

Goal: College and Career Success

Grounded in BCPS Policy 0100: Equity | Guided by Community Priorities

Focus Area 1: Learning, Accountability, and Results

Progress Indicators	Compass Commitments
English Language Arts / Literacy Achievement	<ul style="list-style-type: none"> Increase the percentage of students meeting or exceeding the State of Maryland's ELA/Literacy standards for college and career readiness.
Mathematics Achievement	<ul style="list-style-type: none"> Increase the percentage of students meeting or exceeding the State of Maryland's Mathematics standards for college and career readiness. Increase the number of Grade 8 students participating and successfully completing Algebra 1 in middle school.
Science Achievement	<ul style="list-style-type: none"> Increase the percentage of students meeting or exceeding the State of Maryland's Science assessment standards.
Social Studies Achievement	<ul style="list-style-type: none"> Increase the percentage of students meeting or exceeding the State of Maryland's Social Studies assessment standards.* <p><i>*Dependent on assessment availability</i></p>
Equity Access to Advanced Coursework	<ul style="list-style-type: none"> Close the gap between student groups in gifted and talented (GT) identification.
English Learner Progress	<ul style="list-style-type: none"> Increase the percentage of English Learner students making progress toward English proficiency.
College and Career Readiness	<ul style="list-style-type: none"> Increase the percentage of BCPS graduates who meet the State of Maryland's standards for college and career success.

Focus Area 2: Safe and Supportive Environment

Progress Indicators	Compass Commitments
Student Engagement	<ul style="list-style-type: none"> Increase student attendance and reduce the number of students who are chronically absent. Increase the percentage of students who respond favorably to Stakeholder Survey items in the areas of student support and belonging.
Safe and Supportive Learning Environment	<ul style="list-style-type: none"> Close gaps between student groups in suspension rates to reduce disproportionate impact for overrepresented students. Increase the percentage of students who respond favorably to Stakeholder Survey items in the areas of social-emotional well-being and physical safety. Ensure the emergency preparedness of schools.

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

Progress Indicators	Compass Commitments
High-Performing Workforce	<ul style="list-style-type: none"> • Increase teacher retention through proactive measures that maximize the system’s human capital capacity. • Promote higher levels of teacher attendance through employee and supervisor training and wellness activities. • Increase the percentage of teachers working within their area of certification through efforts to recruit and retain in national critical shortage areas.

Focus Area 4: Community Engagement and Partnerships

Progress Indicators	Compass Commitments
Family and Community Engagement	<ul style="list-style-type: none"> • Maintain high levels of family and community engagement and increase the effective use of partner resources.
Multilingual Outreach	<ul style="list-style-type: none"> • Increase the resources provided to serve non-English speaking students and their families.

Focus Area 5: Operational Excellence

Progress Indicators	Compass Commitments
Fiscal Responsibility	<ul style="list-style-type: none"> • Increase efficiencies in fiscal processes and improve the effectiveness of practices through technology improvements and the implementation of new procedures.
Physical Resource Management and Sustainability	<ul style="list-style-type: none"> • Ensure adherence to BCPS’ Sustainability standard for energy consumption to support the effective use of physical resources. • Support safe and secure buildings through increased maintenance efficiencies in addressing and resolving building repairs and routine maintenance.
Information Technology Support and Services	<ul style="list-style-type: none"> • Decrease the time required to resolve technical assistance requests to support efficient operations in schools and offices.
School Utilization	<ul style="list-style-type: none"> • Optimize utilization levels that support safe and secure environments and minimize the impact of overcrowding.
Transportation Effectiveness	<ul style="list-style-type: none"> • Increase the percentage of daily bus runs arriving within an established window.