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Montgomery County Public Schools
ROCKVILLE, MARYLAND



Supporting Services Professional Growth System

WHAT'S IN A NAME?

Discuss at your table...

The difference between an
Evaluation System
and a
Professional Growth System

What are the guiding principles of the Supporting Services Professional Growth System (SSPGS)?

- To promote personal and institutional (professional) excellence
- To streamline evaluation process
- To focus on performance and growth

OUTCOMES

By the end of this session, we will have:

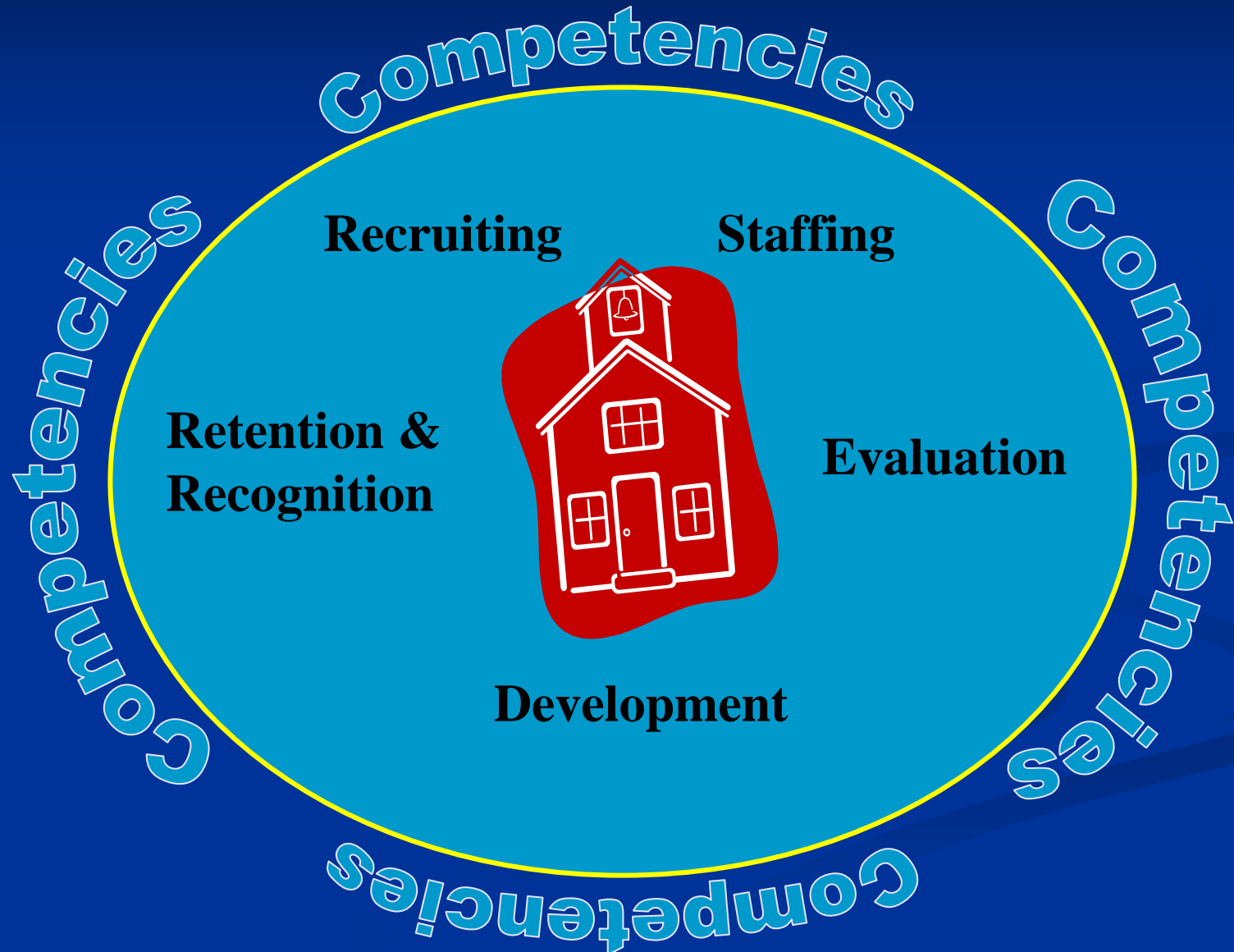
- Reviewed Core Competencies
- Compared Old vs. New System
- Provided an Example
- Explained the Performance Improvement Process (PIP)
- Described the Roles of Professional Growth Consultants (PGCs)
- Summarized the Role of the Peer Assistance and Review (PAR) Panel

Seven Core Competencies

1. Commitment to Students
2. Knowledge of Job (Category Specific)
3. Professionalism
4. Interpersonal
5. Communication
6. Organization
7. Problem Solving



What are the components of the SSPGS?



What's New...

Old

- Multiple rating scale
- One year cycle
- Minimal support provided
- Evaluation system only
- Step increases could be delayed or denied

New

- Dual scale – meets/does not meet competency
- Three year cycle
- Support will be provided to employee
- Employees assist with their own growth & development
- No interruption of step increases

More of What's New ...

Old

- Different evaluation forms for supporting services positions
- No common rating criteria
- Evaluations are not being completed in a timely manner
- Potential for surprises at evaluation time

New

- One evaluation form for all supporting services positions
- Seven core competencies with a common rating criteria
- Reduced number of evaluations per year should lead to improved timeliness
- Promotes regular communication

YOUR TURN

Turn to a tablemate and discuss:

**What are the potential
benefits of the new system?**

EXAMPLE

Commitment to Students

Performance Criteria

- Understands how the job contributes to success for every student.
- **Cares genuinely about the overall learning environment to ensure student success.**
- Acts with the student in mind.
- **Is dedicated to meeting the expectations of principals, supervisors, staff, parents and students.**
- Is dedicated to supporting high-quality education for students.

Samples of Meets and Does Not Meet Competency

Meets

- ☺ Assists and advocates on behalf of students.
- ☺ Builds successful relationships to ensure a productive learning environment.
- ☺ Anticipates and responds quickly to student needs.

Does Not Meet

- ☹ Is insensitive when dealing with students.
- ☹ Does not support efforts to provide a clean, safe environment for all students.
- ☹ Disregards the needs of students.

What happens when I am meeting competency?

- Evaluation every three years
- Training opportunities
- Professional Development Plans
(workgroup established)

* Remember, step increases occur automatically

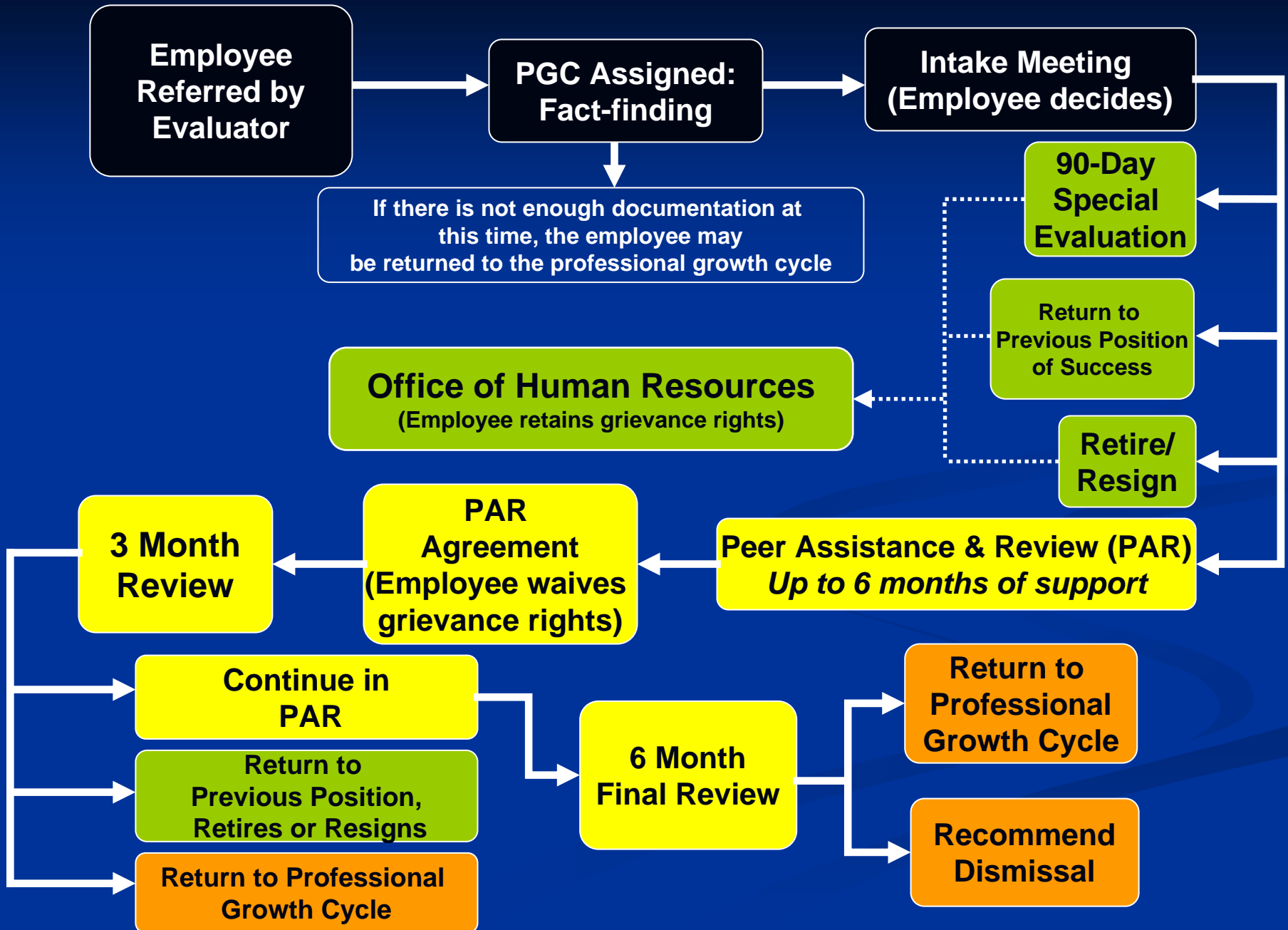
What help is offered when I am
NOT meeting competency?

Performance

Improvement

Process (PIP)

Performance Improvement Process (PIP)



Role of PGCs

Professional Growth Consultants (PGCs):

- **Help employees be successful in meeting the seven core competencies**
- **Assist with the design of PAR Agreements**
- **Manage case files of PAR clients**
- **Facilitate training for MCPS staff and stakeholders**
- **Provide feedback to referring administrators/supervisors and employees**

Role of PAR Panel

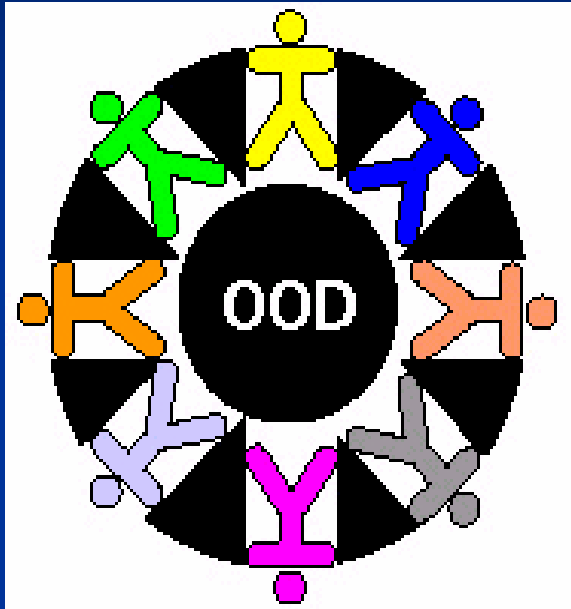
Peer Assistance and Review (PAR) Panel:
(Comprised of 6 SEIU Local 500 & 6 MCPS Supervisors)

- **Reviews the disposition of all cases referred to PIP**
- **Oversees cases involved in PAR**
- **Advises PGCs regarding sources of support for employees**
- **Makes recommendations to the Superintendent:**
 - **return to the professional growth cycle**
 - **dismissal**

Today we have...

- Reviewed Core Competencies
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- Provided an Example
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- Described the Roles of Professional Growth Consultants (PGCs)
- Summarized the Role of the Peer Assistance and Review (PAR) Panel

Additional Resources



Office of Organizational Development

12900 Middlebrook Road, Suite 3305

Germantown, MD 20874

301-601-0300

[www.mcps.k12.md.us/departments/](http://www.mcps.k12.md.us/departments/development/teams/programs/ss_pgs.shtm)

[development/teams/programs/ss_pgs.shtm](http://www.mcps.k12.md.us/departments/development/teams/programs/ss_pgs.shtm)

“People don’t care how much you know, until they know how much you care.”

Linden Wood

Thank You!