

Milestone: All offices and departments have strategic plans that are aligned with *Our Call to Action: Pursuit of Excellence*.

DATA ★ POINT

Office and Department Strategic Plans

All MCPS offices and departments develop strategic plans based on the milestones, data points, and targets established for the district. Each office and department identifies its own goals, strategies, performance measures, and monitoring and evaluation cycles needed to: 1) support the needs of their stakeholders, 2) align with the system's strategic objectives and expectations, and 3) ensure that equitable practices permeate each school and office. Office and department strategic plans are then used to develop action plans for daily operations and decision making, as needed, to accomplish strategic objectives. Upgrades and improved efficiencies in MCPS programs, offerings, and services are evidence of strategic and action plan deployment and implementation.

In addition, all MCPS offices and departments identify key processes that support their strategic plans. These processes have been mapped, with offices and departments determining the inputs, guides, outputs, and enablers (IGOE) for the key processes as well as the interdependency and interrelationships with other offices and departments. Offices and departments also monitor in-process and outcome measures for efficiency and effectiveness of each key process on a quarterly basis and communicate their progress to key stakeholders.