



2008-09 Board of Education of Harford County



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Key Initiatives

1. Student Achievement – AYP or Better
2. Communication Strategic Plan/Audit Recommendations
3. High School Reform
4. Middle School Reform
5. Elementary Redistricting
6. School Uniforms

Strategic Plan Implementation

Goal 1	Every child feels comfortable going to school
Focus Area	Explore school uniforms.
Benchmark	A decision will be made on school uniforms by January 2009.
Goal 2	Every child achieves personal and academic growth
Focus Area	Find and build on every child's motivation.
Benchmark	HCPS students will meet or exceed the 2009 AMO in reading and math as reflected on the spring 2009 administration of reading and math MSA.
	Career information will be distributed to all students by school counselors, content specialists, instructional staff, magnet coordinators, and industry experts.
	Year 3 high school reform strategies relevant to Career Pathways will be implemented.
	Year 3 high school reform strategies relevant to smaller learning communities will be implemented.
	Year 3 high school reform strategies relevant to Interventions will be implemented.
Focus Area	Develop and deliver high quality instruction that elevates every child.
Benchmark	The Central Instructional Leadership Team (CILT) will visit all schools to observe PLCs and to provide guidance, direction, and coaching.
	Year 2 data streams relevant to the combined and individual effects of the high school reform strategies will be implemented.
	Establish the Middle School Reform Implementation Committee to oversee and assist with the enacting of the implementation plan created by the Middle School Ad Hoc Committee and implement the 2008-09 recommendations.
Focus Area	Support the emotional, social, and physical growth of every child.
Benchmark	The Middle School Reform Implementation Committee will identify & share with stakeholders key guidelines regarding middle school transition programs and activities.
	Year 2 data streams relevant to 9th grade transition strategies in the high school reform will be implemented.
	Schools will utilize a variety of methods to communicate with parents & share these methods with the Board of Education.
Goal 3	Every child benefits from accountable adults
Focus Area	Obtain and optimize use of adequate resources.
Benchmark	Develop a comprehensive elementary school redistricting plan in the fall of 2008, to include new attendance areas for Red Pump and Schucks Road elementaries.
Focus Area	Improve operational and instructional efficiency and effectiveness.

Benchmark	Employ an Energy Manager to develop and implement an Energy Management Plan – Phase I for 2008-09.
Focus Area	Earn credibility with education stakeholders and respect of colleagues.
Benchmark	Adopt a 5-year strategic communication plan in the fall 2008. The Office of Accountability in collaboration with the Offices of Elementary & Secondary Education will develop, administer, and report the results of a parent questionnaire (use for spring 2009 – work on new strategic plan).
Focus Area	Define parent involvement; reach out to parents to explain involvement opportunities.
Benchmark	Establish Edline standards for updates by teachers – four times a marking period beginning fall 2008.
Goal 4	Every child connects with great employees
Focus Area	Recruit and retain a high quality, diverse workforce.
Benchmark	System-wide tools such as the Caliper will be utilized and evaluated as useful in teacher and administrator recruitment, retention, and promotion. Linked evaluation tools will be identified.
Focus Area	Direct utilization of resources responsively to meet individual children's needs.
Benchmark	Discuss processes and strategies that address getting skilled, experienced staff in all schools. Allocate intervention funds to support intervention and remediation programs and activities. Utilize INFORM to evaluate the effectiveness of the intervention and remediation programs and activities.
Focus Area	Encourage employee knowledge and creativity to advance learning.
Benchmark	Administer the Professional Learning Community Survey in the spring of 2009 and report identified growth of PLCs & professional development needs.
Goal 5	Every child graduates ready to succeed
Focus Area	Promote opportunities for skilled trades and advanced career choices.
Benchmark	The percent of students completing rigorous course of study requirements will increase by 3% in the 2008-09 school year. Year 2 data streams relevant to Career Pathway and Graduation Credit initiatives in high school reform will be reviewed and implemented. Year 2 and 3 data streams and strategies relevant to a Senior Experience in high school reform will be reviewed and implemented. Identify and report the status of Career and Technology Education Completer Programs that can be moved to or replicated at comprehensive high schools and those that can be expanded at HTHS. Implement Recommendation 1 (PM Pilot Program at HTHS) of the Expansion of Technical Education Report. Dialogue and determine direction of Recommendations 2 and 3 of the Expansion of Technical Education Report.
Focus Area	Use business partnerships to identify and respond to emerging market trends.
Benchmark	Year 2 data streams relevant to smaller learning communities initiatives in high school reform will be reviewed and implemented. Year 3 high school reform strategies relevant to the identification and expansion of Senior Experiences, Magnet Programs, and Career Pathways will be implemented.