



FCSS Norms

Be Accountable to Self & Others

Clarify expectations, keep commitments, deliver results.

Demonstrate Respect

Cultivate equity, treat others as you would like to be treated with your words and actions.

Listen with Intention

Be fully present, be inclusive to all, listen to understand.

Create Transparency

Be open and authentic, tell the truth even when it's hard.

Pursue Growth

Be a continuous learner, have a growth mindset, be flexible.

Celebrate & Encourage Each Other

Recognize accomplishments, honor milestones, foster connections.