

MONTGOMERY COUNTY BOARD OF EDUCATION
Draft Strategic Plan Core Values
Values are grounded in beliefs and evidenced by behaviors
(As of October 22, 2012)

LEARNING

Culture/Belief (We believe that...)

We must reach every student, every day to build connections.

Students must be engaged if they are to learn.

Learning is achieved by cultivating curiosity and encouraging determination, focus, and hard work.

Adult learning is key to student learning.

Behavior (Therefore, we will...)

Encourage and support critical thinking, problem solving, active questioning and risk taking to continuously improve.

Stimulate discovery by engaging students in relevant and rigorous academic, social, and emotional learning experiences.

Challenge ourselves to analyze and reflect upon evidence to improve our practices.

RELATIONSHIPS

Culture/Belief (We believe that...)

Meaningful collaboration is a vital ingredient of our district's success.

Strong partnerships are built on trust and open and honest communication.

Building relationships in our diverse community requires us to understand the perspectives and experiences of others.

Behavior (Therefore, we will...)

Get to know student and staff members as individuals to better serve them.

Engage in interest-based decision making with our partners to achieve mutually agreed upon goals.

Build strong relationships between students, family, staff, and community to support learning.

RESPECT

Culture/Belief (We believe that...)

Each individual's contributions add value to our learning community.

Fair treatment, honesty, openness, and integrity are essential elements of respect.

The diversity of our culture, interests, skills and backgrounds is an asset that makes us stronger.

Behavior (Therefore, we will...)

Model civility in all interactions and encourage candid conversations.

Deal fairly and honestly with each other.

Listen to others' perspectives with openness and accept that there are various points of view.

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EXCELLENCE

Culture/Belief (We believe that...)

Raising the bar and setting high standards is necessary to ensure that all students graduate college and career ready.

We have to expect the best to get the best from everyone, every day.

Creating intellectual excitement and supporting personal growth inspires us all toward excellence.

Behavior (Therefore, we will...)

Push unceasingly for continuous improvement.

Hold our practice and our work to the highest possible standards.

Nurture a culture of creativity and inquiry that supports innovation and progress.

EQUITY

Culture/Belief (We believe that...)

Each and every student matters.

Outcomes should not be predictable by race or ethnicity/ Equity demands a recognition that race matters.

Equity demands the elimination of all gaps.

Creating and maximizing future opportunities for students and staff is necessary for equity.

Behavior (Therefore we will...)

Hold high expectations for all students.

Distribute resources as necessary to provide extra supports and interventions so all students can achieve.

Identify and eliminate any institutional barriers to students' success.

Ensure that equitable practices are used in all classrooms and workplaces.