

A stylized graphic of a tiger's head, split vertically. The left side is gold with dark blue stripes, and the right side is dark blue with gold stripes. The tiger has a fierce expression with white teeth and a red tongue. The graphic is set against a white background with a dark blue border.

#BeOneTeam

Nurturing a Culture of Respect
in Montgomery ISD

Agenda



**THE
COMMITTEE**



**THE
PROCESS**



DEFINITION



**RESPECT IN
ACTION**



**ACTION
ITEMS**

Committee Selection

Teresa Tipton, Amanda Davis, and Courtney Dyer asked Principals and/or Directors to help select employees who would best represent their campus/departments.

The goal was to have all campuses, departments, and employee statuses represented on the committee.



Elementary

- Melissa Freeman
- Beth Smith
- Leah Taska
- Kendra Hendon
- Kristine Bammel
- Bonnie Aupperlee
- Stacie McBride
- Leah Gonzato
- Carole Boyle
- Penny Olbrych
- Kerri Ashlock
- Krissy Daily
- Lisa Gurley
- Elena Crabtree
- Jennifer Williamson
- Shelby Smith



Secondary

- Joanie Parker
- Melanie Chamberlin
- Bobbi Hatzold
- Christie Fleming
- DeeAnn Anderson
- Melissa Gilsdorf
- Aubrey Taylor
- Jeannine Gonzalez
- Valissa Jones
- Kate Norsworthy
- Kim Ward
- Nicole Petillo



Auxiliary

- Becky Holliday
- Laurie Turner
- JoAnn Harris
- Joe Kinard



Coordinators

- Teresa Tipton
- Amanda Davis
- Courtney Dyer

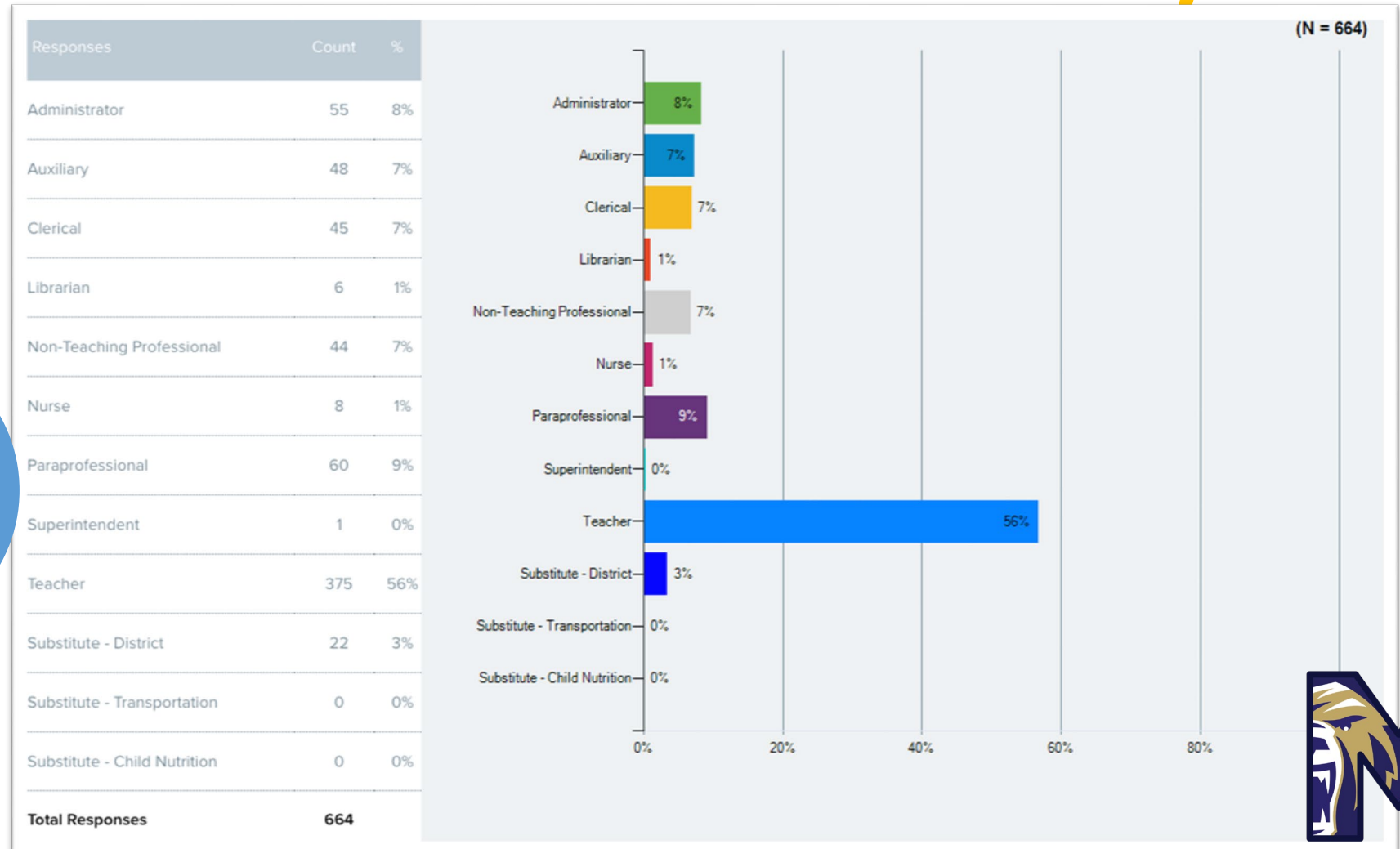
District Wide Survey sent in September 2021

1299

sent out

664

Responses





Town Hall Meetings held in October 2020



Data Review November 20 - March 21



Data collected was discussed with the Leads.



The data was then shared with committee to define what Culture of Respect would mean for MISD.



The committee designed the MISD Culture of Respect Pledge, rollout, and policy.





Definition

Montgomery ISD will continue to provide an environment in which members' values and beliefs are heard without bias and considered when making ethical decisions and policies. Montgomery ISD will continue to build a culture where staff feel valued and appreciated and their voices are heard. Behaviors and expectations are modeled by leadership and bridge the gap between communication and action.

We Pledge to...

- Trust in each other
- Value relationships
- Recognize contributions
- Maintain high expectations for all
- Show civility in all interactions





Respect in Action

Trust in Each Other

- Confidentiality
- Assume good intentions
- Maintain professional boundaries while at work
- Be open and honest
- Share concerns in a professional manner without fear of retaliation





Value Relationships

- Speak less, ask more
- Provide inclusive settings where applicable
- Consider other's voices and opinions

Recognize Contributions

- Every role in the district is valuable
- Awareness of other's preference for praise and recognition
- Celebrate success big or small





Maintain High Expectations for All

- Departments and campuses should create attainable expectations
- Expectations should be clearly communicated and documented
- All staff should be held to the same standards outlined by the district, department, and/or campus

Show Civility in All Interactions

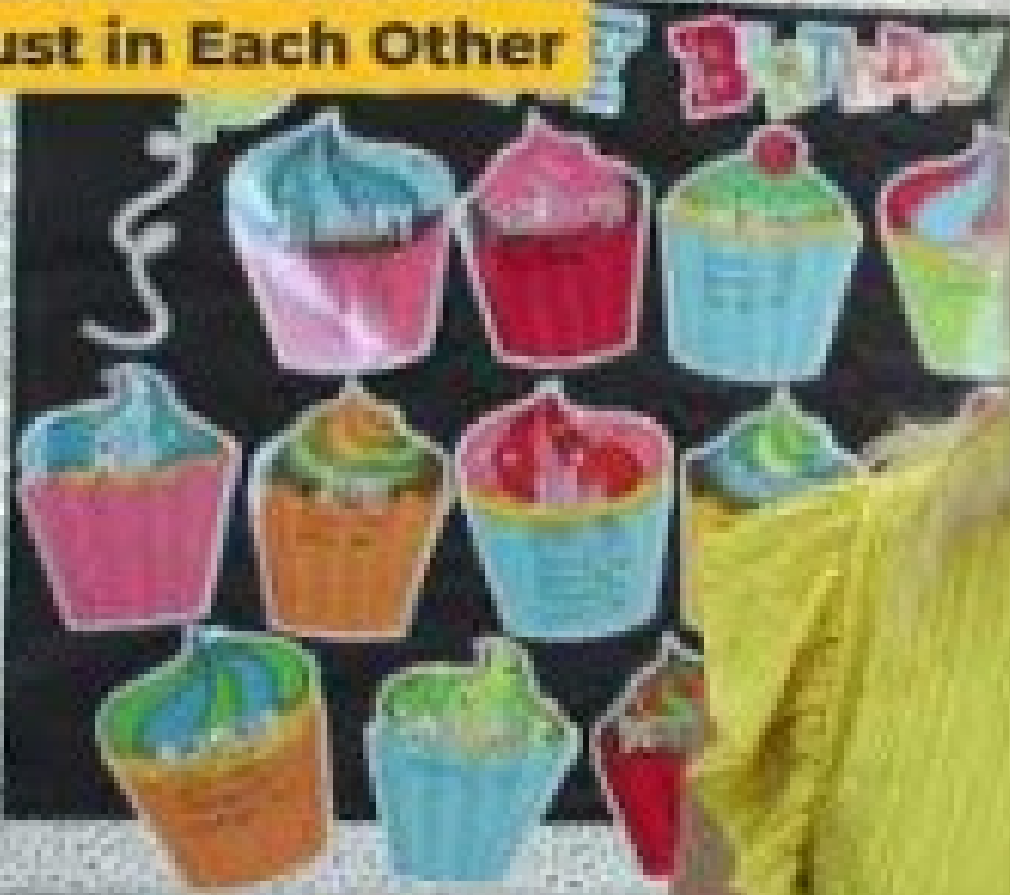
- Respect others' boundaries
- Be aware of body language
- Professional frustrations should not be publicized
- Maintain an awareness of your setting, even online





WE PLEDGE TO:

1. Trust in Each Other



Coming SY 22-23



Montgomery Independent School District Culture of Respect Compact School Year 2022-2023

Montgomery ISD will continue to provide an environment in which members' values and beliefs are heard without bias and considered when making ethical decisions and policies. Montgomery ISD will continue to build a culture where staff feel valued and appreciated and their voices are heard. Behaviors and expectations are modeled by leaders and bridge the gap between communication and action.

As a member of the Montgomery Independent School District, I pledge to:

- _____ Trust in my fellow co-workers
- _____ Value all relationships
- _____ Recognize contributions
- _____ Maintain high expectations for all
- _____ Show civility in all my interactions

Pledge of Respect in Action

Trust in my fellow coworkers	Value all relationships	Recognize contributions	Maintain high expectations for all	Show civility in all interactions
 <ul style="list-style-type: none">ConfidentialityAssume good intentionsMaintain professional boundaries while at workBe open and honestShare concerns in a professional manner without fear of retaliation	 <ul style="list-style-type: none">Speak less, ask moreProvide inclusive settings where applicableConsider other's voices and opinions	 <ul style="list-style-type: none">Every role in the district is valuableAwareness of other's preference for praise and recognitionCelebrate success big or small	 <ul style="list-style-type: none">Departments and campuses should create attainable expectationsExpectations should be clearly communicated and documentedAll staff should be held to the same standards outlined by the district, department, and/or campus	 <ul style="list-style-type: none">Respect others' boundariesBe aware of body languageProfessional frustrations should not be publicizedMaintain an awareness of your setting, even online

As a member of the Montgomery Independent School District, I pledge to uphold the values of the culture of respect compact for the 2022-2023 school year.

Signature _____

Date _____

Coming SY 22-23



Let's Talk Platform

- Let's Talk will open the line of communication
- Let's Talk will help navigate HR policies and procedures
- Employees' use of Let's Talk will help with the development for Culture of Respect videos and "if then, what" scenarios.

Intentional Communication

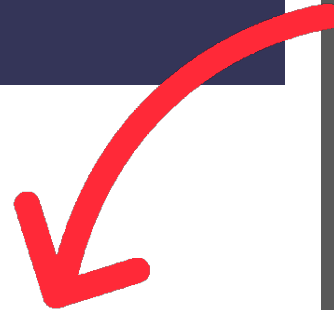
- Culture of Respect will be talked about in campus/department back-to-school meetings at the beginning of the 2022-2023 school year.
- Culture of Respect will be discussed in Principal/Admin meetings prior to the start of the 2022-2023 school year.

Let's Talk! Contact us ▲

Action Items



#BENICE
#BERESPECTFUL
#BEONETEAM



- Virtual Gold Card – Skyward (IT/Communications)
- Swag Ideas
- Committee presents at June board meeting
- Committee has a “booth” at the MISD Summer Summit
- How will we support implementation?
 - Promotional Video – Communications
 - Video series about core values - Communications
 - Scenario based video series – Communications



#BENICE

#BERESPECTFUL

#BEONETEAM

Questions?