

STUDENT AND STAKEHOLDER FOCUS

AIM

To create interest and build capacity to implement the Baldrige Integrated Management System throughout MCPS

Develop a system-wide understanding of:

- what it is
- how it will improve student achievement
- how it fits with the work we are already doing
- how it is aligned with the Board of Education's goals and Our Call To Action
- how to encourage stakeholder involvement, and ultimately ownership

HUMAN RESOURCES

Determine how:

- staff development will be provided to build capacity
- institutional support will be provided through training
- school, cluster, office and system resources will be aligned with goals

LEADERSHIP

-The leadership team will develop a clear, concise deployment plan that will include a timeline and implementation strategies, and will communicate the plan to appropriate stakeholders

The leadership team will:

- show how Baldrige is integrated into current practices
- communicate how Baldrige can be aligned at all levels in MCPS
- analyze implementation data to monitor progress
- evaluate the work of the leadership team

STRATEGIC PLANNING

- Develop a plan that guides the work of the leadership team
- Develop a plan to implement the Baldrige Integrated Management System throughout MCPS including a timeline and strategies that also include:
 - analyses of implementation throughout the system
 - alignment of financial and human resources
 - core processes
 - an information and analysis system
 - staff development plan
 - performance measures

PROCESS MANAGEMENT

Develop processes that will:

- determine requirements for building capacity
- align resources to support the goals
- support staff development
- provide opportunities to share and observe best practices
- align data collection to indicators
- communicate a common language

The Plan, Do, Study, Act, (PDSA) cycle of continuous improvement will be used to evaluate and improve processes

PERFORMANCE RESULTS

- level of integration at all levels in the organization
- results from self-assessments
- baseline data from Baldrige assessment
- formative and summative assessments
- comparisons with other leadership teams' assessments

INFORMATION AND ANALYSIS

- plan implementation data will be analyzed to make improvements
- level of integration of the Baldrige Integrated Management System at the district, office, department, school, and classroom level will be analyzed
- PDSA data will be analyzed to make process improvements
- the information and analysis system will be evaluated