Graduate Profiles describe knowledge, skills, and dispositions students will need in order to participate in a range of life contexts beyond school. The Kettle Moraine School District Graduate Profile describes attributes in academics, citizenship and personal development including social, emotional, and cognitive abilities that are essential to their success in life.

This document serves as a guide to categorize each component of the profile into grade-appropriate skills. Each level establishes agreed upon goals for learning across our schools and environments. This continuum guides our work and serves as a tool to support learners setting their own growth goals.
Engaged Citizen
Learners serve as a leader to self and others.

Indicators
- Demonstrates integrity and leadership through positively influencing outcomes
  - I tell the truth and act in positive, helpful ways to lead others to do the same.
  - I take care of things and clean up after myself.
- Acknowledges, understands, interacts with and respects diverse individuals, perspectives and cultures
  - I stand up for others and treat people respectfully.
  - I listen and respond to others constructively.
  - I can see other sides to a topic and respect different ways of thinking.
- Applies individual talents to serve others in the local and global community
  - I participate in cooperative play with peers.
  - I can help others in my “community”.
- Understands how to make ethical, moral, and financially responsible decisions
  - I can explain positive and negative outcomes from a situation.
  - I know right from wrong.

Communicator
Learners exchange ideas and respond in respectful ways.

Indicators
- Communicates effectively in multiple ways - verbal, written, electronic, and visual
  - I communicate through a variety of methods to exchange and share ideas and ask questions when I am not sure.
- Shows purpose and thoughtfulness in communication
  - I stay on topic when talking to others.
  - I recognize and name my emotions to tell someone how I am feeling.
- Remains open to communicating with a variety of people, familiar and unfamiliar
  - I have conversations in multiple ways with people in my school community who are similar to and different from me.

Self-Directed & Resilient Individual
Learners strive to work hard and set goals in order to complete tasks independently, even when tasks are challenging.

Indicators
- Maintains a positive work ethic and strives for self-improvement
  - I don’t give up and keep trying to be successful while striving for accuracy.
- Understands how to manage time and priorities
  - I successfully follow directions with many steps in a focused and timely way.
- Sets short and long term goals for success
  - I understand when I’m working on something and when I’ve completed a goal.
  - I follow through on a goal from start to finish in a timely way.
- Overcomes adversity through persistence, perseverance, self-advocacy and a growth mindset
  - I know if I keep working at something, I can get better at it
  - I know when to ask for help
  - I consider different ways a problem can be solved.
- Reflects on one’s decisions and actions, remaining flexible and open to new ideas
  - I think about why I act/react the way I did in a situation.
  - I try new things and consider others’ ideas may benefit myself and those around me.

Continuous Learner
Learners grow new experiences from experiences and making connections.

Indicators
- Takes ownership of learning, continuously pursuing and demonstrating knowledge and skills throughout life
  - I try tasks myself before asking for help.
  - I understand and accept my needs and strengths as a learner.
  - I work on smaller skills to achieve a larger goal.
- Understands how to apply learning to new situations and challenges
  - I think about what I already know when I am learning something new.
- Explores areas of interest for academic, career and personal success
  - I get excited when I learn something new.

Collaborator
Learners work with others in many contexts
Learners listen to others’ ideas and be open to ideas when working as a team.

Indicators
- Actively listens, empathizes and contributes thoughtful, meaningful ideas that support common goals
  - I play and work kindly with peers.
  - I stay on topic during a discussion.
- Understands the importance of roles and responsibilities within a collaborative process/organization, and has the ability to lead formally and informally while collaborating
  - I share my thoughts and work well with others.
- Innovates to solve problems
  - I can solve a problem in more than one way.

Creative & Critical Thinker
Learners use background knowledge and are creative to solve problems.

Indicators
- Reflects on past learning and experiences when faced with new situations and challenges
  - I connect previous experiences to new learning.
- Questions, reasons and weighs evidence to reach conclusions
  - I stop and think before acting
  - I can choose something to learn and share my learning with others.
- Reflects on prior learning and experiences
  - I can solve a problem in more than one way.
- Explores areas of interest for academic, career and personal success
  - I get excited when I learn something new.
Grade 3 through Grade 5

**Engaged Citizen**
Learners lead by example while respecting and taking perspective of varying points of view in order to positively contribute to their community.

**Communicator**
Learners strive for accurate and respectful ways to exchange ideas while taking into account other points of view and emotions.

**Self-Directed & Resilient Individual**
Learners advocate and use a growth mindset to be reflective when setting and meeting goals. Learners persist through difficulties (social, academic, emotional).

**Continuous Learner**
Learners are open to all learning, own their learning, and apply their learning to new situations.

**Collaborator**
Learners actively listen in a group, contribute ideas and adapt their thinking for the good of the group.

**Creative & Critical Thinker**
Learners use background knowledge and are creative to solve problems. Learners are thoughtful and intentional about decisions.
<table>
<thead>
<tr>
<th>Grade 6 through Grade 8</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Engaged Citizen</strong></td>
</tr>
<tr>
<td>Learners embrace their responsibility to make a positive difference in the communities to which he/she belongs.</td>
</tr>
<tr>
<td><strong>Communicator</strong></td>
</tr>
<tr>
<td>Learners share ideas through oral, written or non-verbal media. Learners engage in formal and informal exchanges with others while demonstrating respect and empathy.</td>
</tr>
<tr>
<td><strong>Self-Directed &amp; Resilient Individual</strong></td>
</tr>
<tr>
<td>Learners understand how to set attainable goals, actively engage in the learning, ask for help when needed, and overcome adversity when faced with challenges.</td>
</tr>
<tr>
<td><strong>Continuous Learner</strong></td>
</tr>
<tr>
<td>Learners embrace curiosity and the challenge of new learning. They apply it in areas outside the classroom. They are always asking, “what’s next?”</td>
</tr>
<tr>
<td><strong>Collaborator</strong></td>
</tr>
<tr>
<td>Learners work with others to achieve a common goal with a shared responsibility.</td>
</tr>
<tr>
<td><strong>Creative &amp; Critical Thinker</strong></td>
</tr>
<tr>
<td>Learners think and reflect broadly and deeply about my past experiences, synthesize this information, along with new information, and apply my learning to new situations.</td>
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</tbody>
</table>

**Indicators**

- Demonstrates integrity and leadership through positively influencing outcomes
  - Fuse negotiation and conflict resolution skills, when needed, in order to meet a goal.
  - Identify situations that require adult assistance and reach out to a trusted adult when needed.

- Acknowledges, understands, interacts with and respects diverse individuals, perspectives and cultures
  - Identify how family and culture impact thoughts and actions.
  - Identify and advocate against injustices that occur based on individual differences.

- Applies individual talents to serve others in the local and global community
  - Understand the relationships between local and global issues.
  - Seek out and perform service work in and out of school.
  - Create an action plan that addresses a need in my school or community.

- Understands how to make ethical, moral, and financially responsible decisions
  - Recognize the impact of my decisions on personal safety and relationships.
  - Generate solutions to problems while considering the impact on both myself and others.
  - Ignore peer pressure that would lead me to make an irresponsible decision.

- Communicates effectively in multiple ways - verbal, written, electronic, and visual
  - Practice and use a variety of methods for communication.
  - Organize and present information in an effective format for my audience.

- Shows purpose and thoughtfulness in communication
  - Select style, content, and method of communication to match my purpose (inform, instruct, persuade, etc.).
  - Adapt messaging to ensure clarity for the intended audience.
  - Ask questions when I need clarification or direction.

- Remains open to communicating with a variety of people, familiar and unfamiliar
  - Share ideas and information with an audience of familiar people.
  - Recognize and understand the impact of my communication on different groups of people.

- Maintains a positive work ethic and strives for self-improvement
  - Recognize my strengths and areas for improvement in both academic and social settings.
  - Identify and use tools that are available to me when work gets difficult, while maintaining a growth mindset.

- Understands how to manage time and priorities
  - Fuse organizational skills and strategies to monitor, explain, and make progress toward personal and academic goals.
  - Apply strategies to stay focused on tasks without needing reminders.

- Sets short and long term goals for success
  - Set attainable and measurable goals.
  - Create an action plan to support those goals.

- Overcomes adversity through persistence, perseverance, self-advocacy and a growth mindset
  - Don’t give up when I experience a struggle and I take appropriate risks to grow.
  - Recognize and respectfully advocate for what I need.
  - Manage feelings of frustration in order to overcome a challenge and continue to grow as a learner.

- Reflects on one’s decisions and actions, remaining flexible and open to new ideas
  - Recognize and apply constructive feedback from teachers and peers to improve my work.
  - Reflect on how my decisions and actions impact myself and others.
  - Learn about new perspectives with open-mindedness and curiosity.

- Takes ownership of learning, continuously pursuing and demonstrating knowledge and skills throughout life
  - Recognize strengths in myself in order to describe and prioritize personal skills and interests I want to develop.
  - Seek or accept new and challenging learning opportunities.
  - Will advocate and use resources to grow as a learner.

- Understands how to apply learning to new situations and challenges
  - Can apply what I already know to problem-solve in new or unique situations.

- Explores areas of interest for academic, career and personal success
  - Ask questions and dig deeper into evidence to reach conclusions.

- Is flexible, open minded, confident and adaptable when working with and receiving feedback from others
  - Recognize and respond appropriately to constructive feedback.
  - Respectfully disagree, compromise or negotiate in order to maintain positive relationships.

- Actively listens, empathizes and contributes thoughtful, meaningful ideas that support common goals
  - Use active listening and assertive, clear communication when expressing thoughts and ideas.
  - Generate a variety of ideas and solutions to a problem with consideration of the groups’ goals.

- Understands the importance of roles and responsibilities within a collaborative process/organization, and has the ability to lead formally and informally while collaborating
  - Work cooperatively and productively in diverse groups.
  - Encourage team members to contribute their perspectives, skills or knowledge.

- Generates a variety of ideas and solutions to a problem with consideration of the groups’ goals.
  - Engage in the learning, ask for help when needed, and overcome adversity when faced with challenges.

- Understands the importance of roles and responsibilities within a collaborative process/organization, and has the ability to lead formally and informally while collaborating
  - Work cooperatively and productively in diverse groups.

- Reflects on past learning and experiences when faced with new situations and challenges
  - I identify choices that I’ve made in the past that have helped or hurt my learning.
  - I recognize choices that have helped me in the past and I make similar choices when faced with new challenges.

- Reflects on past learning and experiences when faced with new situations and challenges
  - I can ask a variety of questions in order to understand all sides of an issue.
  - I examine the reliability, bias or credibility of different sources.

- Innovates to solve problems
  - I generate a variety of ideas to solve a problem.
  - I add details to others’ suggestions to improve ideas and situations.

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<tr>
<th>Grade 9 through Grade 12</th>
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</thead>
<tbody>
<tr>
<td><strong>Engaged Citizen</strong></td>
</tr>
<tr>
<td>Learners actively engage with cultural, environmental, political or economic systems. They advocate for the dignity and well-being of individuals and communities.</td>
</tr>
<tr>
<td><strong>Communicator</strong></td>
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<tr>
<td>Learners express ideas in multiple ways to a variety of audiences while demonstrating respect and empathy.</td>
</tr>
<tr>
<td><strong>Self-Directed &amp; Resilient Individual</strong></td>
</tr>
<tr>
<td>Learners can set and meet advantageous goals, reflect on growth and advocate for themselves.</td>
</tr>
<tr>
<td><strong>Continuous Learner</strong></td>
</tr>
<tr>
<td>Learners embrace a growth mindset and demonstrate the knowledge, skills and focus to open doors to ideas and possibilities.</td>
</tr>
<tr>
<td><strong>Collaborator</strong></td>
</tr>
<tr>
<td>Learners effectively listen and interact in order to accomplish a goal.</td>
</tr>
<tr>
<td><strong>Creative &amp; Critical Thinker</strong></td>
</tr>
<tr>
<td>Learners are creative, critical thinkers who are reflective about learning, apply reasoning when determining innovative solutions, and demonstrates a commitment to a growth mindset.</td>
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</tbody>
</table>

### Engaged Citizen Indicators
- Demonstrates integrity and leadership through positively influencing outcomes
  - I take the culture of excellence
  - I take responsibility for choices and consequences.
- Acknowledges, understands, interacts with and respects diverse individuals, perspectives and cultures
  - I understand that people have different talents, skills, and opinions that should be valued.
  - I actively seek out and evaluate diverse perspectives to inform decisions.
- Applies individual talents to serve others in the local and global community
  - I can identify and use my talents to contribute to local and global issues.
  - I initiate and perform service work beyond my school community.
  - I create, implement, and reflect upon an action plan that addresses a need in my school or community.
- Understands how to make ethical, moral, and financially responsible decisions
  - I evaluate the potential impact and consequences of my decisions prior to acting on them.
  - I implement solutions to problems while considering the impact on both myself and others.

### Communicator Indicators
- Communicates effectively in multiple ways - verbal, written, electronic, and visual
  - I communicate in a timely manner until the objective is accomplished.
  - I select style, content and format of message to the audience and purpose.
  - I present my message in a professional and positive manner.
- Shows purpose and thoughtfulness in communication
  - I foster positive relationships through proactive communication.
  - I critically evaluate information that I am receiving and delivering.
  - I self-advocate to ensure that my questions and needs are met.
- Remains open to communicating with a variety of people, familiar and unfamiliar
  - I seek other perspectives, keeping myself open to constructive criticism and other points of view.
  - I can assess the environment, adapting style and tone of delivery based on both non-verbal and verbal feedback.

### Self-Directed & Resilient Individual Indicators
- Maintains a positive work ethic and strives for self-improvement
  - I take ownership of my learning.
  - I plan explicit steps towards improving physical and mental well-being.
- Understands how to manage time and priorities
  - I utilize a time management strategy to complete tasks in a timely manner.
- Sets short and long term goals for success
  - I set advantageous goals and efficiently prioritize tasks to meet my goals.
- Overcomes adversity through persistence, perseverance, self-advocacy and a growth mindset
  - I advocate for support in order to meet my goals.
  - I recognize the growth that comes through failure and apply the lessons learned in future goal attainment.
- Reflects on one's decisions and actions, remaining flexible and open to new ideas
  - I seek and evaluate feedback from trusted sources, and apply feedback to meet my desired outcome.

### Continuous Learner Indicators
- Takes ownership of learning, continuously pursuing and demonstrating knowledge and skills throughout life
  - I will advocate and use resources to grow as a learner independently.
  - I am aware of my strengths and weaknesses and seek ways to improve.
  - I will utilize a growth mindset, which includes continuous reflection.
- Understands how to apply learning to new situations and challenges
  - I consistently connect my abilities to apply learning to any given situation both in and out of school.
- Explores areas of interest for academic, career and personal success
  - I will utilize a growth mindset, demonstrating knowledge and possibilities.
  - I access previous learning and perspectives to reach a defensible conclusion.

### Collaborator Indicators
- Actively listens, empathizes and contributes thoughtful, meaningful ideas that support common goals
  - I listen to and articulate a variety of viewpoints, especially those that are not my own.
  - I contribute new ideas and/ or propose solutions towards attainment of common goals.
- Understands the importance of roles and responsibilities within a collaborative process/ organization, and has the ability to lead formally and informally while collaborating
  - I identify my strengths and the strengths of others to determine roles/responsibilities.
  - I motivate myself and others to make progress towards common goals.
  - I manage difficult conversations and conflict with respect.
- Is flexible, open minded, confident and adaptable when working with and receiving feedback from others
  - I actively seek and provide critical feedback.
  - I show evidence of iteration in projects based on feedback.
  - I evaluate opposing viewpoints and consider their merit within final products.