

Office of Organizational Development

Hello, my name is Darlene Merry and I am the associate superintendent for the Office of Organizational Development. Our office provides support, professional development, and organizational support, for system priorities and initiatives. The goal of our office is to have an effective and skillful leader, teacher, and staff member in every position in MCPS. My personal goal this year is to make sure that each of you has the support and development you need to be successful in your position.

The Office of Organizational Development is responsible for many projects and programs. We are structured so that we can meet the needs of all of our clients: the 20,000 leaders, teachers and supporting services staff in MCPS. We have 5 teams, each with a different focus area.

Our Leadership Development Team focuses on the leaders in our county and includes the administrator development programs (some of you may know these are our AP and intern programs), Administrative & Supervisory Professional Growth System, and THIS orientation program for you.

One of our new teams is our Diversity Training and Development Team. They provide training, resources, and ongoing support on how we can better meet the needs of our diverse populations. Our system goal of closing the achievement gap can only be met if we learn more about working with all of our students, and this team is concentrating on this effort.

Our Programs Team is responsible for tuition reimbursement, supporting services training. Professional Development Schools, University Partnerships, Continuing Professional Development coursework, and New Educator Orientation.

The Studying Skillful Teaching and Observing and Analyzing Teaching courses are taught and supported by our Skillful Teacher Team. The coursework focuses on research-based strategies that address both the science and the art of the teaching practice and on meeting the goal of a quality teacher in each and every classroom

The consulting teachers work with administrators and staff to provide support and resources through coaching and observation to our novice and underperforming teachers. Consulting teachers work with the PAR panel made up of administrators and teachers. The PAR Panel reviews information from consulting teachers and makes recommendations on employment status for each of the clients of the consulting teachers.

And, the Initiatives Team provides training and support to staff development teachers and other school based specialists. This team also coordinates all the curriculum and leadership training and development for teachers, resource teachers and interdisciplinary resource teachers.

As you can see, there are many projects to provide MCPS staff with the professional development, resources, and support required so that we can meet the needs of our diverse and talented student body. I wish you the best as you begin your administrative career in MCPS. Our is to serve you as you work to meet the needs of all of our students.