

APPROVED
21-2012

July 25, 2012

The Board of Education of Montgomery County held a work session at Richard Montgomery High School in Rockville, Maryland, on July 25, 2012, beginning at 12:00 p.m.

Present: Ms. Shirley Brandman, President
in the Chair
Mr. Christopher Barclay
Ms. Laura Berthiaume
Dr. Judy Docca
Mr. Michael Durso
Mr. Philip Kauffman
Mr. John Mannes
Mrs. Patricia O'Neill
Dr. Joshua Starr, Secretary/Treasurer

Staff: Mr. Larry Bowers
Dr. Beth Schiavino-Narvaez
Dr. Kimberly Statham
Mr. Brian Edwards
Mr. Ikhide Roland Ikheloa
Ms. Laura Steinberg
Mrs. Glenda Rose
Ms. Samantha Cohen
Ms. Kimberly Yearns

Guests: Danuta Wilson
Carman Brosman

Objectives:

- Consensus on the definition of a core value
- Consensus on the core purpose definition to guide development of core values
- Review draft core values
- Developed shared understanding of proposed core values

Discussion Norms:

- Begin on time and end on time
- Be honest and candid and put "elephants" on the table
- Participate actively, ask questions, and seek clarity when necessary
- Be prepared to give and receive feedback
- Stay on task
- Share airtime

- Build on what others say, respect different viewpoints and ways of expressing thoughts or ideas
- Be prepared to work at and between meetings
- Invoke the “red flag” rule when thinking or emotion clouds your ability to listen
- Discussions are “Blackberry free zones”

Definition of Core Value: A Tool

Proposed by Board work group and agreed to by full Board:

Principles that define the culture of the organization and guide the behavior of employees and relationships among students, parents, staff, and community.

Core Purpose as a Foundation

Proposed statement by Board’s work group: No clear consensus on statement

To provide an education that develops the potential of all students and prepares them to participate in, and contribute to, a global society.

Brainstormed list of concepts for purpose statement

- prepares all students
- changes lives
- maximizes
- reaches for the stars
- growth
- builds abilities
- relentlessly
- engages
- individual child vs collective

Alternative core purpose statements

- To provide an education that grows and fully develops all students and prepares them to participate in, and contribute to, a global society.
- To provide an education that develops endless possibilities for all students and prepares them to participate in, and contribute to, a global society.
- To prepare students for their future.
- To improve teaching and learning for students every day so that they can change the world.

- To provide an education that maximizes the opportunities for all students and provides endless possibilities to participate in and contribute to a global society.
- To create an engaging place to learn deeply committed to social justice and maximizing student opportunities.

Shared Understanding of Proposed Core Values

Possible Values: Brainstormed associated meaning...no consensus, though energy around words in *italics*

Equity

Whatever students need is what we will give them
Providing opportunities that a student would not otherwise be able to have
Differentiated allocation of resources

Social Justice

Down payment for quality education
Correcting historical wrongs through public education
Overcoming institutional racism by ensuring all students will have the resources they need
Economic egalitarianism; redistribution of limited resources

High Expectations

Believing that all children can succeed
Entitlements

Diversity

Students as assets
Builds a strong organization

Respect (Dignity or Integrity as alternative?)

Fair treatment, honesty, openness, and integrity
Trust and openness and accepting others viewpoints
Be considerate of views of others
Understanding different perspectives, presuming positive suppositions
Honoring differences; (resolving conflicts in the interest of the organization)
Listening, understanding, honoring diverse viewpoints, backgrounds, and cultures
A culture of equity and appreciation and understanding that creates a positive environment for all those both a part of and contributing to the learning community
Dealing fairly and honestly with colleagues, students, and parents
Treat someone as important and what they bring to the table or have to offer matters
Listening with openness; *speaking the truth*

Recognizing the value of all individuals; seeing all individuals as assets

Treating others as you would want to be treated

Civility and candor

Listening

Treat someone as important

Speaking the truth

Recognizing the value of all individuals

Seeing all individuals as assets

Civility and candor

Collaboration (Engagement as alternative?)

Engage all stakeholders in decision making to create (sustain) a learning organization

Exploring and understanding others interests

Working together honestly and openly to achieve mutually agreed upon goals

Joint problem solving, interest based decision making, understanding diverse perspectives

To work well with others on a common interest

Working together for a shared purpose (interest based bargaining)

Engage all stakeholders....for the long term it creates macro scale connections throughout that drive the organization forward

Seeking out and understanding different views prior to a decision

Working together to achieve something that is greater than the sum of its parts

Unity of purpose

Engagement

Forces greater involvement

Taps into emotional involvement

Signals deeper level of involvement

Signals respect

Ownership and responsibility

Deeper connection

Collaboration

Honors prior hard work

More clear statement of actions

Continuous Improvement (Function of Excellence?)

Needs to capture idea of improved performance and outcomes

Innovation

Perseverance

Efficiency

Sustainability

Responsibility

Parking Lot

Responsibility: Could be Core Value or under Equity
Service-could go with Engagement/Collaboration
Transparency-could reside several places
Accountability-could reside several places
Learning

Next Steps

Board members were to think over what had been identified and email Mr. Barclay or Ms. Steinberg with additions, corrections, or deletions.

The work session ended at 5:00 p.m.

PRESIDENT

SECRETARY

JPS:gr