

Strategic Plan: EXECUTIVE SUMMARY

Prince George’s County Public Schools is on the path to be Great By Choice. The SY16–SY20 PGCPS Strategic Plan is the roadmap that will guide us toward achieving the vision for all students to graduate ready for success in college and/or careers of their choice. It is centered on our fundamental belief that students are our priority and all students can achieve at high academic levels. Our Strategic Plan has been shaped by the realities of challenges we face and the boldness of our commitment to students to prepare them for success in a global society. It sets forth a clear direction and framework for change designed to positively – and rapidly – move the needle on academic achievement across our school district.

This plan is the product of a focused body of work begun under the leadership of Dr. Kevin Maxwell shortly after his appointment as Chief Executive Officer. The planning effort, commissioned by the Board of Education and led by executive staff, was informed by valued input and insights from a wide range of staff, parents, students, businesses, government, higher education representatives, and the general community. We are proud to present this

plan as the collective work of the school district and the broader community.

Considering a world that is rapidly changing, our Strategic Plan is anchored by an inspired vision and renewed mission that emphasize our responsibility to ensure every student in our diverse school district graduates ready for college and careers. With an intense focus to empower all students with a great education that contributes to thriving communities, our Strategic Plan challenges us to raise the bar, set higher standards, invest in neighborhood schools, and develop a well-educated and better prepared workforce of tomorrow.

The promise of our vision and mission is reinforced by our single, focused goal of “Outstanding Academic Achievement for All Students”. In establishing this single goal, we make clear that our commitment demands that every student, in every grade, receives rigorous, engaging and high-quality educational experiences that fully prepare each for college, careers, and life-long success in the 21st Century global society. Our ultimate success in this goal will be

measured by our ability to prepare students to meet or exceed state averages for SAT and ACT scores; achieve a 90% graduation rate; and equip 100% of graduates to be ready for college and careers. We define college- and career- readiness as:

- meeting the requirements for entry into a two- or four-year college,
- meeting the requirements for acceptance into a technical school or the military, and/or
- earning a technical license or certification which enables entry into the workforce within six months of graduation.

To meet these ultimate measures of success, key indicators of academic performance have been identified for each of the Elementary, Middle, and High School levels and will be monitored regularly for evidence of improvement. These performance assessments include, but are not limited to Kindergarten Readiness, Partnership for Assessment of Readiness for College and Careers (PARCC), Advanced Placement (AP), International Baccalaureate (IB), Dual Enrollment, and Preliminary SAT (PSAT).



Strategic Plan: EXECUTIVE SUMMARY *continued...*

Building on our foundation of an aspiring vision, mission, single goal and critical success measures; the Strategic Plan establishes five Strategic Focus Areas which directly support the goal, address the requirements communicated by our stakeholders, and set forth the priorities by which resources will be invested over the course of this Strategic Plan's implementation. These Strategic Focus Areas for which we will hold ourselves accountable include:

1. Academic Excellence
2. High-Performing Workforce
3. Safe and Supportive Environments
4. Family and Community Engagement
5. Organizational Effectiveness

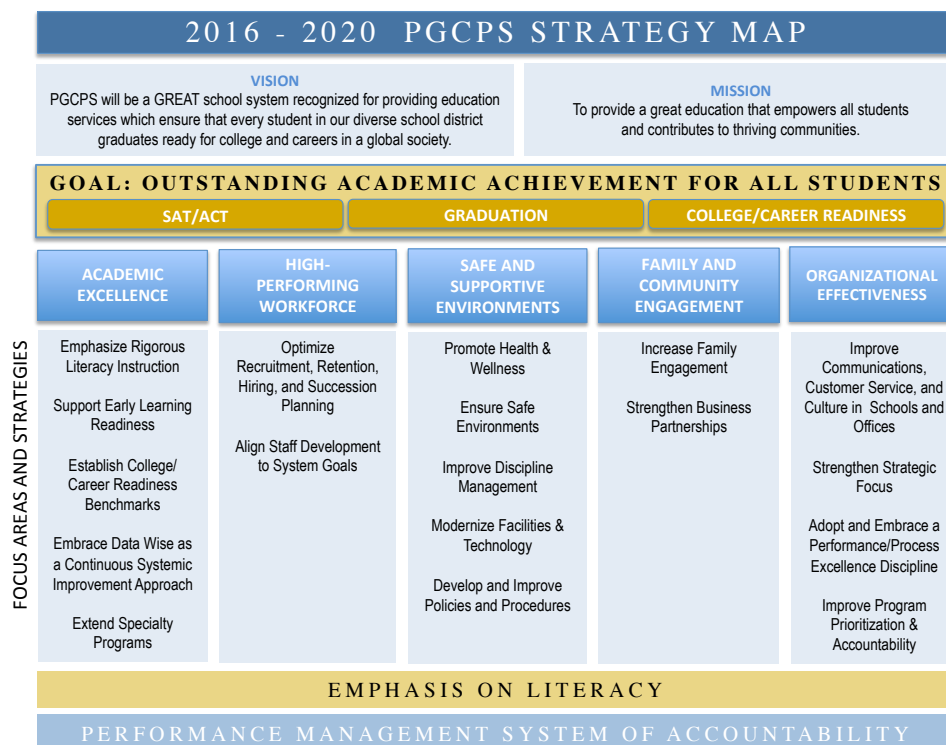
Detailed action plans and measurable outcomes will steer strategy execution throughout the Plan's implementation and will serve as the guideposts for monitoring our progress. Woven through all strategies is a strong emphasis on literacy, data, impeccable execution, and measurable results. We will hold ourselves accountable for results and employ a disciplined performance management approach toward realization of expected outcomes.

Finally, as responsible stewards of the resources entrusted to us, the Strategic Plan presents a sound, strategic investment plan which

- To produce Great Schools, we must invest in our neighborhood schools as well as our specialty programs;
- To develop Great Staff, we must commit strategic and targeted resources for educators to support rigorous instruction for all students through the lens of literacy; and
- To cultivate a Great Community, we must establish partnerships and engagement opportunities through which families and the community will ensure students are prepared to achieve.

PGCPS is poised and committed to implementing this Strategic Plan beginning in July 2015. The Plan communicates our commitment and promise to the parents, students and communities of Prince George's County to ensure all students graduate college- and career-ready. It provides a solid foundation for the collective work of all staff and community stakeholders as we jointly embark on the work to deliver on this promise. Flawless execution of this Strategic Plan combined with disciplined progress monitoring and strategic resource investment is vital to our success. We believe that being Great By Choice means creating an environment in which our students innovate, thrive, and excel.

PGCPS must and will be Great By Choice.



Within these focus areas, we have defined and prioritized actionable strategies necessary for continued improvements in student outcomes and organizational effectiveness.

prioritizes resources around the focus areas and the strategies most crucial to ensuring college- and career- readiness of our students. Specifically, the Strategic Plan requires that:

