



441 Page Street • P.O. Box 427
Troy, North Carolina 27371-0427
PHONE: (910) 576-6511 • FAX: (910) 576-2044

TO: Board of Education

FROM: Dale Ellis

DATE: July 13, 2015

SUBJ: INFORMATION ITEM (MCS Process Updates)

I received some very good questions regarding clarification of some key district processes from the Board recently and I felt that sharing some of this information with all of you in a meeting would be prudent. Also, considering the importance of these items, I thought it would be nice for the public to see some of the great things we are doing to meet some of our “lesser known” strategic priorities. The public tends to hear mostly about student results but there are many things going on behind the scenes that one may not think of that leads directly and indirectly to better results for students.

I will be available to answer any questions you may have.

Montgomery County Schools Strategic Process Update July 13, 2015



Overview

- Articulation of Mission, Vision, and Values (MVV)
- Recruitment of Teachers/Staff
- Safety
- Principal Accountability

Articulation of MVV

- Robust strategic planning process
- Reiterated and reaffirmed at Mid-Year and End of Year Reviews
- Logo
- Letterhead
- Meeting agenda and notes
- Strategic plan dissemination
- Model for performance excellence and other postings
- Superintendent Blog (although I have been more lax this year)
- Live it through actions and policy recommendations (academics, facilities, etc.)

Recruitment of Staff/Teachers

- We generally have a highly qualified pool of applicants for all non-teaching positions
- Issues with dwindling teacher pool
- We have established a diversity committee to develop a more detailed plan for minority recruitment
- Director of Federal Programs/Chief Diversity Officer solely focused on ESL Program, minority recruitment, and staff training on diversity
- HBCU partnerships developed and more in process

Safety

- Ongoing training with maintenance, custodial, bus, and child nutrition staffs
- Online training in safety procedures for ALL staff that has been documented in HR
- An active district safety committee under the leadership of Dr. Lancaster
- A safe environment impacts working conditions positively
- A safe environment saves money...our worker's compensation MOD dropped last year and that will mean cheaper insurance in the future if we can maintain that momentum in future years

Principal Accountability

- Principals are held accountable in all areas as it relates to district, state, and federal mandates through the School Administrator Evaluation Process
- 4 specific meetings per year (quarterly)
- 1st quarter coaching (SIP, SWOT, CWT, Data Analysis)
- 2nd quarter evaluation review (mid-year review)
- 3rd quarter coaching (SIP, SWOT, CWT, Data Analysis)
- 4th quarter evaluation review (end of year review/Summative evaluation based upon data)
- Concerns and commendations can be, and indeed are, addressed during these formal conference or at anytime the need arises.

Wrapping Up



QUESTIONS
COMMENTS
CONCERNS