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Related Entries: BBB, GBA, GBA-RA, GBB, GBD, GBH, GBH-RA, GCA-RA, HDA, HDB, HDC
Responsible Office: Human Resources

Positive Work Environment in a Self-renewing Organization

A. PURPOSE

The Board of Education is committed to professional growth systems for all employees to support professional growth and employee success in improving the teaching, learning, and management processes, and to promoting an environment of high expectations and mutual respect for all in a non-discriminatory manner in accordance with local, state, and federal law.

B. ISSUE

A positive work environment in a self-renewing organization requires systems to support the success of all employees and recognize the contribution of all employees to the success of MCPS students.

C. POSITION

There must be effective systems in place to attract, recruit, mentor, develop, recognize, and retain high-performing staff; evaluate employees based on standards of performance; provide peer assistance and review. The school system supports professional growth systems for all employees that are based upon fair treatment, honesty,

35 openness, integrity, and respect. The school system also
36 supports a positive work environment that values ongoing
37 professional development as an essential component of a
38 high-quality, world-class educational system. Therefore,
39 the school system must:

- 40
41 1. Attract personnel by providing opportunities to learn
42 about the responsibilities, roles, and benefits of a
43 position.
44
- 45 2. Actively recruit a highly qualified workforce that
46 reflects the diversity of our community, and encourage
47 and mentor them to apply for specific positions.
48
- 49 3. Mentor employees through collegial support systems that
50 meet the needs of individual employees throughout their
51 careers to foster their success, as measured by the
52 performance standards of the evaluation system.
53
- 54 4. Develop personnel through a variety of experiences to
55 enhance and improve knowledge, skills, abilities,
56 practices, and beliefs that support successful
57 performance on established standards.
58
- 59 5. Evaluate employees on established standards of
60 performance and provide feedback and professional
61 growth.
62
- 63 6. Attract leaders by creating a professional learning
64 community that provides opportunities for engagement,
65 leadership, and is committed to ensuring success for
66 every student through excellence.
67

- 68 7. Recognize employees who devote their time, skills, and
69 energy to support and improve the teaching and learning
70 process to increase student achievement.
71
- 72 8. Retain high-performing employees through professional
73 growth systems to support their success; opportunities
74 to improve skills, knowledge, practices, and abilities
75 while providing competitive salary and benefits.
76
- 77 9. Foster and support employee attitudes that demonstrate
78 the belief that all students can be successful and that
79 all employees: have and communicate high expectations
80 for themselves and for students' performance; support
81 students and each other in efforts to improve the
82 teaching and learning process; work to increase student
83 participation and achievement.
84
- 85 10. Build collaborative partnerships with MCPS employee
86 organizations to foster a positive work environment in
87 a self-renewing organization that supports the teaching
88 and learning process to improve student achievement.
89
- 90 11. Maintain systems that support and improve employee
91 effectiveness in partnership with MCPS employee
92 organizations.
93
- 94 12. Cultivate and support a school system that is
95 predicated upon the highest ethical standards.
96
- 97 13. Support employee wellbeing through provision of an
98 employee assistance program.
99

100 14. Allocate human resources in the most effective,
101 efficient manner to support and promote increased
102 student achievement.

103

104 D. DESIRED OUTCOME

105

106 A highly qualified workforce and a positive work environment
107 in a self-renewing organization, where the highest quality
108 staff is in every position in the Montgomery County Public
109 Schools leading to excellence in teaching, learning, and the
110 operation of the school system.

111

112 E. REVIEW AND REPORTING

113

114 This policy will be reviewed in accordance with the Board of
115 Education policy review process.

116

117 Policy History: New Policy