
SCHOOL DEPARTMENT MISSION, VISION, CORE VALUES AND CORE COMPETENCIES

The Bangor School Department establishes this policy to guide its strategic planning.

Mission: The Bangor School Department will provide educational opportunities that inspire students and adults to grow every day, to thrive over time, and to aspire continuously for excellence as learners and people.

Vision: All students will experience a personalized and relationships-based education that accelerates learning, fosters achievement, and enhances readiness for college, career, and life after their time in Bangor schools.

Core Values: These beliefs serve the primary value of high academic achievement and guide the work of the schools:

1. **Excellence:** We believe the pathway to success begins with every student being challenged and supported to learn every day; that adults must approach their role in supporting student learning with pride, purpose, and opportunity to grow; that each school work, both individually and collaboratively, to best serve all Bangor students; and that a culture of excellence is sustained through effective and consistent leadership and direction setting.
2. **Learning & Teaching:** We must engage every student every day; learning is achieved by cultivating curiosity and encouraging determination, focus, and hard work; and adult learning and engagement are key to student learning.

Therefore, we will encourage and support critical thinking, problem solving, active questioning, and healthy risk taking to continuously improve; stimulate discovery by engaging students in relevant and rigorous academic, social, and emotional learning experiences; and challenge ourselves to analyze and reflect upon evidence to improve our practices.

3. **Engaged Relationships:** We believe meaningful collaboration is vital to our success; strong partnerships are built on trust and open and honest communication; and building relationships with our diverse community requires us to understand the perspectives and experiences of others.

Therefore, we will get to know students and staff members as individuals to better serve them; engage in interest-based decision making with our partners to achieve mutually agreed upon goals; and build strong relationships with students, families, staff, and community to support learning.

4. **Safety & Well-Being:** We believe each individual's contributions add value to our learning community; fair treatment, honesty, openness, and integrity are essential; and the diversity of our culture, interests, skills, and backgrounds is an asset that makes us stronger.



Therefore, we will model civility in all interactions and encourage candid conversations; deal fairly and honestly with each other; and listen to others' perspectives with openness and accept that there are various points of view.

Core Competencies: Actions undertaken by our schools to realize the Core Values.

1. Prioritize the instructional process and protect teaching and learning time
2. Align professional growth to personal and department goals
3. Select/develop curriculum and resources in response to system and student needs
4. Consult or conduct valid research to inform best educational practice
5. Instruct based on the needs of the learner and prioritize higher order thinking every day
6. Provide opportunities for engagement of students within/beyond the school day
7. Seek community support for schools and family involvement in student life
8. Develop responsible and respectful behavior and habits of kindness
9. Manage for the best use of resources to maintain safe, supportive buildings
10. Develop partnerships that inform and enhance safety and security

The Superintendent of Schools is responsible for establishing both long-term Department goals as reflected in Policy ADA School System Goals and annual school goals through leadership of the School Core Competency (SCC) planning process.

References: Policy ADA School System Goals

ADOPTED: August 21, 1989
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