

Staff Development Programs Team
Director; PG Consultants; New Teacher Induction; University Partnership; Continuing Professional Development; Supporting Services Training; Tuition Reimbursement; NBCT; Secretaries

Mission: To deliver quality services, resources and programs which support and promote the continued professional development of the workforce in MCPS.
Vision: Student learning drives the work of a highly skilled staff dedicated to equity, excellence and continuous improvement.

Skillful Teaching and Leading Team
Director; Instructional Specialists (In-district trainers); Secretary

Mission: To develop the capacity of staff to provide high quality instruction for all students by teaching the Studying Skillful Teaching and Observing and Analyzing Teaching courses and supporting the implementation of course content in schools.
Vision: In every school there will be effective leaders and teachers who exhibit the beliefs, knowledge, skills, and practices that results in high achievement for every student.

Consulting Teachers Team
Consulting Teachers; Secretary

Mission:
 To support novice and underperforming teachers in meeting the six Teacher PGS standards and increase student learning by ensuring a highly effective teacher in every classroom.

Vision:
 Every student will have a highly effective teacher who is committed to students and their learning, knows their subject and how to teach it, creates a positive classroom climate, uses assessments to guide instruction, committed to continuous improvement and a high degree of professionalism.

Main Office Team
Associate Superintendent; Assistant to Associate Superintendent; Instructional Specialist Technology; Instructional Specialists; Fiscal/Logistics Specialists; Secretaries

Montgomery County Public Schools

Mission: To provide a high-quality world-class education that ensures success for every student through excellence in teaching and learning.
Vision: A high-quality education is the fundamental right of every child. All children will receive the respect, encouragement, and opportunities they need to build the knowledge, skills, and attitudes to be successful, contributing members of a global society.
Core Values: Every child can learn and succeed; The pursuit of excellence is fundamental and unending; An ethical school system requires fair treatment, honesty, openness, integrity, and respect; A high-quality school system strives to be responsive and accountable to the customer.
System Goals:

- Ensure success for every student
- Provide an effective instructional program
- Strengthen productive partnerships for education
- Create a positive work environment in a self-renewing organization
- Provide high-quality business services that are essential to the educational success of students.

Office of Organizational Development

Mission: Our mission is to develop all staff and improve the effectiveness of the organization to ensure high achievement for every student.
Vision: Student learning drives the work of a highly skilled staff, dedicated to equity and the deliberate pursuit of excellence rooted in a culture of continuous improvement.

Core Values: Commitment to High Quality Work; Collaboration; Professionalism; Integrity; Professional Growth and Continuous Improvement

GOAL: OOD professional development and support will be differentiated* for MCPS schools and offices and individual staff resulting in the successful implementation of programs and curricula. The goal will be measured by participant feedback.

- *Differentiation: The work of OOD needs to be planned and delivered with the following in mind:
 - Staff and student needs
 - Principles of adult learner needs:
 - Adults are involved in the planning and evaluation of their instruction;
 - Experience (including mistakes) provides the basis for learning activities;
 - Adults are most interested in learning subjects that have immediate relevance to their job or personal life;
 - Adult learning is problem-centered rather than content-oriented.

Key Actions:

- A. OOD teams will use student learning data to focus on raising the bar, eliminating the gap, and promoting equity.
- B. OOD teams will discuss and describe “differentiation of professional development and support” for their work.
- C. OOD professional development will provide the knowledge and skills to be able to differentiate their projects.
- D. All teams in OOD will develop action plans to implement the OOD

Staff Development Initiatives
Director; secretaries

Staff Development Teacher Project Team: Director; Staff Development Specialists; Secretaries

- **Mission:** The mission of the SDS Team is to provide the training and job-embedded support necessary to ensure that every school has a high quality staff development teacher who can foster a professional learning community and to support schools as they build effective organizations to implement the MCPS system initiative described in our Call to Action.
- **Vision:** High quality staff development exists in every school with teachers working collaboratively to set goals, and to refine and expand practices that improve learning for all students.

Curriculum Training and Development Team: Director; Staff Development Content Specialists; Secretaries

- **Mission:** To promote student achievement by providing high quality professional development that builds the capacity of MCPS staff to effectively implement the prek-12 curriculum.
- **Vision:** Student learning drives the work of a highly skilled staff, dedicated to equity and the deliberate pursuit of excellence rooted in a culture of continuous improvement.

Diversity Training and Development Team
Supervisor, Instructional Specialists; Secretary

Mission: To build capacity of all MCPS individuals and groups to close the achievement gap by ethnicity, race, socio-economics, language and disability.
Vision: The achievement gap will be eliminated and equitable policies and practices will be institutionalized.

Leadership Development Team
Directors; Consulting Principals; Elementary and Secondary Leadership Development; School Improvement Initiatives; A&S PGS; PLCI; Secretaries

Mission: The mission of the Leadership Development Team is to: collaborate with all MCPS offices to implement the A&S PGS; ensure a highly effective administrator in every position; and increase student achievement.
Vision: Our vision is to have a highly effective administrator in every administrative position who is: visionary; an instructionally focused leader; process oriented; collaborative; culturally competent; committed to continuous improvement; ethical and politically astute, thereby, ensuring high achievement for every student.