

## Living and Embedding the MGUSC Core Values

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