



# Baltimore County Public Schools - Vision

Baltimore County Public Schools will be among the highest performing school systems in the nation as a result of creating, sustaining, and investing in a culture of deliberate excellence for every student, every school, and every community.



## Priorities for Team BCPS 2015-2016

This document highlights the priorities for 2015-2016 which are aligned with *Blueprint 2.0*, the five-year strategic plan.



Performance Goals from the Baltimore County Public Schools *Blueprint 2.0*

Team BCPS Focus Areas for 2015-2016

### Goal 1

Every student will experience high academic achievement and continuous growth by participating in a rigorous instructional program designed to raise the academic bar and close achievement gaps so that every student will become a globally competitive citizen in a culturally diverse world.



### Goal 2

Every school and office will be safe and secure, promote individual well-being, and provide positive, respectful, and caring environments for teaching, learning, and working.



### Academics

Every Baltimore County Public Schools (BCPS) student will graduate with the knowledge and skills to compete in a globally competitive world.

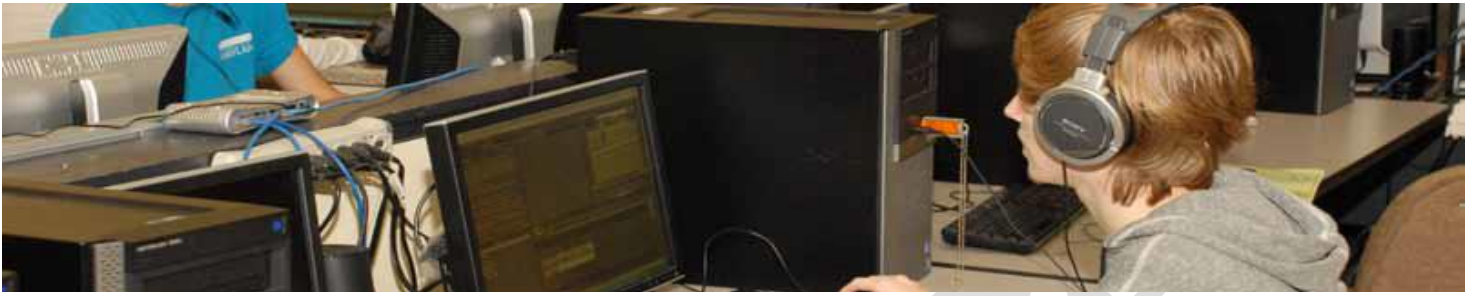
1. Monitoring the development and implementation of a world-class curriculum based on the Maryland College and Career Ready Standards and built on the foundation of a 21<sup>st</sup> century teaching and learning framework.
2. Provide equitable resources and access to high-quality education programs which include differentiated supports to every school.
3. Support a learner-centered, personalized, instructional digital learning environment for every student through *Students and Teachers Accessing Tomorrow*.
4. Provide increased access to early childhood education.
5. Support students learning and developing proficiency in a second language.



### Safety

Baltimore County Public Schools will ensure safe and secure teaching, learning, and working environments.

1. Monitor the comprehensive, systemwide plan for safety and security.
2. Support the expansion of student support services.
3. Develop and sustain a positive climate in every school.



### Goal 3

Every stakeholder will experience clear, timely, honest, transparent, and widely available communication about the system initiatives and activities that engages them in building a culture of trust through action and establishes BCPS as a world-class school system.



### Goal 4

Baltimore County Public Schools will maximize organizational efficiency and effectiveness by engaging in strategic efforts that employ rigorous, relevant, and reasonable performance standards that provide for all employees' professional growth and shared accountability for student, school, and organizational performance.



## Communications

Baltimore County Public Schools will engage internal and external stakeholders through an effective communication plan that will be cultivate partnerships and customer service to ensure pride in Team BCPS.

1. Provide all stakeholders with accessible means to communicate with the school system.
2. Engage the community through a comprehensive "I am Team BCPS" campaign.
3. Invite the public sector to partner with BCPS in supporting *Blueprint 2.0*.
4. Use the advisory councils to support and inform the school system and its work.
5. Develop a legislative platform that supports the goals of *Blueprint 2.0*.
6. Work with the Education Foundation to provide support to schools and students.



## Organizational Effectiveness

Every Baltimore County employee will have the opportunity for professional growth and will be held accountable for meeting performance standards.

1. Implement an integrated Strategic Talent Management Framework and a systemwide organizational development plan that is targeted and differentiated to support the diverse needs of all employees.
2. Support staffing that reflects the cultural diversity of the school system.
3. Implement a systemic performance management framework that includes clear accountability standards.
4. Support *Schools for Our Future* in order to provide 21<sup>st</sup> century learning environments, and to meet the needs of increasing student enrollment.