

Montgomery County Schools
Department Improvement Plan
A Continuous Improvement Strategic Plan

Use the mouse to move from field to field.

Department Name: Human Resources	School Year: 2019-20	Quarter: 1 st Quarter	Date: September 25 th 2019
Current NCLB Status: N/A		Current ABC Status: N/A	

Plan	<p>Overall SMART Goal: Your overall goal will reflect a two to three year long-range goal</p> <p>By 2018, the number of ethical violations leading to employee dismissal will decrease to 0. By 2020, the number of ethical violations leading to employee dismissal to 0.</p> <p>Target SMART Goal/Measure: (Selection of a district wide goal must be based upon operational need and must be supported by data. State clearly how operational goal will impact strategic performance)</p>
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Study	<p>Insert (or attach) data table to support the selection of the above stated the overall SMART Goal and Target SMART Goal</p> <p>2011-12— 10 suspensions or dismissals 2012-13— 13 suspensions or dismissals 2013-14— 9 suspensions or dismissals 2014-15— 6 suspensions or dismissals 2015-16— 7 dismissals or suspensions 2016-17— 22 dismissals or suspensions- (7 resulting in suspensions) 2017-18— 1 dismissal 2018-19— 5 dismissals</p>
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	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer
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Study	<p>Data analysis: (SWOT) analysis</p>	<p>Quarter 1</p> <ol style="list-style-type: none"> 1. What does the data tell us? Based on a new strategic goal, our numbers drastically improved. 2. Not tell us? What constitutes a dismissal 3. Celebration(s)? Data has better compared to a few years ago. 4. OFIs? 	<p>Quarter 2</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? 	<p>Quarter 3</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? 	<p>Quarter 4</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? 	<p>Summer</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?
Plan	<p>Identify Key Strategy</p>	<p>Quarter 1</p> <ol style="list-style-type: none"> 5. Next step? 	<p>Quarter 2</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Quarter 3</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Quarter 4</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Summer</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs)
Plan	<p>Person(s) Responsible for ensuring the strategy is deployed</p>	<p>Kevin Lancaster</p>				
Plan	<p>Resources Available (include \$ encumbered and name of budget)</p>	<p>Quarter 1</p>	<p>Quarter 2</p>	<p>Quarter 3</p>	<p>Quarter 4</p>	<p>Summer</p>
Plan	<p>Resources Needed</p>					

Plan	Professional Development (Indicate title, content and audience)					
Plan	Parent and Community (Stakeholder) Involvement					
Do	Create the deployment plan	Use the Quarter 1 deployment plan template below	Use the Quarter 2 deployment plan template below	Use the Quarter 3 deployment plan template below	Use the Quarter 4 deployment plan template below	
Study	Evaluation: 1. What data will you use to determine if the strategy was deployed? 2. What data will you use to determine if the strategy was deployed with fidelity? 3. What data will you use to determine if the strategy impacted the overall goal or target goal?	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer
Study	State the results for the current quarter	Quarter 1 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 2 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 3 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 4 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Summer 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?
Act/Plan	If target met, adjust target goal. If not, continue to quarter to answer remaining questions.	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer

Steps (Provide detailed steps)	Quarter 1 Deployment Plan	Person(s) Responsible	Measure(s)
#1	We will keep the 25 year old volunteer rule for athletics.		

#2	All employees will watch the ethics video twice a year.		
#3	We will continue to have the policy of same sex coaches.		
#4	We will constantly stress monitoring with all our staff members.		
#5	We are requiring all coaches to attend a staff development session annually.		

#6 Principals will continue to try and hire internally for sponsors and coaches for extracurricular activities.

Steps (Provide detailed steps)	Quarter 2 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1	Ethics video will be watched both semesters	Kevin Lancaster		
#2	Lead Mentors are stressing ethics and working in a school system with all new teachers			2/1/2020
#3				
#4				
#5				

Steps (Provide detailed steps)	Quarter 3 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				
#4				
#5				

Steps (Provide detailed steps)	Quarter 4 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				
