Dear Stakeholders,

Worcester County Public Schools has achieved many outstanding marks of excellence, making the school system an educational leader.

To reach the “next level,” our school system will utilize principles of continuous improvement and respect to prepare our students to perform with even higher excellence in a world where international comparisons, system integration, and ubiquitous technology drive the quest for improvement.

With the vision for achieving a world class status, this booklet on “Worcester 2016: A World Class Education” maps out the goals and strategies for a pathway to continuous improvement for the entire school system. As an educational leader, our school system must continue to lead the way by learning how to educate students for emerging careers and options in a rapidly changing global society.

In the next three years, a tremendous opportunity for improvement lies ahead. Our highly effective, dedicated staff will be focused on improving student results and on preparing students to be successful in the global economy.

In Partnership,

Jerry Wilson, Ph.D.
Superintendent of Schools
Through continuous improvement and focusing on student performance, people and processes,

Worcester County Public Schools will grow as a learning organization and educate world class students.
Goal 1:
Academic Success for Every Student

All students will achieve academic success by demonstrating growth on Maryland School Assessments (MSAs) and benchmark assessments while preparing to be productive citizens.

Successfully transition to Common Core standards by providing professional development, revising instructional practices, and re-aligning benchmark assessments.

Implement Common Core and PARCC-aligned revised benchmark assessments and use the results for system improvement.

Each student will complete at least one class to earn post-secondary credit or an early college opportunity before graduation.

Develop a comprehensive curriculum that aligns with post-secondary readiness — emphasizing critical thinking, collaboration, and creativity.
Goal 2:  
**Multiple Pathway Opportunities and Connecting Classrooms to Future Work Environments**

Create clear pathways across high school boundaries encompassing the technical high school. Distance learning, and concurrent enrollment options for students to complete certificates of achievement, credits in post-secondary institutions, AP tests, and other assessments demonstrating post-secondary readiness.

Conduct a comprehensive internal review of high school course articulation to look at schedules and the alignment of programs between high schools and to recommend practices including a variety of pathway opportunities to include distance learning, online sharing and collaboration, and dual credit options to maximize the use of all WCPS high school classrooms.

Provide mini-grant incentives for teachers using virtual learning.

Develop an entrepreneurial curriculum for high school students.

Prepare students to compete for jobs on a world stage by providing students with classroom experiences that require a high level of creativity and innovation.

Personalize education so that students will develop a deep understanding of self, world, career, and their own pathway to success.

Strengthen the relevancy and effectiveness of teaching through integrating content areas and incorporating the tools students will be...
Goal 3:
High Quality Teaching and Learning

Through the cultivation of world class teachers and principals, the school system will support high quality teaching and learning.

Develop each school leader's capacity to provide constructive feedback for teachers and about teaching and learning.

Develop pathways for succession planning.

Staff diversity should reflect students' diversity.
Goal 4: Use Process Improvement and Safe, Healthy, Sustainable, Innovative Practices to Manage Resources

Each program, service, department, and school will be responsible for answering this key question: Are we using resources to create the best education system in the world so that our students can achieve and compete globally?

Explore the development of initiatives to produce system savings in the areas of energy conservation and recycling. Find methods for savings based on close examination of processes and elimination of practices not integral to producing a world class system.

Develop internal capacity for resource management and fiscal accountability.

Benchmark with similar Maryland districts around instructional and operational programs.

Develop performance improvement strategies for wellness, sustainability, and crisis management.

Identify authentic measures which lead to continuous improvement for students and allow stakeholders to remain informed.
Goal 5:
Partnerships to Enhance Student Successes

- Value and strengthen a positive, self-renewing culture.
- Form Superintendent advisory groups comprised of business leaders and community leaders.
- Develop a process for student input on the quality of the education they are receiving and to consider their ideas for improvements.
- Review and enhance outreach methods to senior citizens and increase volunteerism.
- Explore the formation of a WCPS education foundation.

Connecting the right goals will build a world-class education system.

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