

**ALLEGANY COUNTY
2016 - 2017 BOARD AND SUPERINTENDENT GOALS**

GOAL	POTENTIAL EVIDENCE OF ATTAINMENT	BOARD'S ROLE	SUPERINTENDENT'S ROLE
<p>Increase student achievement and learner engagement – with special emphasis on ... implementation of MD college and career standard</p>	<ul style="list-style-type: none"> • Summarized reports from principals on how PD was incorporated into lesson planning and implementation via monitoring by principals, APs, and supervisors • Increased number of students take Advanced Placement, honors, or College courses • Decreased number of students who need transition experiences for ELA and/or mathematics • Summarized walkthrough data provided to the Board regarding student engagement • Increased student achievement as indicated by state-wide assessments 	<ul style="list-style-type: none"> • Receive staff reports to become/remain current with curriculum initiatives and monitor assessment results for trends 	<ul style="list-style-type: none"> • Participate in Principal Council Meetings and classroom walk. • Collaborate with the Chief Academic Officer, Instructional Supervisors, and Principals to ensure that teacher planning, preparation and instruction target specific students' learning needs, produces engaged learning for all students, and is informed by appropriate learner information and assessment metrics
<p>Increase efficiency in the way we operate our schools</p>	<ul style="list-style-type: none"> • Form a blue ribbon commission of community leaders, including those outside of education, to study the needs of the school system and make recommendations to the school board and county commissioners and develop a charge statement for the group • OFOR THE FUTURE – AFTER THE COMMISSION REPORTS OUT • Evaluate the system's operations including enrollment by school, use of staff, class sizes, coverage of necessary tasks and use of available funding to find efficiencies and save money • Engage in a redistricting plan for the county which would be directed by a redistricting committee • Include a budget item for a consultant to work through the process of increasing efficiencies in the system • Develop a communication plan for handling the process 	<ul style="list-style-type: none"> • Approve Charge for and appoint the membership of a Blue Ribbon Commission • Approve Charge for and appoint consultant and/or committee to study and recommend attendance boundary changes • Consider/Promote Commission findings regarding redistricting and/or other operating recommendations 	<ul style="list-style-type: none"> • Propose budget options to the Board for increased efficiency • Serve as a resource to the County Commissioners as requested • Facilitate and support the work of the Commission and the subsequent redistricting efforts, serving as a resource • Facilitate/Offer to share information with County Commissioners regarding Commission finding • Share information appropriately with the public regarding Commission work • Incorporate Commission findings to inform Master Plan and Annual Operating Budget Process
<p>Improve employee morale</p>	<ul style="list-style-type: none"> • Number of people using the "Ask ACPS" 	<ul style="list-style-type: none"> • Participate in periodic 	<ul style="list-style-type: none"> • Communicate key information

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<p>through effective communication</p>	<p>Web Page feature</p> <ul style="list-style-type: none"> • Board member and Superintendent interviews about current system activities • Board member “cheat sheet” with budget talking points • Association president invited to be on the policy committee-agendas from school demonstrating the policy was explained • Agendas from Principal Councils, Teacher Roundtable, Assistant Principal Council, School Faculty Meetings demonstrating that policies/changes were addressed • Staff survey on employee engagement as a way of establishing a baseline for understanding “morale” – working with the teacher roundtable • Staff exit interviews 	<p>Interviews</p> <ul style="list-style-type: none"> • Receive initial staff engagement survey results and subsequent administrations for comparison • Host semi-annual public forums, with at least one dedicated to budget issues • Share staff/constituent questions/rumors with Superintendent in a timely manner • Promote ACPS Communication Plan and outlined processes 	<p>through a weekly “Take Five” video format</p> <ul style="list-style-type: none"> • Facilitate work with focus group to define morale and determine indicators • Develop an Employee Engagement Survey with input from TRT representatives • Administer survey, analyze and report findings to the Board • Coordinate and host periodic interviews with Board and key staff • Use social media to advertise and communicate information • Promote ACPS Communication Plan and outlined processes • Apprise Board of known emerging issues
<p>Create a better working relationship with the county commissioners</p>	<ul style="list-style-type: none"> • Invitations to county commissioners to have their meetings in schools throughout the county • Invitations to the commissioners to participate in two joint televised meetings • Board members review the budget with commissioners during the official presentation • Find a way to partner with them around the “heroin epidemic” and/or economic development 	<ul style="list-style-type: none"> • Identify topics for joint meetings • Become/remain knowledgeable about budget details and history • Study and consider the total County Operating Budget • Partner to find “win win” solutions to budgetary and other issues community like the heroin epidemic 	<ul style="list-style-type: none"> • Coordinate and support logistics for combined meetings and communications • Recommend format and procedures for joint meetings • Identify resources/personnel to help with the heroin epidemic • Provide information as requested, such as economic development impacts