

CLASS CRAFT

Company Mission, Vision, and Values



Mission

Classcraft's mission is to make school more relevant and meaningful by creating playful and collaborative learning experiences that teach the whole child.

Vision

Foster generations of more empathetic, well-rounded human beings who find value and meaning in living and learning together.



Company Values

Engagement • Collaboration • Growth • Commitment to Quality

We wholeheartedly believe in living the values that we try to foster in students. This document is intended to be used company-wide and applied more specifically by individual departments. The reason that we're placing these values here is to guide us when we need to make decisions on how we should behave. These values will also act as key indicators for yearly reviews to ascertain progress on an individual and collective basis.



BE A CLASSCRAFT ROCKSTAR





Engagement

Classcraft's Values



Enthusiasm

Show Creativity

You contribute good ideas and amplify others with your own suggestions.

Be Passionate

You care about what you do. You're fueled to go beyond expectations, knowing your contributions will improve others' lives.

Have Fun

You keep it light, use humor when appropriate, and foster happy moments.

Go Outside the Box

You challenge yourself to produce fresh, creative, and innovative ideas.



Courage

Have a Voice

You're confident and unafraid to speak up about your ideas and feelings.

Stay Determined

You're aware of your own motivation and energy. Take care of yourself if you're overextended so you can keep going.

Act with Integrity

You're genuine and transparent, no matter what the situation, so that we can work effectively as a team.

Autonomy

Be Proactive

You take initiative and ownership over your projects in a way that's aligned with the rest of your team.

Be Trustworthy

You take responsibility for your actions, words, and behaviors and communicate as much as possible to minimize surprises.





Collaboration

Classcraft's Values



Communication

Listen

You listen carefully and ask questions when others are speaking.

Contribute

You're active in the conversation, speaking up and providing input even in small ways.

Include Others

You make an effort to include all perspectives in the conversation. If one person is quiet, you seek their input later.

Be Aligned

You understand the collective direction, actively validate your course, and communicate concerns or issues in a clear, thoughtful manner.

Respect

Empathize

You are sensitive to others' perspectives and consider their needs and time.

Trust Others

You engage with people in a manner that demonstrates trust and appreciation for their skills and experience.

Be Humble

You are honest about your own contributions and mistakes and are open to constructive feedback.





Helpfulness

Support One Another

You value others' needs and set aside time to help them learn and succeed.

Have Shared Success at Heart

You create opportunities for synergy, both with team members and outside partners.

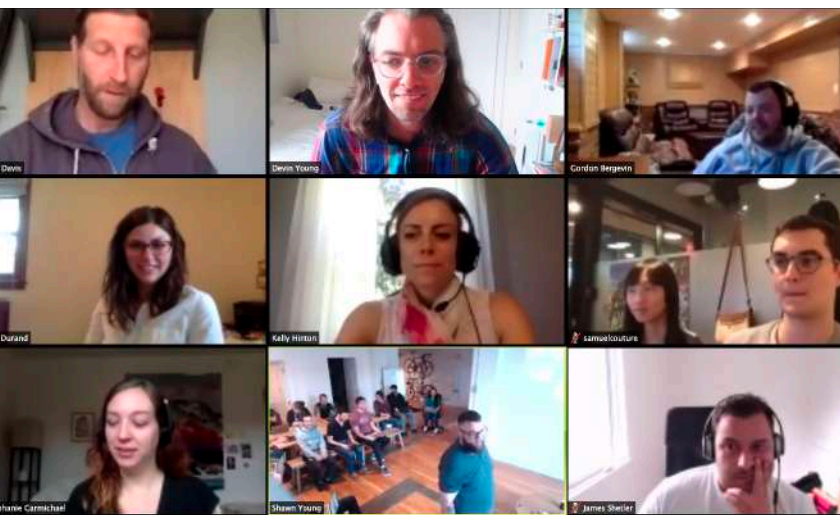
Accountability

Know Your Part

You proactively take steps to understand responsibilities, knowing everyone's playing a critical role in achieving our objectives.

Do Your Part

You meet commitments on time and communicate as soon as possible if something comes up that prevents you from doing so.





Growth

Classcraft's Values



Personal Improvement

Challenge Yourself

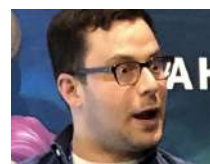
You are open and eager to new challenges outside your comfort zone.

Always Be Learning

You look for new ways to work smarter and more efficiently.

Have a Strong Network

You spend time developing positive relationships with colleagues in order to learn from them and work better as a team.





Self-Awareness

Reflect and Be Thoughtful

You reflect on your behavior and words when things don't go well.

Know Your Weaknesses

You take ownership of your unique challenges and lean on your team for support.

Know Your Strengths

You recognize, value, and work to hone your unique strengths.

Be Forgiving

You appreciate that mistakes are part of the learning process, both for yourself and your teammates.

Curiosity

Be Open to What You Don't Know

You approach situations knowing we all have blind spots.

Question Assumptions

You take time to deepen your understanding by asking and pursuing questions.



Commitment to Quality

Classcraft's Values

Move Quickly

You know the full vision, but then define minimal scope by clarifying actionable goals and ideas.

Iterate

You ship, assess, learn, and refine.

Care About Your Craft

You do your best, most accurate work and stay on top of the details.

Be Committed

You do what you say you're going to do when serving team members and clients.

