

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: March 22, 2011

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED CHANGES TO POLICY 4002,
PRECEPTS, BELIEFS, AND VALUES OF THE BALTIMORE COUNTY
PUBLIC SCHOOLS**

ORIGINATOR: Joe A. Hairston, Superintendent

**RESOURCE
PERSON(S):** Donald Peccia, Assistant Superintendent, Human Resources
Frances Allen, Manager, Personnel Services

RECOMMENDATION

That the Board of Education reviews the proposed changes to Policy 4002.
This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4002

**POLICY ANALYSIS FOR
BOARD OF EDUCATION POLICY 4002
PRECEPTS, BELIEFS, AND VALUES OF THE BALTIMORE COUNTY PUBLIC SCHOOLS**

Statement of Issues or Questions Addressed

Board of Education Policy 4002 has not been revised since its adoption in 1991. Policy 4002 sets forth the beliefs and values of the school system in fostering the Board of Education's mission of providing a quality education for all students. Staff is recommending that the policy be edited to: (1) clearly define the Board's mission through the philosophy statement; (2) articulate the Board's expectation that all employees support the mission and goals of the school system; (3) reflect the school system's focus on quality and continuous improvement under ISO; and (4) conform with the Policy Review Committee's editing conventions.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated by revising this policy.

Relationship to Other Board of Education Policies

1. Board of Education Policy 1270, *Parent and Family Involvement*
2. Board of Education Policy 2370, *Conduct*
3. Board of Education Policy 3170, *Quality Management System*
4. Board of Education Policy 4000, *Equal Employment Opportunity*
5. Board of Education Policy 4008, *Obligations of Employees of the Board of Education of Baltimore County*
6. Board Of Education Policy 4115, *Employee Conduct and Responsibilities*
7. Board of Education Policy 5000, *Students*
8. Board of Education Policy 8361, *General*

Legal Requirements

None

Similar Policies Adopted by Other Local School Systems

1. Allegany County Board of Education, Policy AD-R, *Educational Philosophy*
2. Montgomery County Board of Education, Policy GAA, *Positive Work Environment in a Self-Renewing Organization*
3. Prince George's Board of Education, Policy 0118, *Core Beliefs and Commitments*

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

Policy 4002 was considered for deletion; however, staff determined that Policy 4002 is an important reference for employees in the school system and should remain an active policy.

Timeline

First reading – March 22, 2011

Public comment – April 5, 2011

Third reading/vote – May 10, 2011

PERSONNEL: General

Precepts, Beliefs, and Values of the Baltimore County Public Schools

I. PHILOSOPHY

- A. THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD) IS COMMITTED TO PROVIDING A QUALITY EDUCATION THAT DEVELOPS THE CONTENT, KNOWLEDGE, SKILLS, AND ATTITUDES THAT WILL ENABLE ALL STUDENTS TO REACH THEIR MAXIMUM POTENTIAL AS RESPONSIBLE, LIFE-LONG LEARNERS AND PRODUCTIVE CITIZENS. THE BOARD FURTHER BELIEVES THAT ALL EMPLOYEES PLAY A KEY ROLE IN ENSURING THAT ALL STUDENTS HAVE AN EFFECTIVE AND HIGH QUALITY EDUCATIONAL EXPERIENCE IN SCHOOL ENVIRONMENTS THAT ARE SAFE AND CONDUCIVE TO LEARNING.
- B. THE BOARD BELIEVES THAT ITS EMPLOYEES ARE ITS MOST IMPORTANT RESOURCE AND EXPECTS THAT THEY WILL EXHIBIT BEHAVIOR THAT DEMONSTRATES PERSONAL RESPONSIBILITY, AS WELL AS RESPECT FOR SELF, FOR OTHERS, AND FOR THE SCHOOL COMMUNITY. THE BOARD SUPPORTS THE ESTABLISHMENT OF GUIDING PRINCIPLES TO GUIDE THE WORK OF ALL EMPLOYEES IN SUPPORTING THE MISSION AND GOALS OF THE SCHOOL SYSTEM.

II. GUIDING PRINCIPLES

- A. [1.] We strive to be OUR BEST [the "best"] as we pursue THE MISSION AND GOALS OF THE SCHOOL SYSTEM. [our "Challenge of Excellence."]
- B. [2.] We believe in the importance of public education to a democratic and pluralistic society.
- C. [3.] We shape every program to provide and support instruction of our students to enable them to be RESPONSIBLE, educated and productive citizens in a [democratic] GLOBAL ECONOMY AND MULTICULTURAL society.
- D. [4.] We promote A [the] STRONG work ethic, set high performance standards, and expect all employees and students to strive to be the best they can be.

- E. [5.] We care for every student and encourage the building of self-esteem.
- F. [6.] We care for each other and cooperate in pursuing the mission of the BOARD [Baltimore County Public Schools].
- G. [7.] We respect the worth of all individuals, VALUE DIVERSITY, and vigorously address equity issues.
- H. [8.] We build bridges with our community and assertively communicate our pride in Baltimore County Public Schools (BCPS).
- I. WE ESTABLISH CLEAR STANDARDS AND EXPECTATIONS FOR THE DELIVERY OF INSTRUCTION AND SUPPORT SERVICES, INDIVIDUAL COMMITMENT AND ACCOUNTABILITY, AND CONTINUOUS IMPROVEMENT FOR THE BOARD THROUGH ITS QUALITY MANAGEMENT SYSTEM.
- J. [9.] We accept the responsibility of serving as role models in preserving and enhancing these precepts, beliefs, and values of [the] BCPS [Baltimore County Public Schools].

RELATED POLICIES: BOARD OF EDUCATION POLICY 1270, *PARENT AND FAMILY INVOLVEMENT*
BOARD OF EDUCATION POLICY 2370, *CONDUCT*
BOARD OF EDUCATION POLICY 3170, *QUALITY MANAGEMENT SYSTEM*
BOARD OF EDUCATION POLICY 4000, *EQUAL EMPLOYMENT OPPORTUNITY*
BOARD OF EDUCATION POLICY 4008, *OBLIGATIONS OF EMPLOYEES OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY*
BOARD OF EDUCATION POLICY 4115, *EMPLOYEE CONDUCT AND RESPONSIBILITIES*
BOARD OF EDUCATION POLICY 8361, *GENERAL*

Policy
Adopted: 05/23/91
REVISED: _____

Board of Education of Baltimore County