

**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**

<b>Trust in my fellow coworkers</b>	<b>Value all relationships</b>	<b>Recognize contributions</b>	<b>Maintain high expectations for all</b>	<b>Show civility in all interactions</b>
 <ul style="list-style-type: none"> <li>• Confidentiality</li> <li>• Assume good intentions</li> <li>• Maintain professional boundaries while at work</li> <li>• Be open and honest</li> <li>• Share concerns in a professional manner without fear of retaliation</li> </ul>	<ul style="list-style-type: none"> <li>• Speak less, ask more</li> <li>• Provide inclusive settings where applicable</li> <li>• Consider other's voices and opinions</li> </ul> 	 <ul style="list-style-type: none"> <li>• Every role in the district is valuable</li> <li>• Awareness of other's preference for praise and recognition</li> <li>• Celebrate success big or small</li> </ul> 	<ul style="list-style-type: none"> <li>• Departments and campuses should create attainable expectations</li> <li>• Expectations should be clearly communicated and documented</li> <li>• All staff should be held to the same standards outlined by the district, department, and/or campus</li> </ul>	 <ul style="list-style-type: none"> <li>• Respect others' boundaries</li> <li>• Be aware of body language</li> <li>• Professional frustrations should not be publicized</li> <li>• Maintain an awareness of your setting, even online</li> </ul>

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

\_\_\_\_\_  
Print

\_\_\_\_\_  
Campus/Department