

REFINED COMPONENTS OF MCPS STRATEGIC PLAN

From meetings through March 31, 2021 and the latest survey in April 2021

DRAFT CORE PURPOSE:

To engage all students in a high quality education that empowers, inspires and prepares each student for their future.

DRAFT CORE VALUES:

Student-Centered: We value an environment in which each student is engaged, inspired and challenged each and every day.

Equity: We value equitable access to opportunities where each student receives a high quality, comprehensive education.

Innovation: We value a culture of innovation, forward-thinking, leadership, and excellence for all.

Safety: We value a safe environment where our students and staff feel secure and valued.

Inclusion: We value a culture that embraces diversity where individuals feel a strong sense of belonging.

Relationships: We value the interdependence, support and collaboration we have with our staff, with families and with our communities.

DRAFT LONG-TERM (10-15 YEAR) ENVISIONED FUTURE

Big Audacious Goal:

To nurture locally and globally minded citizens through a culture of inclusion, strong leadership and excellence.

A Vivid Description of the Desired Future:

MCPS will have successfully achieved its Envisioned Future when the following are commonly agreed to have become present realities:

MCPS has enhanced learning opportunities for each student through expansion of:

- Individual learning plans for each student, student ownership of their learning plan and clear outcomes for success
- Afterschool and summer programs
- Art and music opportunities
- Recreational opportunities
- Alternative programs
- Equitable opportunities and programming across the District
- Partnerships, apprenticeship and work-based opportunities
- Multiple pathways to individualize graduation goals, corresponding supports with 100% graduation success.
- Holistic, multi-disciplinary, multi-cultural and integrated curriculum
- Service-oriented, community engagement experiences
- Technology readiness at home and school balance with the importance of human connections
- Youth leadership opportunities and shared decision-making
- Flexible and adaptable programs and services

MCPS has created a school environment that is inclusive, safe and gives students, staff, families and visitors a sense of belonging through the incorporation of the following strategies and programs:

- Restorative and social justice strategies
- Transforming discipline issues into learning opportunities
- Promoting and educating students and staff on the importance of healthy relationships
- Embracing conflict resolution/mediation strategies
- Trauma-informed strategies that support our students, families, and staff
- Services supporting student and staff health (physical, mental, social-emotional and behavioral)
- Trauma-Sensitive/Mental health at all grade levels

MCPS Staff are and feel valued, have the supports and training to be highly effective in their positions always putting students first through enhanced measures and strategies of:

- Trauma-informed programming and training for staff
- A culturally diverse and inclusive staff
- Providing both tangible and intangible benefits and supports to staff to demonstrate their value and importance to the success of our students.
- Increasing the number of counselors, social workers, special education and support staff
- Providing a rich professional development model and opportunities that implement best practices
- Improved resources & collaboration opportunities for staff
- Enhanced leadership opportunities for staff
- Increased school counselors

MCPS has enhanced its communications and connection to and engagement with families and our community through:

- A school system that represents our diverse, dynamic, and caring community
- Community support and use of our school facilities
- Our strategy of making schools community centers for their neighborhoods
- Enhanced community and family engagement, partnerships and community programs and services
- Enriched student and parent pride in our schools
- Increased connectivity of our rural and urban areas
- Seamless, effective and meaningful communication between families, students, staff and the District
- Our value of personal and human interactions

MCPS has greatly improved our District operations to represent the expectations of our community and to support students, families and staff through:

- High quality nutritional programs and education
- Increased emphasis and strategies that support physical activities/exercise
- The availability of expanded resources at all schools
- Flexible scheduling for students and staff
- Knowledge-based decisions based on the needs of our students
- District-wide sustainable and responsible systems and operations that result in zero waste
- The integration and alignment of our school campuses to support our students, i.e., district-wide connectivity and K-12 vertical alignment of curricula and programs
- Small teacher/staff to student ratios
- An effective and efficient technology program that provides equitable access for all students
- Leadership that is embraced and reflected district-wide