



# Anastasis Academy



This handbook does not constitute an employment contract or binding policy and is subject to change at any time. Either Anastasis or an employee can terminate the employment relationship at any time, with or without cause, with or without notice. Employment at Anastasis is at-will, and nothing in this handbook alters that status.



In April of 2011, we set out to create a place of learning that would honor children as created, unique individuals. We knew we would have to first create a culture that was designed to foster creativity and greatness. A place where incredibly talented individuals are empowered to put their best ideas into practice every day to do the very best for kids, with very little in their way. This book is an abbreviated encapsulation of our guiding principles. As Anastasis continues to grow, we hope that these principles will serve each new team member joining our ranks. If you are new to Anastasis, welcome. Although the vision in this book is important, it's really your ideas, talent and energy that will keep Anastasis shining in the years ahead. Thanks for being here. Let's work together to guide our future change makers.





# Anastasis Academy

You are here because you are a change maker. You want to make learning better. More fun. More creative. More clever. At Anastasis you won't be restricted by convention, but instead challenged by it. You are here to do something big, something that couldn't happen in any other educational setting. You are here to change lives. You are here to be fully alive.

Welcome to Anastasis Academy.

## Preface

This handbook is not about benefits, or how to set up your classroom, or where to find the coffee maker (in the office). Anastasis works in completely new ways to re-imagine teaching and learning. This is about the choices you are going to be making and how to think about them. It is about building community and culture.

For more nuts-and-bolts information, there are some "essentials" on the Anastasis Google Doc share.





# Vision



**What will we do:** Apprentice children in the art of learning through inquiry, creativity, critical thinking, discernment and wisdom. Provide an educational model that honors and supports children as the unique and creative individuals that God created them to be.

**Who we will be:**

- A close community of learners that includes students of all ages, parents, and teachers.
- A culture that values unique individuals and fosters a love of learning, curiosity, critical thinking and discovery.
- A community that strives to show others love, acceptance, and respect through attitude and service.
- We are worshippers of God. We worship through our work.

- 
- A school that focuses on each student's individual needs by creating a customized learning strand for each individual.
  - A school that connects with other learners from around the world, developing global citizens.
  - A staff that models the commitment to a lifetime of serving and learning about God, Father, Son and Spirit.
  - A staff that is passionately curious, willing to learn, unlearn and relearn.
  - A school that utilizes the technology that is available to enhance learning.
  - A staff that believes that learning happens within a student, not TO a student.
  - A place where learning is immersive: authentic, realistic and connected.
  - A place that goes beyond building self esteem to build self efficacy, learning with intent.

# Vision

- A student body of independent and resilient learners.

## **How we will work:**

- With Christ as our model, we strive to serve students, to honor them as unique, created individuals.
- Our interactions with students and families will be respectful and help increase their trust in us.
- We will be learners.
- We will work toward a community and culture of respect, fun and encouragement. We will be fully alive.
- We will be creative.
- We will be curious.
- We will grow and evolve to meet the needs of students.

## **What we value:**

- Freedom in learning

- Getting our hands dirty, learning experientially
- Play
- Indulging in our curiosities
- Making mistakes and failing forward
- Being open to other perspectives, views and ideas
- Independent thinking
- Collaboration- connection is a multiplier
- Being active
- Learning without ceasing
- Connecting the dots (making connections within learning)
- Actively thinking about concepts (not just fact finding)
- Agility and spontaneity
- Space plays an important role in the learning continuum
- Forward thinking pedagogy
- Empathy and social compassion
- Teachers as learners and learners as teachers





# Vision

- Humor and lightheartedness
- Tools that support learning
- Being action researchers

### **Our ambition:**

To help kids live an abundant unforgettable, honest, meaningful story- one clearly defined by faith, hope and love and book-ended by redemption.

### **What we must deliver:**

Students that are fully alive, who know their unique place in this world and how their gifts and talents can be used to glorify God. Passionate learners who have the ability and drive to spend a lifetime learning, unlearning and relearning.

### **What we believe about achievement:**

- It is complex and multifaceted
- No one assessment can accurately measure it

- It is individual
- It is fluid
- It is boundless

### **What we believe about learners:**

- Every student can learn
- Every child has unique gifts and talents
- Every child has a natural curiosity and an inclination to figure the world out
- Every student learns in their own way
- Every child learns at their own developmental pace
- Every child has an inclination to discover how the world works

### **What we believe about personalization:**

- We must be aware of student readiness- we want to present students with a task that is challenging for their current level of knowledge, understanding or





# Vision

skill while providing a support system to bridge the gap.

- We must be aware of interest- linked to current student interests and helping the student discover new interests.
- We must be aware of learning preferences- when being exposed to new foundational skills, the learning preferences should be considered.
- We must be aware of the foundation- foundational knowledge and skills gives us a strong base for new learning.
- We must help students discover new learning.
- We must vary the product or outcome that we expect of students in order for them to demonstrate understanding.
- We need ongoing formative assessment to drive new learning.
- We need to allow for flexible groupings so that students have a wide variety of opportunities to interact with a wide range of peers.

- We must emphasize individual growth and betterment of self instead of competition with others.
- We must partner together, taking advantage of other staff members strengths to support all students.
- We transfer ownership of learning from the adults to the students, a true apprenticeship.

### **Our culture:**

- A place where all learners are safe to take risks
- A place where students are encouraged to find answers from exploration and experimentation.
- A place where meaningful feedback is provided
- A community where every student, staff and family member is part of the learning community.
- A place where we model persistence and talk about ourselves as learners. It is okay not to know everything.





# Vision

- A place where we set our eyes on what is possible and we encourage others to do the same.
- A place that is flexible, there is always more than one way to do something.
- A place where students develop empathy and fight their own battles.
- A place where the learning process can be “messy”
- A place that takes into account student choice and preference.
- A place that helps students learn how to think not what to think.

If we don't do what we are convicted to do, we will do what everyone else does.

Be intentional

**#standagain**





## Anastasis Academy “Code”

1. We take care of each other.
2. If someone needs help, we give it. If we need help, we ask.
3. It’s all a gift! (no complaining.)
4. There’s glory in making a mistake. (mistakes are teachers)
5. Make the kind assumption. (when someone behaves poorly, we give them the benefit of the doubt.)
6. No skunking! (skunks spray negative energy, don’t be a skunk.)
7. Respect each other. (look at the person talking to you; make requests in the form of a question, not a demand; don’t interrupt conversations in progress; address adults with “Mr.,” “Mrs.,” or “Miss.”)

### List of Valued Character Traits:

Alertness	Gentleness	Perseverance
Citizenship	Gratitude	Patience
Compassion	Honesty	Respect
Curiosity	Humility	Responsibility
Determination	Initiative	Reverence
Discernment	Joyfulness	Self-Discipline
Endurance	Kindness	Sincerity
Enthusiasm	Leadership	Thriftiness
Friendliness	Loyalty	
Generosity	Obedience	
	Orderliness	