



NON-INSTRUCTIONAL SERVICES: Non-Instructional Services

Performance Management System for Continuous Improvement

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) is dedicated to the continued and consistent rise in student achievement for all students. This belief is further evidenced by establishing clear standards and expectations for the delivery of quality instruction and support services, individual accountability and continuous improvement.
- B. The Board believes that the development, implementation and maintenance of a performance management system for continuous improvement will improve the involvement of principals, teachers, staff, stakeholders and parents/guardians in the decision-making process and will maximize the efficiency and effectiveness of processes utilized in providing quality central office services to schools resulting in improved academic achievement for all students.

II. Implementation

- A. The Superintendent shall establish, implement and maintain a performance management system for continuous improvement that:
 - 1. Establishes goals for the system;
 - 2. Defines standards for operational and academic performance that align with the system's goals; and
 - 3. Monitors performance and reports to the Board at least semi-annually on the progress of the school system in achieving its goals.
- B. The Board directs the Superintendent to implement this policy.

Related Policies: Board of Education Policy 0100, *Equity*
Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*
Board of Education Policy 3000, *Non-Instructional Services*

Policy
Adopted: 04/05/11
Revised: 01/10/17

Board of Education of Baltimore County