



Prince George's County Public Schools. AMERICA'S CLASSROOM.

Prince George's County Public Schools

State Board of Education
Alternative Governance Proposals
April 26, 2011

At PGCPS - Children Come First!

- **Mission**

Our mission is to advance the achievement of our diverse student body through community engagement, sound policy governance, accountability and fiscal responsibility.

- **Vision**

- **100%** of Prince George's County Public School graduates will be college and/or career ready

So how do we make this vision a reality?

Through *Strive for Five* – PGCPS' Strategic Goals

2 - HIGHLY EFFECTIVE
TEACHING

3 - SAFE & SUPPORTIVE
SCHOOLS

1 - HIGH
STUDENT
ACHIEVEMENT

4 - STRONG
COMMUNITY
PARTNERSHIPS

5 - EFFICIENT &
EFFECTIVE
OPERATIONS

1 – High Student Achievement

- We are committed to equipping our students with the requisite knowledge, skills and resources to compete on the global playing field of higher education and the world of work.
- *High Student Achievement* is evidenced by student ability to analyze and synthesize information, to provide evidence to support arguments, and to work individually and in groups to solve problems.



2 – Highly Effective Teaching

- We demonstrate *Highly Effective Teaching* by 3 outcomes:
 1. Students who are engaged and excited about learning
 2. Students who are able to learn and communicate what they've learned
 3. Students who are able to perform well on standardized tests and other academic measures



3 – Safe & Supportive Schools

- We create a safe school environment where students and teachers are able to focus on instruction without distraction
- We provide the highest level of customer service to foster supportive school environments



4 – Strong Community Partnerships

- We continue to strengthen our partnerships with parents, businesses, government and community leaders willing to work with us to meet our student achievement goals.



5 – Efficient & Effective Operations

- We perform our non-instructional operations as efficiently and effectively as possible in areas such as:
 - Finance
 - Purchasing
 - Transportation
 - Food Services
 - Capital Improvement
 - Internal Customer Support



So What's the Outcome of the *Strive for Five* Goals?

The 21st Century Graduate

Is college and/or workforce ready and competitive
in the 21st century global economy



Profile of the 21st Century Graduate

21st Century Skills

- An Effective Communicator and Collaborator
- A Successful Problem Solver
- A Responsible Person
- An Engaged Global and Domestic Citizen



Knowledge Areas

- English
- Mathematics
- Science
- Social Studies
- Fine Arts
- Physical Education
- Health
- Technology
- World Languages

Initiatives that Support Option I and Strive for Five in Alternative Governance Schools

- Collaborative Planning Enhancement with the Data Wise Process
- Financial Incentive Rewards for Supervisors and Teachers (FIRST)
- Disciplinary Literacy: Institute for Learning (IFL)
- Academic Rigor & Commitment to a Knowledge Core (Cognitive Demand)
- Common Assessments & Monitoring through Performance Management Analysis and Planning Process (PMAPP)

Reform Strategies for Hillcrest Heights Elementary School

- Focused collaborative planning and learning walks to reform reading instruction for FARMS, Special Education and African American students
- Targeted professional development for instructional and paraprofessional staff in analyzing mathematic data for primary and intermediate students
- Partnership with the Break Through Center
- Change in principalship

Reform Strategies for Isaac J. Gourdine Middle School

- Enhanced collaborative planning and data analysis of formative assessment data to identify weak indicators
- Incorporate reading strategies in creative arts classes
- Differentiated instruction in mathematics for Special Education, FARMS, and LEP students

Reform Strategies for Ridgecrest Elementary School

- Build teacher capacity around scaffolding differentiated instruction of specific reading content standards across and within grade levels for meeting the needs of African American, Hispanic, LEP, Special Education, and FARMS and all other students.
- Implement targeted professional development tailored to support teacher's instructional delivery for all students and especially for limited English proficient students.
- Focus on improving the school's culture and climate with regards to teacher, student and community interactions with implementation of the Comer School Development Program.

Reform Strategies for Robert Gray Elementary School

- Increased differentiated Professional Development in the delivery of reading and mathematics with a focus on Special Education
- Provide intervention support through flexible groups and push in/push out models
- Implement extended day and school year programs focused upon reading interventions.
- Partnership with the Break Through Center

Reform Strategies for DuVal High School

- Implementation of Smaller Learning Communities school-wide to enhance instruction at all levels, as well as provide enhanced support for 9th grade Algebra Students.
- Implementation of the Principles of Learning and Disciplinary Literacy to improve the quality of instruction and opportunities for students
- Secondary School Reform initiatives (new Career Academies for Tourism & Hospitality)

Strong Community Partnerships in AG Schools

- Staff, parent and community meetings –November 2010-February 2011
 - Over 77 parent/community meetings
 - Over 124 staff meetings
 - Over 2,902 parents and stakeholders
 - Over 1,718 administrators, teachers and staff members
 - News letters and school websites
 - Alternative Governance Parent Fact Sheet

LEA Monitoring and Evaluation

- On going formative practice and unit assessments
- AG Area/ Cluster – Quarterly PMAPP monitoring
- AG Oversight Board- Monthly meetings
- Reorganizational structure - Frequent monitoring- Rapid Response

Performance Management at PGCPS



Strategic Goals

All our work supports these goals

Key Performance Indicators (KPIs) and Targets

What we measure and monitor within each goal

Strategies

Initiatives, programs and projects to achieve KPIs and Targets

Annual Performance/Improvement Plans

School and department plans to execute strategies and monitor progress

Performance Management Analysis & Planning Process (PMAPP)

Process to monitor progress toward objectives and targets

Employee Performance Objectives

Individual objectives which contribute to overall progress

Closure & Questions