

GOAL 4

All students will be educated in learning environments that are safe, drug free, and conducive to learning.

The ESEA goal on providing learning environments that are safe, drug free, and conducive to learning is aligned with the Board of Education goal of safe and orderly school environments. This goal supports student achievement through programs focused on positive behavior intervention, safety and emergency procedures, character education, and school health programs. Safe and orderly learning environments are only possible with expanded partnerships with governmental agencies and community organizations.

<u>Pages</u>	<u>Objectives</u>
4.1-4.3	1. Ensure that all staff, students, and parents understand policies and regulations, are appropriately involved in the development of regulations, and receive timely information about current policies and revisions to policies.
4.4-4.6	2. Strengthen the K-12 prevention curriculum by ensuring that all curriculum is research-based in order to promote student achievement and an environment that is conducive to learning.
4.7-4.11	3. Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.
4.12-4.14	4. Empower parents and community members with knowledge and skills that support student success and increase their involvement in school improvement.
4.15-4.18	5. Empower students to accept responsibility for learning and for their behavior by focusing on comprehensive youth strategies development and peer leadership/support strategies.

Goal #4: All students will be educated in environments that are safe, drug free, and conducive to learning.
 “All students” includes all subgroups identified in ESEA.

Objective 1: Ensure that all staff, students, and parents understand policies and regulations, are appropriately involved in the development of regulations, and receive timely information about current policies and revisions to policies.

Strategy 1: Ensure that all students, staff, and parents understand school rules, discipline regulations, and the consequences for violations.

Activity for 2003-2004: Provide processes and activities to ensure that staff, students, and parents understand policies and regulations to promote safe learning environments.

Implementation:

- Implement procedures to ensure that *all students* have the opportunity:
 - to acquire knowledge of the handbook and develop an understanding of the rules and regulations.
 - to review the handbook content and be assessed on the information in a manner appropriate to the school level (elementary, middle, or high) and to their learning styles.
- Implement procedures to ensure that *school staff*:
 - review contents of the handbook with students and assess their knowledge and understanding of the information.
 - provide frequent behavioral reminders at appropriate times of the year.
- *Pupil Services staff* will:
 - develop (and revise as needed) and distribute student handbook presentation templates to administrators at each school site.
 - provide targeted professional development for identified staff relative to policies and regulations including student discipline, crisis intervention and response, student attendance, safety, health care, student records, de-escalation strategies, and other communication techniques.
 - develop articles (for inclusion in school newsletters and posting on the Department of Pupil Services’ web site) to educate parents about system procedures, regulations, policies, and consequences for specific discipline code violations.
 - develop and implement a plan to make student handbooks available and accessible to parents online.
 - collaborate with the supervisor of instruction for LEP to provide usable information to parents of LEP/NEP students.

Person(s) Responsible	Accomplishment Measure	Impact Measure
Supervisor of Pupil Services School Administrators Pupil Personnel Workers School Staff	Completed presentation templates Newsletter articles Professional development agendas and sign-in sheets	Results of student assessments
Current Budget Considerations:		
See: <input type="checkbox"/> CIP <input checked="" type="checkbox"/> GF <input type="checkbox"/> Grant	<input type="checkbox"/> No budget impact	Facilities Considerations: N/A
Proposed Activity for 2005 Review and revise activities as needed.	Proposed Activity for 2006 Review and revise activities as needed.	Proposed Activity for 2007 Review and revise activities as needed.
		Proposed Activity for 2008 Review and revise activities as needed.

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Objective 1: Ensure that all staff, students, and parents understand policies and regulations, are appropriately involved in the development of regulations, and receive timely information about current policies and revisions to policies.

Strategy 2: Promote an educational climate that supports regular school attendance and discourages truancy.

<p>Activity for 2003-2004: Increase efforts to engage parents and the community in promoting school attendance.</p> <p>Implementation:</p> <ul style="list-style-type: none"> Implement the Interagency Committee on School Attendance (ICSA) with a focus on elementary students and families and <i>Project Attend</i> with a focus on middle school students and families. Develop a media campaign promoting the importance of school attendance and its connection to career success as an adult. Recognize measurable improvement in attendance at all levels. 		<p>Impact Measure Attendance data</p>
<p>Person(s) Responsible Coordinator of School Health Services Pupil Personnel Worker Chairperson</p>	<p>Accomplishment Measure Meeting agendas Invitations to families Media campaign documents</p>	
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Continue committees and refine media campaign. Review and revise regulations and training documents as appropriate.</p>	<p>Proposed Activity for 2006 Continue committees and refine media campaign.</p>	<p>Proposed Activity for 2007 Continue committees and refine media campaign.</p>
<p>Facilities Considerations: N/A</p>		
		<p>Proposed Activity for 2008 Continue committees and refine media campaign.</p>

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Objective 1: Ensure that all staff, students, and parents understand policies and regulations, are appropriately involved in the development of regulations, and receive timely information about current policies and revisions to policies.

Strategy 3: Ensure that effective crisis management procedures are in place.

<p>Activity for 2003-2004: Ensure that all St. Mary’s County Public Schools’ (SMCPS) staff and its community are aware of the SMCPS crisis management procedures.</p> <p>Implementation:</p> <ul style="list-style-type: none"> • Provide emergency procedures flipcharts to all staff and review annually. • Conduct emergency drills. • Train key crisis team members annually in emergency planning and response by providing a day long event which reviews updates to handbooks. • Conduct a needs assessment and develop a training schedule. • Provide all students, parents, and community members with information about the school system’s crisis management plan. • Develop a web site and brochure. 		<p>Impact Measure Crisis data Drill evaluations</p>
<p>Person(s) Responsible Director of Pupil Services Chief Administrative Officer Supervisor of Pupil Services</p>	<p>Accomplishment Measure Flipcharts distributed to all SMCPS facilities and staff Crisis drill information Agenda and evaluation of day long training Web site</p>	
<p>Current Budget Considerations: Sec: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant*</p>		
<p>Proposed Activity for 2005 Provide emergency procedures flipcharts to all staff and review annually. Train key crisis team members annually in emergency planning and response. Update web site and distribute brochures. Provide appropriate training, support, and revisions as needed.</p>	<p>Proposed Activity for 2006 Provide emergency procedures flipcharts to all staff and review annually. Train key crisis team members annually in emergency planning and response. Update web site and distribute brochures. Provide appropriate training, support, and revisions as needed.</p>	<p>Proposed Activity for 2007 Provide emergency procedures flipcharts to all staff and review annually. Train key crisis team members annually in emergency planning and response. Update web site and distribute brochures. Provide appropriate training, support, and revisions as needed.</p>
<p>Facilities Considerations: N/A</p>		
<p>Proposed Activity for 2008 Provide emergency procedures flipcharts to all staff and review annually. Train key crisis team members annually in emergency planning and response. Update web site and distribute brochures. Provide appropriate training, support, and revisions as needed.</p>		

*Pending approval of USDE Emergency Response and Crisis Management Grant. Grant not approved, SMCPS is seeking alternate funding.

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Objective 2: Strengthen the K-12 prevention curriculum by ensuring that all curriculum is research-based in order to promote student achievement and an environment that is conducive to learning.

Strategy 1: Provide comprehensive health education in grades PreK-12. (See also Goal 1, page 66.)

<p>Activity for 2003-2004: Ensure delivery of a comprehensive, consistent, and sequential health education program, PreK-12.</p> <p>Implementation:</p> <ul style="list-style-type: none"> Align health education curriculum with MSDE voluntary state curriculum. Map the comprehensive health education curriculum, PreK-12. Align the comprehensive health education map with the voluntary state curriculum for health. Distribute the comprehensive curriculum map to teachers for placement in the health education essential curriculum notebook. Identify personal fitness and health as components of School Improvement Plans. Provide schools with sample/suggested objectives and assessment tools. Provide annual staff development to teachers new to the system or specific grade levels. Develop end-of-course questions for specific content areas. Develop end-of-course exams for high school health education. 		<p>Impact Measure Student health/fitness data Maryland Adolescent Survey Data High school end-of-course exam data</p>
<p>Person(s) Responsible Supervisor of Physical Education/ Health Health Education Resource Teacher</p>	<p>Accomplishment Measure Health education curriculum PreK-12 map School Improvement Plans Sign-in sheets for staff development High school end-of-course exam for health education</p>	<p>Facilities Considerations: N/A</p>
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input checked="" type="checkbox"/> GF <input checked="" type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>	<p>Proposed Activity for 2005 Develop and pilot end-of-course examinations at the secondary level. Collect and report student health-related fitness assessments annually. Provide annual staff development to teachers new to the system or specific grade levels.</p>	<p>Proposed Activity for 2006 Collect and report student health-related fitness assessments annually. Provide annual staff development to teachers new to the system or specific grade levels. Review and update curriculum as needed.</p>
<p>Proposed Activity for 2007 Collect and report student health-related fitness assessments annually. Provide annual staff development to teachers new to the system or specific grade levels.</p>	<p>Proposed Activity for 2008 Collect and report student health-related fitness assessments annually. Provide annual staff development to teachers new to the system or specific grade levels. Review and update curriculum as needed.</p>	

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Objective 2: Strengthen the K-12 prevention curriculum by ensuring that all curriculum is research-based in order to promote student achievement and an environment that is conducive to learning.

Strategy 2: Strengthen the developmental guidance curriculum to include consistent use of youth development strategies.

<p>Activity for 2003-2004: Deliver a developmental guidance curriculum utilizing research-based strategies and activities as well as youth development strategies.</p>		
<p>Implementation:</p> <ul style="list-style-type: none"> • Provide ongoing staff development to support the guidance curriculum. • Require consistent implementation of guidance activities throughout the county. • Provide documents that identify promising practices. 		
<p>Person(s) Responsible Supervisor of Pupil Services</p>	<p>Accomplishment Measure Curriculum documents</p>	<p>Impact Measure Formative assessments Maryland Adolescent Survey Data</p>
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant* <input type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Monitor consistent implementation of the curriculum throughout the system.</p>	<p>Proposed Activity for 2006 Monitor consistent implementation of the curriculum throughout the system.</p>	<p>Proposed Activity for 2007 Monitor consistent implementation of the curriculum throughout the system.</p>
<p>Facilities Considerations: N/A</p>		<p>Proposed Activity for 2008 Monitor consistent implementation of the curriculum throughout the system.</p>

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Objective 2: Strengthen the K-12 prevention curriculum by ensuring that all curriculum is research-based in order to promote student achievement and an environment that is conducive to learning.

Strategy 3: Focus guidance curriculum on system needs as indicated by discipline data.

Activity for 2003-2004: Review discipline data to assess priority areas for the guidance program.			
Implementation:			
<ul style="list-style-type: none"> • Create a committee to review the guidance curriculum and update as warranted. • Include character education activities, anger management training, and conflict resolution skills to address current suspension data trends. • Provide direct service to students who were suspended in 02-03 in order to reduce recidivism (i.e., boys in grades 7-9). 			
Person(s) Responsible Supervisor of Pupil Services Guidance Counselors	Accomplishment Measure Annual guidance report Guidance curriculum updates	Impact Measure Disaggregated discipline data Number of persistently dangerous schools	
Current Budget Considerations:			
See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant <input checked="" type="checkbox"/> No budget impact			
Proposed Activity for 2005 Provide professional development and continue program implementation. Provide curriculum priorities annually, based on previous year's data.	Proposed Activity for 2006 Provide professional development and continue program implementation. Provide curriculum priorities annually, based on previous year's data.	Proposed Activity for 2007 Provide professional development and continue program implementation. Provide curriculum priorities annually, based on previous year's data.	Proposed Activity for 2008 Provide professional development and continue program implementation. Provide curriculum priorities annually, based on previous year's data.

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Objective 3: Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.

Strategy 1: Provide mandated training to all staff annually in health and safety programs that maximize student achievement and enhance student safety and security (Child Abuse and Sexual Harassment; Suicide Prevention; Crisis Management; Bloodborne Pathogens; Discipline Code Implementation, First Aid/CPR).

<p>Activity for 2003-2004: Provide mandated training to educate staff regarding health and safety, crisis management, and discipline.</p>		
<p>Implementation:</p> <ul style="list-style-type: none"> Schedule mandated trainings at school sites. Develop a discipline code presentation in collaboration with County Council PTA, the Education Association of St. Mary’s County, the Classified Employees’ Association of St. Mary’s County, and other stakeholders, as appropriate. Develop presentations and materials that increase staff knowledge of intruders, weapons, and current trends in illegal drugs. 		
<p>Person(s) Responsible Director of Pupil Services Supervisor of Pupil Services School Administration School Nurses Pupil Personnel Workers School Psychologists</p>	<p>Accomplishment Measure Training agendas Sign-in sheets Copies of presentations</p>	<p>Impact Measure Staff will follow appropriate procedures.</p> <ul style="list-style-type: none"> less exposures to bloodborne pathogens submitted forms are complete and correct drill evaluations
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant <input checked="" type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Continue to provide mandatory training to staff.</p>	<p>Proposed Activity for 2006 Continue to provide mandatory training to staff.</p>	<p>Proposed Activity for 2007 Continue to provide mandatory training to staff.</p>
<p>Facilities Considerations: N/A</p>		
<p>Proposed Activity for 2008 Continue to provide mandatory training to staff.</p>		

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Objective 3: Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.

Strategy 2: Utilize technology to support a safe and secure teaching and learning environment.

<p>Activity for 2003-2004: Utilize computerized data and other technology sources to identify discipline needs and develop school safety plans.</p> <p>Implementation:</p> <ul style="list-style-type: none"> • Train secretaries and assistant principals on use of software to create discipline reports and provide school safety information. • Create a committee to research and identify health-reporting software. • Pilot the Maryland Virtual Emergency Response System (MVERS) at one high school. • Seek funds to provide security cameras at two middle schools and the Alternative Learning Center. 		<p>Impact Measure Number of schools using discipline reports for School Improvement Plans Reduction of vandalism Reduction of referrals in common areas</p>	
<p>Person(s) Responsible Director of Pupil Services Director of Technology Chief Administrative Officer Coordinator of School Health Services</p>	<p>Accomplishment Measure Creation of discipline reports to assist with committee recommendations for school improvement planning Documentation of school emergency response system information Recommendation for health-reporting software</p>	<p>Facilities Considerations: N/A</p>	
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant*</p> <p>Proposed Activity for 2005 Purchase health services software. Develop a plan to implement MVERS at remaining high schools. Maintain equipment and train additional staff.</p>	<p>Proposed Activity for 2006 Phase in health services software and utilize data to drive decision making. Implement MVERS at remaining high schools. Maintain equipment and train additional staff. Phase in external surveillance for elementary schools.</p>	<p>Proposed Activity for 2007 Phase in health services software and utilize data to drive decision making. Implement MVERS at remaining high schools. Maintain equipment and train additional staff. Phase in external surveillance for elementary schools.</p>	<p>Proposed Activity for 2008 Phase in health services software and utilize data to drive decision making. Review and revise MVERS system as needed. Maintain equipment and train additional staff. Phase in external surveillance for elementary schools.</p>

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Objective 3: Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.

Strategy 3: Provide sufficient staff to implement the pupil services programs and parent support initiatives at all levels through trained and qualified pupil services staff.

<p>Activity for 2003-2004: Ensure that the pupil services staff is organized to meet the need of all pupil services programs.</p>		
<p>Implementation:</p> <ul style="list-style-type: none"> • Increase support staff: 1.1 psychologist position; 1 LPN. • Provide each high school with a registrar/banker. 		
<p>Person(s) Responsible Director of Pupil Services School Administrators</p>	<p>Accomplishment Measure Assignments based on priority</p>	<p>Impact Measure Annual Pupil Services Report</p>
<p>Current Budget Considerations: See: <input checked="" type="checkbox"/> CIP <input checked="" type="checkbox"/> GF <input type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Increase staff by 1 middle school counselor and 1 pupil personnel worker.</p>	<p>Proposed Activity for 2006 Increase staff by 1 LPN and 2 middle school counselors.</p>	<p>Facilities Considerations: See Review of Adequacy of Existing School Facility Needs. Proposed Activity for 2007 Increase staff by 1 middle school counselor, 1 elementary school counselor, and 1 LPN.</p>
		<p>Proposed Activity for 2008 Increase staff by 2 elementary school counselors and 1 LPN.</p>

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Objective 3: Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.

Strategy 4: Provide support for students and families to reduce barriers to academic success.

<p>Activity for 2003-2004: Redefine the support opportunities offered to students and families in order to reduce the barriers to academic success.</p> <p>Implementation:</p> <ul style="list-style-type: none"> Expand the Alternative Learning Center (ALC) to include alternatives to expulsion, increased opportunities for students with disabilities and to transition students to Evening High School, work study and return to their original schools as appropriate. Implement Saturday School and after school detention to reduce out of school suspensions. Expand operation of the Evening Counseling Center. Bring selected programs to community sites. Seek funding and develop a program schedule for all new programs. Expand the Positive Behavior Interventions and Supports (PBIS) program to three additional schools. Continue to expand Instructional Consultation to reduce disproportionate referrals of African Americans to special education. 		<p>Impact Measure</p> <p>ALC data – academic and discipline Client evaluations Disaggregated discipline data PBIS data Number of persistently dangerous schools IC data</p>
<p>Person(s) Responsible Division of Instruction Secondary School Administration Supervisor of Pupil Services PBIS Coaches</p>	<p>Accomplishment Measure ALC and Evening High School enrollment Work study enrollment Published schedule of programs Staff development materials Revisions to school based discipline plans 3 new IC teams established</p>	<p>Facilities Considerations: See Review of Adequacy of Existing School Facility Needs.</p> <p>Proposed Activity for 2007 Implement Saturday School and after school detention to reduce out of school suspensions. Implement elementary and secondary alternatives to suspension. Continue Evening Counseling Center operation. Expand the Positive Behavior Interventions and Supports program to three additional schools.</p>
<p>Current Budget Considerations: See: <input checked="" type="checkbox"/> CIP <input checked="" type="checkbox"/> GF <input checked="" type="checkbox"/> Grant</p> <p>Proposed Activity for 2005 Increase services at the ALC. Implement Saturday School and after school detention to reduce out of school suspensions. Seek funds to expand Evening Counseling Center sites. Expand the Positive Behavior Interventions and Supports program to three additional schools.</p>	<p>Proposed Activity for 2006 Study alternatives for elementary sites. Implement Saturday School and after school detention to reduce out of school suspensions. Identify options for elementary sites. Continue Evening Counseling Center operation. Expand the Positive Behavior Interventions and Supports program to three additional schools.</p>	<p>Proposed Activity for 2008 Implement Saturday School and after school detention to reduce out of school suspensions. Continue Evening Counseling Center operation. Expand the Positive Behavior Interventions and Supports program to three additional schools.</p>

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Objective 3: Strengthen current processes and implement additional research-based strategies for early identification and intervention at all school sites, PreK-12.

Strategy 5: Provide appropriate activities to support school teams and allow for the consistent implementation of prevention and intervention strategies, K-12.

<p>Activity for 2003-2004: Ensure that all schools have appropriate resources and supports for early identification and intervention.</p>		
<p>Implementation:</p> <ul style="list-style-type: none"> Provide Pupil Services Team (PST), Instructional Consultation (IC), Individualized Education Program (IEP), and Maryland Student Assistant Program (MSAP) team training. Provide school psychologists with new culturally sensitive assessments to reduce disproportionate referrals of minorities to special education. 		
<p>Person(s) Responsible Supervisor of Pupil Services Supervisors of Special Education</p>	<p>Accomplishment Measure Meeting minutes Meeting agendas Team training agendas Sign-in sheets</p>	<p>Impact Measure Disaggregated discipline data Attendance data PST data sheets IEP referrals IC data</p>
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input checked="" type="checkbox"/> GF <input type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Provide supports and resources for school teams as needed.</p>	<p>Proposed Activity for 2006 Provide supports and resources for school teams as needed.</p>	<p>Proposed Activity for 2007 Provide supports and resources for school teams as needed.</p>
<p>Facilities Considerations: N/A</p>		
<p>Proposed Activity for 2008 Provide supports and resources for school teams as needed.</p>		

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Objective 4: Empower parents and community members with knowledge and skills that support student success and increase their involvement in school improvement.

Strategy 1: Schools and families will communicate more frequently and clearly about academic opportunities, school performance, student progress, and school-family partnerships.

<p>Activity for 2003-2004: Provide more effective, balanced communication with families.</p> <p>Implementation:</p> <ul style="list-style-type: none"> • Provide training for staff on effective communication strategies for working with parents. • Collaborate with the County Council PTA to provide parents with effective strategies for working with school staff. • Promote the use of electronic forms of communication between school and home. • Utilize a variety of media resources to make parents aware of school-based and system level activities. • Go into the community to provide parents with opportunities to discuss academics, school performance, and student progress. 		<p>Impact Measure Attendance data Parent communication data Information technology data Evening Counseling Center client evaluations</p>
<p>Person(s) Responsible School Administrators School Staff Department of Pupil Services Department of Information Technology Communications Specialist</p>	<p>Accomplishment Measure Documentation of letters or meetings with parents PST data summary sheets School activity invitations Media usage data Evening Counseling Center logs</p>	<p>Facilities Considerations: N/A</p>
<p>Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant <input checked="" type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Review data to assess areas of need and revise as necessary.</p>	<p>Proposed Activity for 2006 Review data to assess areas of need and revise as necessary.</p>	<p>Proposed Activity for 2007 Review data to assess areas of need and revise as necessary.</p>
		<p>Proposed Activity for 2008 Review data to assess areas of need and revise as necessary.</p>

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Objective 4: Empower parents and community members with knowledge and skills that support student success and increase their involvement in school improvement.

Strategy 2: Schools and community partners will work together to support activities that promote ongoing achievement and strengthen families.

<p>Activity for 2003-2004: Ensure that opportunities for parenting support activities are available to parents at SMCPS sites throughout the school year.</p> <p>Implementation:</p> <ul style="list-style-type: none"> • Create a calendar of when and where parent and family activities will be held. • Distribute information to parents. • Provide staff development for instructors offering classes. • Develop a parent information page for the Department of Pupil Services' web site. • Review and evaluate the program at year's end. • Provide support for homeless children and families. • Share parent involvement initiatives with partners (Health Department, Walden Counseling Center, St. Mary's County Sheriff's Office, and Department of Social Services) 			<p>Impact Measure Attendance data Health data Academic data</p>
<p>Person(s) Responsible School Counselors and Other Staff School Administrators Supervisor of Pupil Services</p>	<p>Accomplishment Measure Calendar of events Event flyers Web site posting</p>	<p>Facilities Considerations: See Review of Adequacy of Existing School Facility Needs.</p>	
<p>Current Budget Considerations: See: <input checked="" type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>	<p>Proposed Activity for 2006 Continue to seek out and implement creative ways to engage parents.</p>	<p>Proposed Activity for 2007 Continue to seek out and implement creative ways to engage parents.</p>	
<p>Proposed Activity for 2005 Open guidance/ health suite, media centers, and computer labs in the evening for family access.</p>	<p>Proposed Activity for 2008 Continue to seek out and implement creative ways to engage parents.</p>		

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Objective 4: Empower parents and community members with knowledge and skills that support student success and increase their involvement in school improvement.

Strategy 3: Parents, schools, and community agencies will collaborate on educational decisions that affect children, families, and school improvement.

Activity for 2003-2004: Participate in the Local Management Board’s grant opportunity to develop integrated service teams.		
Implementation:		
<ul style="list-style-type: none"> • Work with the Local Management Board to identify pilot schools and provide training for team members. • Provide support to pilot teams. • Assess program effectiveness. 		
Person(s) Responsible Director of Pupil Services Supervisor of Pupil Services School Administration	Accomplishment Measure Meeting agendas and minutes	Impact Measure Improved achievement for students who access this program <ul style="list-style-type: none"> • report cards • assessments • discipline data
Current Budget Considerations:		
See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant	<input checked="" type="checkbox"/> No budget impact	Facilities Considerations: N/A
Proposed Activity for 2005 Review program accomplishments and expand to other sites.	Proposed Activity for 2006 Continue program implementation.	Proposed Activity for 2007 Continue program implementation.
		Proposed Activity for 2008 Continue program implementation.

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Objective 5: Empower students to accept responsibility for learning and for their behavior by focusing on comprehensive youth strategies development and peer leadership/support strategies.

Strategy 1: Implement the Baldrige Integrated Management System, providing students with accountability and ownership for programs and initiatives. (See also Goal 3, page 19.)

Activity for 2003-2004: Review the effectiveness of the <i>Baldrige Integrated Management System</i> and measure impact of activities.	
Implementation:	
<ul style="list-style-type: none"> Collect data and feedback from IMS schools and review. Analyze data, in consultation with school and community members, provided by the schools participating in the IMS program to identify areas of need and impact of activities. Offer additional professional development activities to IMS schools that require additional support. Explore the potential for expanding the Baldrige Integrated Management System to additional sites and providing training on the IMS model. 	
Person(s) Responsible Director of Academic Support School Administrators	Accomplishment Measure Meeting agendas Student goal-setting documents Professional development evaluation forms
Impact Measure School level student achievement data	
Current Budget Considerations:	
See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant	<input type="checkbox"/> No budget impact
Proposed Activity for 2005 Implement expansion plan and collect data to support efforts.	Proposed Activity for 2006 Implement expansion plan and collect data to support efforts.
Proposed Activity for 2007 Implement expansion plan and collect data to support efforts.	Proposed Activity for 2008 Implement expansion plan and collect data to support efforts.
Facilities Considerations: N/A	

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Objective 5: Empower students to accept responsibility for learning and for their behavior by focusing on comprehensive youth strategies development and peer leadership/support strategies.

Strategy 2: Ensure a consistent peer support model is in place at all high schools, which addresses peer leadership and academic success as well as behavioral problems.

<p>Activity for 2003-2004: Implement peer support and leadership programs.</p> <p>Implementation:</p> <ul style="list-style-type: none"> Expand peer mediation to all high schools. Develop a peer support program for students taking honors and Advanced Placement (AP) courses. Increase peer support efforts for at risk students at all academic levels. 		<p>Impact Measure Discipline data Attendance data AP data All data will be disaggregated.</p>
<p>Person(s) Responsible Director of Secondary Curriculum and Instruction School Counselors Selected Teachers School Administrators Supervisor of Pupil Services</p>	<p>Accomplishment Measure Documentation of peer mediation activities Documentation of AP group activities</p>	
<p>Current Budget Considerations: See: <input type="checkbox"/> CJP <input type="checkbox"/> GF <input checked="" type="checkbox"/> Grant <input type="checkbox"/> No budget impact</p>		
<p>Proposed Activity for 2005 Implement peer mediation in middle schools. Continue AP support.</p>	<p>Proposed Activity for 2006 Continue training and monitor program. Continue AP support and develop academic peer support groups in middle school.</p>	<p>Proposed Activity for 2007 Continue training and monitor program. Continue academic peer support groups.</p>
<p>Facilities Considerations: N/A</p>		
		<p>Proposed Activity for 2008 Continue training and monitor program. Continue academic peer support groups.</p>

Goal #4: All students will be educated in environments that are safe, drug free, and conducive to learning.
 “All students” includes all subgroups identified in ESEA.

Objective 5: Empower students to accept responsibility for learning and for their behavior by focusing on comprehensive youth strategies development and peer leadership/support strategies.

Strategy 3: Build student capacity for improving behavior.

Activity for 2003-2004: Implement behavior management plans for students with more than 10 days of suspension.	
Implementation:	
<ul style="list-style-type: none"> Develop a process for creating, implementing, and evaluating behavior management plans. Train staff. Involve parents in the development of the behavior management plans. Conduct an audit of plans at mid-year and end of year. 	
Person(s) Responsible Director of Pupil Services School Administration	Accomplishment Measure Number of behavior plans Audit results
Impact Measure Behavior plan evaluations Disaggregated discipline data Reduction in suspensions	
Current Budget Considerations: See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant <input checked="" type="checkbox"/> No budget impact	
Proposed Activity for 2005 Implement behavior management plans for students with more than 10 days of suspension.	Proposed Activity for 2006 Implement behavior management plans for students with more than 10 days of suspension.
Proposed Activity for 2007 Implement behavior management plans for students with more than 10 days of suspension.	Proposed Activity for 2008 Implement behavior management plans for students with more than 10 days of suspension.
Facilities Considerations: N/A	

Goal #4: All students will be educated in environments that are safe, drug free, and conducive to learning.
“All students” includes all subgroups identified in ESEA.

Objective 5: Empower students to accept responsibility for learning and for their behavior by focusing on comprehensive youth strategies development and peer leadership/support strategies.

Strategy 4: Implement the Maryland State Department of Education (MSDE) Safe Schools Action Plan.

Activity for 2003-2004: Ensure that all schools consistently implement the Safe Schools Action Plan.	
Implementation:	
<ul style="list-style-type: none"> • Share the action plan with principals. • Assign school-based staff to implement the plan. • Collect data on implementation activities. 	
Person(s) Responsible Supervisor of Pupil Services Pupil Personnel Workers School Administration	Accomplishment Measure School-based action plan
Impact Measure Evaluation of school-based plans Reduced incidents of bullying and harassment	
Current Budget Considerations:	
See: <input type="checkbox"/> CIP <input type="checkbox"/> GF <input type="checkbox"/> Grant	<input checked="" type="checkbox"/> No budget impact
Proposed Activity for 2005 Ensure that all schools consistently implement the Safe Schools Action Plan.	Proposed Activity for 2006 Ensure that all schools consistently implement the Safe Schools Action Plan.
Proposed Activity for 2007 Ensure that all schools consistently implement the Safe Schools Action Plan.	Proposed Activity for 2008 Ensure that all schools consistently implement the Safe Schools Action Plan.
Facilities Considerations: N/A	