Objective 1: Actively monitor and update school and district emergency preparedness plans and procedures through training and drills.

Objective 2: Establish a comprehensive training plan to educate staff and students on digital citizenship and responsibility.

Objective 3: Create and annually review a training program that addresses the discipline policy and procedure to establish uniform implementation.

Provide engaging and challenging curricula with experiences and supports that prepare students to be successful after graduation.

- Objective 1: Monitor all student progress towards the completion of grade level standards and graduation requirements.
- Objective 2: Provide opportunities for students to earn industry certifications and participate in youth apprenticeships.
- Objective 3: Ensure instruction addresses diverse learning needs from development to delivery.
- Objective 4: Increase access to quality tutoring in order to address learning gaps.
- Objective 5: Develop targeted interventions and enrichment opportunities to achieve mastery of grade level standards.

Provide a safe environment for all students, staff, families, and community members.

- Objective 1: Provide enhanced wellness opportunities for all students’ participation in programming outside of normal school hours to encourage a sense of community.
- Objective 2: Increase programming and awareness, through partnerships for wellness, across the district to identify and educate staff, students and the community.
- Objective 3: Increase access to treatment and wellness education through community partnerships.

Recruit and retain a diverse workforce.

- Objective 1: Actively recruit and retain a highly-qualified and diverse staff to meet the needs of all students.
- Objective 2: Establish a staff development program that allows for professional advancement in an effort to recruit and retain staff with varied backgrounds, experiences, and skill sets.
- Objective 3: Provide access to cutting edge professional learning at the state and national level.

Engage families and the community as partners in our school system to support all students.

- Objective 1: Develop a reciprocal communication plan at the district and building level to ensure open lines of communication.
- Objective 2: Create and sustain meaningful partnerships to encourage community investment and promote civic engagement.
To realize our vision, Queen Anne's County Public Schools will promote graduates who are:

- ADAPTABLE
- CIVIC Minded
- COLLABORATIVE
- COMPASSIONATE
- EFFECTIVE COMMUNICATORS
- MOTIVATED
- RESILIENT
- RESPONSIBLE
- SELF-ADVOCATES

"The Strategic Planning Committee began their work in September of 2021. Over the following eight months interviews and focus groups were conducted with 150 key stakeholders, including: students, support staff, Board of Education members, parents, Teacher’s Association representatives, community members, certificated staff, Administrators and Supervisors, as well as local government agencies, including emergency services and law enforcement."

- Dr. Patricia W. Saelens, Superintendent, QACPS

**THE TIMELINE**

<table>
<thead>
<tr>
<th>Design Questions &amp; Pilot Interviews</th>
<th>Conduct Focus Groups &amp; Interviews</th>
<th>Finalize Mission, Vision, Core Values, Goals &amp; Objectives</th>
<th>Implement &amp; Track Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/21</td>
<td>12/21</td>
<td>3/22</td>
<td>7/22</td>
</tr>
<tr>
<td>Finalize Questions, Identify Focus Groups &amp; Interviewees</td>
<td>Compile Data &amp; Draft Mission, Vision, Core Values, Goals &amp; Objectives</td>
<td>Design &amp; Publish the Strategic Plan</td>
<td>Through 2027</td>
</tr>
</tbody>
</table>

**PROFILE OF A QACPS GRADUATE**

**STRATEGIC PLAN**

2022 - 2027

QACPS - 202 Chesterfield Avenue, Centreville, MD 21617
410.758.2403 | www.qacps.org

7300+ Students

14 Schools

500+ sq. miles Bus Coverage

5 Goals