

Montgomery County Public Schools

Community of Practice



Supports for Staff

Community of Practice for Wednesday, February 21, 2024

Community of Practice: Supports for Staff

Topic 1: Lack of Value

- Have leadership shadow faculty positions to get an in-depth understanding of the responsibilities and challenges of each position
- Establish a teacher/paraeducator support mechanism so that paraeducators can help develop lesson plans and support plans for students

Topic 2: Lack of Transparency

- Leadership should authentically collaborate with the appropriate union representatives prior to the development, implementation, and ratification of policy and budget-related items
- Clearly identify and distribute information on how policy and budget items or changes will impact the MCPS community

Topic 3: Lack of Communication

- Consider timeliness of communication and collaboration in order to provide staff opportunities to mitigate possible issues with new changes
- Ensure a robust and consistent on-boarding process for all employees, new and changing positions and refreshers for current staff

Topic 4: Experiencing Increased Workplace Stress

- Strengthen and respect centralized advocacy groups such as the Joint Labor Management Committee and the Culture of Respect to increase employee voice in decision making
- Bolster employee wellness programs

Topic 5: Lack of Training

- Create a consistent training liaison program/process at each MCPS work location to ensure consistent access and opportunity across all MCPS employee classifications
- Increase availability of synchronous and asynchronous professional development opportunities, ensuring equitable access and meaningful connections for different job categories

Topic 6: Lack of Safety

- Training managers and supervisors in developing a culture of psychological safety; including but not limited to ensuring staff receiving/handling formal and informal complaints, especially supervisors and managers, has training on trauma informed response to misconduct; and revising and reinforcing policy on retaliation and confidentiality.
- Clear Communication of the full range of options (people and mechanisms) for reporting concerns or complaints (during onboarding with regular updates to all employees)