

BALTIMORE COUNTY PUBLIC SCHOOLS

Darryl L. Williams, Ed.D. ♦ Superintendent ♦ 6901 North Charles Street ♦ Towson, MD ♦ 21204

September 14, 2021

Dear Team BCPS:

When I joined Baltimore County Public Schools in 2019, my aim was to listen and learn, in order to highlight successful practices and identify our path toward progress. Over the next year, this led to the creation of a strategic plan, *The Compass: Our Pathway to Excellence*, development of a trajectory for college and career readiness, and accountability tools, including school specific achievement targets in English Language Arts and Mathematics; a revised School Progress Planning process; a Teaching and Learning framework; and a Course Performance Dashboard to signal a shift in focus to Learning, Accountability, and Results (Focus Area One). In March 2020, as a system we worked to address the emergent needs of a global pandemic followed by a cyberattack in November 2020.

Despite these challenges, my goal then, and now, has been continuous improvement, investment in staff professional learning and growth, and the development of a culture of respect. As Superintendent, I welcome the recommendations of the Public Works LLC report as a continuation of our efforts to achieve improved outcomes on behalf of students and work together to make Baltimore County Public Schools a premier system in the state of Maryland.

Correspondingly, my team and I have begun the work of aligning the report recommendations with the needs of our system at this time. The resulting plan will include the following:

- Significant cost-savings focused on operational efficiency. The initial cost savings amount will be shared at the September 14, 2021, Board of Education meeting. Identified savings will draw from report recommendations and align with the Blueprint for Maryland's Future. Additional savings will be communicated as we continue to examine the report.
- A reorganization of central office staff to ensure the effective and efficient provision of services to schools that is respectful of the expertise and talent of dedicated members of Team BCPS.
- A comprehensive, collaborative plan to improve staff morale, communication, and stakeholder satisfaction. Development of the plan will include union presidents, executive director, PTA, and student leadership.

I look forward to providing an overview at the September 14, 2021, Board of Education meeting and a detailed update at the September 28, 2021, Board of Education meeting. As we engage in this process, our goal is to ensure that we do not disrupt services and supports to schools and offices. We remain steadfast in our focus on our schools and students.

With great appreciation,



Darryl L. Williams, Ed.D.
Superintendent