

POLICY	BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND
CHARACTER EDUCATION	SECTION 503
503.1 Character Education and Development 503.2 Life and Career Skill Development	Adopted: 3/25/09 Reviewed: 3/11/09

The Board of Education recognizes and supports character education and character development. It is the responsibility of everyone in the school community (students, parents, staff and members of the community) to model, promote and practice character development, including life and career skill development, and preserve the quality of an educational environment that is safe, healthy and inviting. Character education should be the fabric of the school, an integral part of the every day workings of the building and everyone in it.*

503.1 Character Education and Development

Since 1997, Frederick County Public Schools has implemented the Character Counts! program. Descriptions of the Six Pillars of Character** are listed below:

- Trustworthiness
 - Be honest, reliable, and loyal
 - Have the courage to do what is right
- Respect
 - Treat others with respect and follow the Golden Rule
 - Be tolerant of differences and considerate of others, and deal peacefully with disagreements
- Responsibility
 - Always do your best and persevere
 - Use self-discipline and self-control, and be accountable for your choices
- Fairness
 - Follow rules, take turns, and share
 - Be open-minded, listen to others, and don't take advantage of others
- Caring
 - Be kind and compassionate and express gratitude
 - Forgive others and help people in need
- Citizenship
 - Work to make your school and community better
 - Cooperate with others
 - Get involved in community affairs and vote
 - Obey laws and rules and respect authority
 - Protect the environment

*Character Education by Design, Maryland State Department of Education, 2007

**Josephson Institute, Center for Youth Ethics

503.2 Life and Career Skill Development

The Board of Education recognizes the importance of supporting students in the development of life and career skills needed to be successful citizens in the complex life and work environments of the 21st century. Descriptions of the life and career skills* are listed below:

- **Flexibility and Adaptability** - Adapting to change and being flexible
 - Adapt to varied roles, job responsibilities, schedules, and context
 - Work effectively in a climate of ambiguity and changing priorities
 - Incorporate feedback effectively
 - Deal positively with praise, setbacks, and criticism
 - Understand, negotiate and balance diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments

- **Initiative and Self-Direction** - Managing goals and time, working independently, and being a self-directed learner
 - Set goals with tangible and intangible success criteria
 - Balance tactical (short-term) and strategic (long-term) goals
 - Utilize time and manage workload efficiently
 - Monitor, define, prioritize, and complete tasks without direct oversight
 - Go beyond basic mastery of skills and/or curriculum to explore and expand one's own learning and opportunities to gain expertise
 - Demonstrate initiative to advance skill levels towards a professional level
 - Demonstrate commitment to learning as a lifelong process
 - Reflect critically on past experiences in order to inform future progress
 - Demonstrate financial responsibility

- **Social and Cross-Cultural Skills** - Interacting and communicating effectively with others and working effectively in diverse teams
 - Know when it is appropriate to listen and when to speak
 - Conduct oneself in a respectable, professional manner
 - Respect cultural differences and work effectively with people from a range of social and cultural backgrounds
 - Respond open-mindedly to different ideas and values
 - Leverage social and cultural differences to create new ideas and increase both innovation and quality of work

- **Productivity and Accountability** - Managing projects and producing results
 - Set and meet goals, even in the face of obstacles and competing pressure
 - Prioritize, plan, and manage work to achieve the intended result
 - Demonstrate additional attributes associated with producing high quality products including the abilities to:
 - Work positively and ethically
 - Manage time and projects effectively
 - Multi-task
 - Participate actively, be reliable and punctual
 - Present oneself professionally and with proper etiquette
 - Collaborate and cooperate effectively with teams
 - Respect and appreciate team diversity
 - Be accountable for results

- **Leadership and Responsibility** - Guiding and leading others and being responsible to others
 - Use interpersonal and problem-solving skills to influence and guide others toward a goal
 - Leverage strengths of others to accomplish a common goal
 - Inspire others to reach their very best via example and selflessness
 - Demonstrate integrity and ethical behavior in using influence and power
 - Act responsibly with the interests of the larger community in mind

*Partnership for 21st Century Skills