



BCPS

Baltimore County Public Schools

Raising the bar, Closing gaps, Preparing for the future

Board of Education Two-Year Goals

Aligned with Focus Areas within *The Compass, Our Pathway to Excellence* 2020-2022

Focus Area #1: Learning, Accountability, and Results

Through quality, evidence-based curriculum, which includes rigor and data-driven decision making, promote continued advancement of student achievement for all student groups in Baltimore County Public Schools by:

- Monitoring and discussing, in open session, the success of programs through school-level performance data that includes, but is not limited to, MAP and/or other measures of academic growth on a quarterly basis.
- Monitoring and discussing five-year proficiency trend data (from the Maryland Report Card) for MCAP Grade 3 Reading, Grade 10 Algebra 1, and Grade 10 ELA on an annual basis. Five-year trend data will be monitored and discussed, in open session, at a system level, an individual school level, and district level.
- Ensuring that teachers have effective and efficient tools for assessing and addressing students' learning needs.
- Ensuring that all students are enrolled in courses that adequately prepare them to be career and college ready upon graduation.
- Monitoring the use of Bridge Plans to meet graduation requirements for ELA 10, Algebra 1, Biology, and Government on an annual basis and discussing, in open session, progress toward a decrease in their use. Five-year trend data will be monitored and discussed, in open session, at a system level, an individual school level, and district level.
- Monitoring expanded participation in Advanced Placement, GT, and SAT programs.
- Ensuring that the curriculum used complies with ESSA standards.
- Monitoring that resources – human, operating, capital, and tools – are directed to schools where they are most needed.

Focus Area #2: Promote a safe and supportive learning environment through data-driven Safe and decision making by:

Supportive Environment

- Monitoring and discussing, in open session, the success of programs through school-level performance data that includes attendance (including attendance, chronic absenteeism, class-level absenteeism, and absences greater than 20 days) and office referrals on a quarterly basis.
- Monitoring and discussing five-year proficiency trend data (from the Maryland Report Card) for attendance, chronic absenteeism, class-level absenteeism, and absences greater than 20 days on an annual basis. Five-year trend data will be monitored and discussed, in open session, at a system level, an individual school level, and district level.

**Focus Area 3:
High-
Performing
Workforce and
Alignment of
Human Capital**

Continually demonstrate to Baltimore County Public Schools' employees that they are the school system's most important resource by:

- Supporting the negotiation and funding of an initiative to place the most qualified and effective leadership and staff in underperforming schools.
- Ensuring that all students are taught by highly qualified (meet or exceed all state and national standards) and highly effective teachers.
- Ensuring effective professional development and evidence-based resources to teachers and staff that support teachers' ability to facilitate differentiated instruction.
- Advocating for competitive livable wage employee salaries and ensuring a collaborative working environment free of retaliation.
- Ensuring that BCPS maintains a pipeline with teacher programs that provides BCPS with access to more minority teachers and administrators.

Focus Area 4: Promote Baltimore County Public Schools and enhance Board Community communications by:

**Engagement
and
Partnerships**

- Using all communication vehicles effectively to inform internal and external stakeholders as transparently as possible, given constraints of the Open Meetings Act.
- Acknowledging the many languages spoken by our students, parents, and guardians and ensuring that external communications are presented in as many languages as possible.
- Developing a legislative platform and sharing it with Area Education Advisory Councils, stakeholder groups, and elected officials.
- Exploring new ways of engaging families and communities to join BCPS in promoting student achievement.
- Encouraging citizens to participate in the work of Area Education Advisory Councils, which provide input to the Board.
- Supporting an effective Education Foundation to enhance corporate and community support.
- *(each Board member)* Identifying and participating in outreach opportunities to support student achievement by utilizing Area Education Advisory Councils, business partnerships, community superintendents, BCPS' Department of Communications, and/or BCPS staff.

**Focus Area 5:
Operational
Excellence**

Maintain BCPS' status as a model of public sector fiscal management by:

- Supporting initiatives that enrich Board and community knowledge of fiscal conditions.
- Maintaining a contract database that allows the Board and the public to review current and past spending at the contract level.
- Setting Board priorities and making fiscal decisions using data and evidence-based practices.

Support the construction and maintenance of facilities in Baltimore County Public Schools that are conducive to teaching and learning by:

- Working collaboratively with Baltimore County government to develop and implement a Multi-Year Improvement Plan for All Schools (MYIPAS).
- Monitoring and discussing, in open session, the capital and maintenance funding spent at each school on an annual basis, .
- Advocating for equitable distribution of physical facility resources across all schools that ensure a safe and secure learning environment for all BCPS students.
- Monitoring Proactive Preventative Maintenance (PPM) measures that ensure BCPS buildings are maintained to IAC Adequate Facility Standards and that maintain and increase the lifecycle of all buildings.
- Directing the creation of a work order database that is visible and accessible to the public, and that facilitates easy entry of a work order for items that require attention in BCPS buildings.