

Focus Area: Leadership

We believe leadership....

- Is the most significant contributing factor to the long-term development of people and institutions so they can adapt, change, prosper, and grow
 - Is student-centered, owns results, and empowers and equips others to maximize learning opportunities for all students
 - Engages in data informed planning processes for continuous improvement and monitors and revises the improvement plan based on evidence and results of implementation
 - Mobilizes and unites others to want to struggle for shared aspirations
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Priority 1: Carroll County Schools engages in a continuous improvement process that produces measurable results, improving student learning and professional practice.

Objective 1.1: Carroll County Schools engages in a data-informed planning process of continuous improvement that includes goals, strategies, activities and measures based on identified needs.

Action Steps:

- Create district-wide data process needed from all buildings within the district.
- Incorporate the data process into the ongoing strategic planning process.

Objective 1.2: Carroll County Schools engages in a data-informed planning process of continuous improvement that is monitored and revised based on evidence and results of implementation.

Action Steps:

- Regularly (per strategic plan) review data to ensure strategies are effective.
- Schools establish norms and protocol for the planning and data-analysis process.
- Schools will develop a communication plan to report progress on goals, success criteria, and strategies of implementation to stakeholders.
- Schools will identify growth opportunities and plan to capitalize on those growth opportunities.

Priority 2: Carroll County Schools' leaders implement processes and procedures to ensure organizational effectiveness in support of teaching and learning.

Objective 2.1: Carroll County Schools establishes written processes and procedures that ensure operational effectiveness.

Action Steps:

- Develop a plan to identify strengths and growth opportunities of operational effectiveness.
- Create a district-wide committee and sub-committees to address the growth opportunities and establish a written plan for growth.

Objective 2.2: Carroll County Schools establishes written processes and procedures that ensure effective teaching and learning for all students.

Action Steps:

- See LEARNING Focus Area.

Priority 3: Carroll County Schools' leaders engage stakeholders to support the achievement of the district's purpose and direction.

Objective 3.1: Leaders at all levels engage in strategies that ensure effective two-way communication with internal and external stakeholder groups, including staff, students, parents, community, governmental and educational policy groups.

Action Steps:

- Survey stakeholders at all levels to determine effectiveness of communication tactics.
- Determine strengths and growth opportunities in the area of communication tactics.
- Create a district-wide committee and sub-committees to address growth opportunities and establish a written plan for growth.
- Establish focus groups of stakeholders to determine communication needs.
- Establish working relationships with community and governmental groups to “piggy-back” on events and communication abilities.
- PR director facilitates meetings to review protocol and communication efforts.