people in a courteous manner.
- Focus on solving the problem presented.
- Work toward voluntary compliance as a preferred option.
- Establish and maintain high visibility on school district property and at events.
- Establish and maintain services based on community feedback and data analysis.
- Treat each request for service with a genuine desire to help.

**EMPLOYEE WORTH**

We believe that providing quality service to the community begins with how we value ourselves and treat each other in the Department. We will promote a positive work environment, where people genuinely trust and care about each other. We will publicly acknowledge our employee accomplishments. We will strive to distribute the Department workload in a reasonable manner and to compensate our employees in an equitable fashion. Additionally, we will provide employees with the resources, administrative support, and work expectations necessary to be successful.