

Milestone: All schools develop school improvement plans that address the needs of all *No Child Left Behind* subgroups using the Baldrige-guided School Improvement Planning Process.

DATA ★ POINT

School Improvement Plans

MCPS has adopted the Baldrige Education Criteria for Performance Excellence as the model for continuous improvement for all offices and schools. The current school improvement process has been designed to reflect the components of the Baldrige Education Criteria for Performance Excellence. The goal is to identify the elements of school improvement and organizational development that must be supported in every school in order to promote high levels of student achievement. Schools are expected to implement the school improvement plan model using the “Look Fors” from the MCPS *Framework for Improving Teaching and Learning* and the Baldrige Education Criteria for Performance Excellence. In order for this process to be successful, the entire staff and representatives from all stakeholder groups must be engaged. Leadership teams from all schools have been trained in the Baldrige-guided School Improvement process, and every school has a school improvement plan (SIP) that is aligned with *Our Call to Action: Pursuit of Excellence*, the strategic plan for MCPS. All schools submit a Linkages Chart which contains the Baldrige categories and includes specific questions that must be answered during the school improvement planning process. Schools submit their responses to the questions with specific action plans for accomplishing SIP processes and goals to the Office of School Performance (OSP). Additionally, action plans are developed to ensure attainment of identified performance targets and to incorporate processes to systematically monitor progress. OSP staff review each SIP, provide structured feedback using a standardized rubric, and conduct school visits throughout the year to provide support and monitor progress.