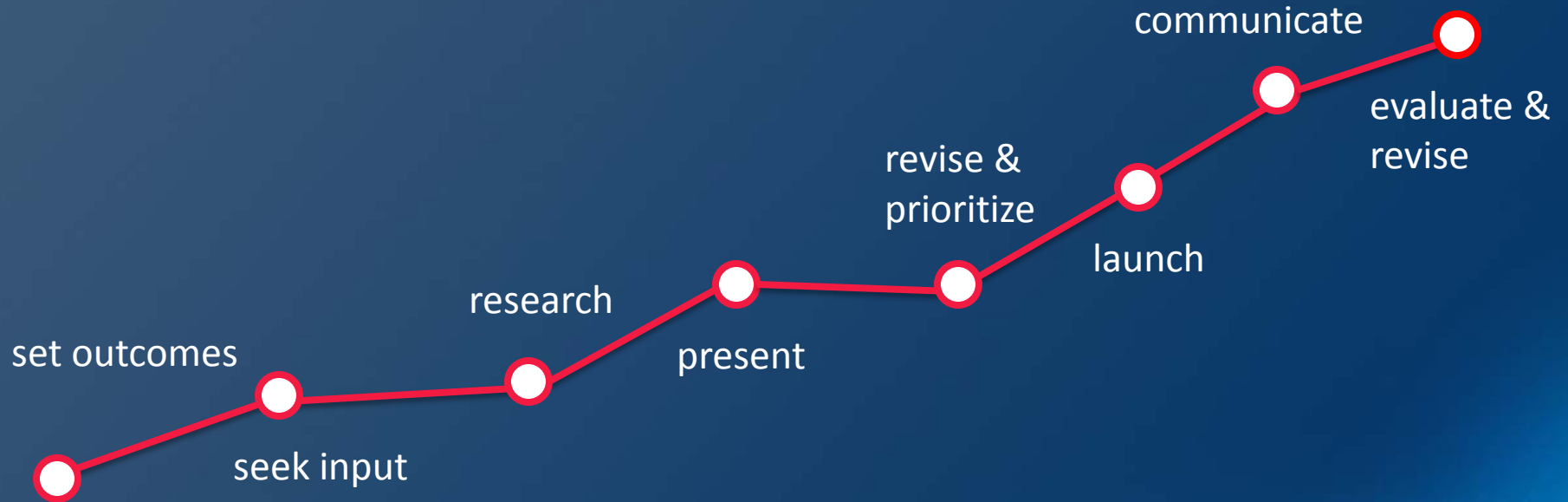


Carroll County Public Schools Vision 2018

FOCUS
ON
EXCELLENCE



design process



Design Process

- Set Outcomes – align organizational structure with Board’s governing documents
- Seek Input from system leaders
- Research best practices against current organizational structure
- Present draft ideas for feedback

Design Process

- Revise and prioritize major focus areas and initiatives
- Launch Vision 2018 Plan
- Communicate to all stakeholders
- Establish an ongoing process for revision

Two Sections

ACTION PLAN

- Set four focus areas for system action
- Define objectives and strategies for each focus area

WORK SYSTEMS

- Align with Board's governing documents
- Embed in system structures to ensure continuous improvement.

action plan



Four Focus Areas



PREPARE
GLOBALLY
COMPETITIVE
STUDENTS



MEET
INDIVIDUAL
STUDENT
NEEDS



DEVELOP
AND
MAINTAIN AN
EFFECTIVE
WORKFORCE



PROVIDE A
SAFE, ORDERLY,
AND MODERN
ENVIRONMENT

FOCUS ON EXCELLENCE

Academic

Globally Competitive Students

Objective

- Fully implement a CCPS curriculum aligned with the Common Core State Standards, Next Generation Science Standards, and other newly adopted State standards.

Objective

- Partner with local institutions of higher education to ensure college readiness.

Objective

- Enhance programs to ensure career readiness for all students.

Academic

Meet Individual Student Needs

Objective

- Close the achievement gap between our highest achieving students and our struggling students.

Objective

- Provide appropriate education services for students identified with Autism Spectrum Disorder.

Objective

- Enhance alternative programs aligned with the needs of at-risk students.

Objective

- Implement a K-12 gifted and talented program aligned with COMAR requirements.

Objective

- Enhance alternative learning opportunities through the use of digital resources.

Staffing

Maintain an Effective Workforce

Objective

- Attract and retain highly qualified, effective and diverse employees by offering competitive pay and benefits.

Objective

- Promote a culture of diversity in the workplace.

Objective

- Develop an electronic teacher and leader observation, evaluation, feedback, and professional development system.

Objective

- Continuously monitor organization's alignment with the Vision 2018 Plan and adjust as needed.

Environment

Provide a Safe, Orderly, and Modern Environment

Objective

- Reduce bullying, violence, intolerance, and behavioral disruptions.

Objective

- Improve and modernize school facilities and school buses.

Objective

- Enhance security for students, staff, volunteers, and visitors.

Work Systems

Develop an Annual System
Operational Calendar



Standardize Communication
Plan and Protocols



Support a Carroll Business
Roundtable for Education



Plan Evaluation and Revision

- Measure success of plan against indicators
- Recognize the dynamic environment may require action plan modification
- Adjust and adapt plan to reflect conditions, expectations, and realities
- Develop annual report of progress

Next Steps

- Communicate to stakeholders
- Align staff goals with plan
- Embed the plan in system documents, system priorities and staff expectations
- Align department and school improvement plans
- Identify resources to support plan
- Review and update plan annually