



BARTOW COUNTY  
**COLLEGE & CAREER**  
ACADEMY

## I.C.A.R.E. Performance Guidelines

### Integrity: Be Honest & Do What You Say

- I am trusted by my peers and teachers.
- I can be counted on to do the right thing.
- I ensure my actions are consistent with my words.
- I make decisions based on what is best for my education and for those around me.
- I demonstrate behavior consistent with our mission and code of conduct.

### Compassion: Be Sympathetic to Needs of Others

- I show warmth, friendliness and personal pride in all of my interactions
- I maintain eye contact, a pleasant expression and calm demeanor even in difficult situations.
- I offer to help teachers, peers and visitors when possible.
- I respond to teacher concerns and requests in a timely manner.
- I keep my teacher informed of progress and delays.

### Accountability: Take Ownership for How Actions Impact Outcomes

- I arrive on time, ready to focus on classes and assignments.
- I present a clean and appropriate image.
- I help keep the work area and surrounding environment clean and safe.
- I take ownership of my education and act to achieve positive outcomes.
- I ensure that issues are raised to the appropriate level of the organization.

### Respect: Value Others & Embrace Diversity

- I treat everyone with dignity, valuing each person individually.
- I give my full attention, listen carefully and ask clarifying questions to understand others perspectives.
- I receive and give constructive feedback in a positive manner.

### Excellence: Take Personal Pride in Exceeding Expectations

- I seek new and better ways to improve my performance.
- I take initiative to improve myself and the school environment.
- I take initiative to serve my community.
- I value and use teamwork.