

Living and Embedding the MGUSC Core Values

Value	Living and Embedding Examples
<p>Integrity: Doing what we say we are going to do. Ensuring honest and ethical operations.</p>	<ul style="list-style-type: none"> We have heightened the emphasis regarding ethical operations throughout the district. At MGUSC, we have delivered on the promise to put students first. The question: How does this affect our students is uppermost in the minds of the Board, our administrators, teachers, and staff.
<p>Continuous Improvement: Being innovative and adopting the belief that as good as we might be, there is always a better way.</p>	<ul style="list-style-type: none"> Every teacher is expected to use data to reteach standards and achieve higher levels of mastery. Our redesigned evaluation system emphasizes growth and improvement in implementation of best instructional practices
<p>High Expectations: Setting stretch goals that are challenging. Striving for better and better results.</p>	<ul style="list-style-type: none"> Our vision states that MGUSC will become the highest performing system in the state. We have established 90% goals in reading, state testing, and graduation rate.
<p>Accountability: Accepting responsibility for results and behaviors—students and adults.</p>	<ul style="list-style-type: none"> We have initiated System-to-System talks that require all employees to discuss performance results at least three times yearly. The new Classroom Walkthrough Tool/Process have led to evidence-based practice. More students are setting goals and tracking their own growth.
<p>Data-Driven Decision Making: Using performance data and research to help guide our decisions.</p>	<ul style="list-style-type: none"> We have developed our dashboard and scorecard—these list the most important district performance indicators. Teachers are using data to drive instruction, and support staff members use data to improve operations. The Classroom Walkthrough Tool is 100% evidence-based.
<p>Teamwork: Working collaboratively because all of us are smarter than any one of us.</p>	<ul style="list-style-type: none"> Administrators and teachers have worked collaboratively on the district improvement team, textbook adoptions teams, the evaluation team, and many others. A broad-based team of MGUSC employees and community stakeholders developed our 2011-2016 strategic plan.
<p>Safety: Ensuring work and learning environments that are safe (physically, emotionally, where it's okay to try and fail).</p>	<ul style="list-style-type: none"> We have included safety as one of our six focus areas for strategic planning. We have developed comprehensive safety plans, and we practice emergency drills as required by the state.
<p>Alignment: Developing systems that work well together. Articulating our activities K-12, home to school, and across functions.</p>	<ul style="list-style-type: none"> A number of activities have fostered greater alignment, including the district improvement team, strategic planning, teacher work days that allow teachers to plan jointly (all 5th grade teachers, for example). We are aligning our taught and tested curriculum with the state and national standards. We align our assessments with the standards.