

Strategic Planning Committee Meeting  
Minutes  
April 27, 2010  
2:15 p.m.

The meeting was called to order at 2:21 p.m. with the following committee members and Board staff present: Dr. Judy Docca (chair), Mr. Michael Durso, Mrs. Patricia O'Neill, Ms. Laura Steinberg, and Ms. Kathy Yorro (recorder).

The following Montgomery County Public Schools (MCPS) staff members were present: Mr. Larry Bowers, chief operating officer; Mr. Brian Edwards, chief of staff, Office of the Superintendent of Schools; Mr. Juan Cardenas, director, Office of Communications; Ms. Robin Confino, executive director, Office of the Chief Operating Officer; Mr. Eric Davis, director, Department of Family and Community Partnerships; and Ms. Jody Silvio, coordinator, Curriculum and Instructional Programs.

### **Approval of Agenda and Minutes**

The committee unanimously approved the meeting agenda, as well as the minutes for the minutes from the Strategic Planning Committee meeting of October 20, 2010.

### **Strategic Plan, *Our Call to Action: Pursuit of Excellence***

Mr. Larry Bowers presented a brief overview of Goals 3, 4, and 5 of the strategic plan. He noted that Goals 1 and 2 would be brought to committee at the May 25 committee meeting, with the final document brought to the full Board at the June 27, 2011, Board meeting. He gave a brief summary of changes included in Goals 3 through 5 which included:

- Revisions in Goals 3-5 reflect changes recommended at the Executive Leadership Team meetings and those submitted by executive staff members through the annual strategic plan update process.
- Milestones and data points in Goal 3 have been revised to align with the National Standards for Family-School Partnerships.
- Changes in Goal 4 reflect a focus on Leadership Development, including Central Services, supporting services, and teacher leaders.
- Goal 4 includes new initiatives:
  - Supervising and Evaluation Performance
  - Continuous Improvement for Systemwide Training and Professional Development.
  - School Climate Compact.
  - Employee Recognition.
- Goal 5 includes a new initiative:
  - Systemwide Safety Programs.
- Strategies Implemented Since 1999
  - Facility Availability System

*Goal 3: Strengthen Productive Partnerships for Education*

Mr. Brian Edwards began the presentation indicating that Goal 3 has been revised to align with the National Standards for Family-School Partnerships.

Changes to Goal 3 include:

- All milestones and data points were revised expanding on collaboration with the community using a more creative approach, evaluation of systemwide parent workshops and meetings, participation in school-based Study Circles, parent participation on School Improvement Teams and obtaining feedback from the team participants, etc.
- Minor changes within the Goal 3 Strategic Initiatives to reflect the change of name of the Office of Communications and Family Outreach to the Department of Family and Community Partnerships.

The committee felt that the revisions to the milestones and data points are good and are where the school system should be.

*Goal 4: Create a Positive Work Environment in a Self-Renewing Organization*

Mr. Bowers summarized the changes to Goal 4 noting the addition of a few new initiatives. Changes/revisions include:

- Additional language under Professional Growth System for Teachers regarding teacher training and development provided by Staff Development Teachers.
- Additional language under Professional Growth System for Administrators and Supervisors regarding the Leadership Development Program.
- Addition of an initiative on Supervising and Evaluating Performance—a new course for staff who are business managers or central services administrators.
- Revision of language regarding the Career Pathways Program for SEIU members.
- Addition of an initiative on Continuous Improvement for Systemwide Training and Professional Development—due to central office organizational changes—to ensure that there are structures and process to examine professional development needs systemwide.
- Addition of language regarding the Internal Applicant Records/Fortis Document Management System used to view human resources records for candidates.
- Additional of language regarding the upgrade of the Substitute Call Management System to migrate to take advantage of new features and technology advancements.
- Addition of an initiative on School Climate Compact which identifies the expected behaviors for all employees in the workplace.
- Additional of an initiative on Employee Recognition to celebrate job performance, leadership, innovation, and instructional capacity.

*Goal 5: Provide High-quality Business Services that Are Essential to the Educational Success of Students*

Mr. Bowers summarized the changes/additions/deletions within Goal 5 which include:

- Addition of language under The Department of Management, Budget and Planning regarding the FY 2012 Operating Budget community roundtables that enabled stakeholders to work together to identify key priorities for the school system and areas for funding.
- Addition of an initiative regarding Systemwide Safety Programs—an online safety program or MCPS employees to take Web-based safety courses to perform their jobs safely.

*Strategies Implemented Since 1999*

- Addition of critical strategy/initiative regarding the Facility Availability System technology tool developed to capture and report the status of MCPS facilities during a weather emergency.

The meeting was adjourned at 3:06 p.m.

Next meeting: May 25, 2011 at 10:00 a.m.