

May 2026

Forward by Design: Acceleration 2029 Strategic Plan

Dr. Shawn Joseph, Interim Superintendent

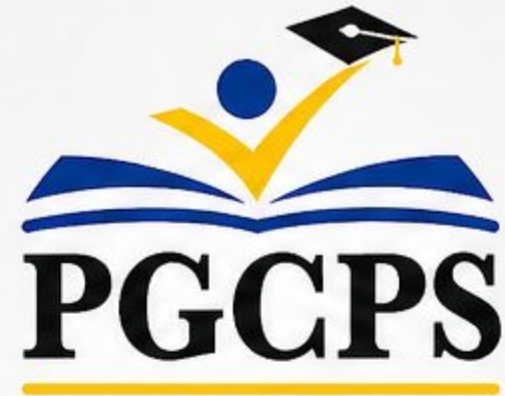
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FORWARD BY DESIGN

ACCELERATION 2029



Student
Success



Staff and
Leaders



Expanding
Access



Family
Partnerships



Organizational
Culture



Excellence **Everywhere. Every Classroom. Every Child. Every Day.**

Introduction

This overview highlights the direction of the Prince George’s County Public Schools strategic plan. It summarizes the planning work completed to date, highlights alignment with state and district priorities, and outlines the key timelines, priorities, strategies, and performance indicators guiding the next phase of development.

Vision Statement

Excellence everywhere.

Every classroom. Every child. Every day.

Mission Statement

To empower every student to achieve excellence by ensuring equitable access to high-quality learning, supportive environments, and transformative opportunities that promote each learner’s strengths, identity, and limitless potential.

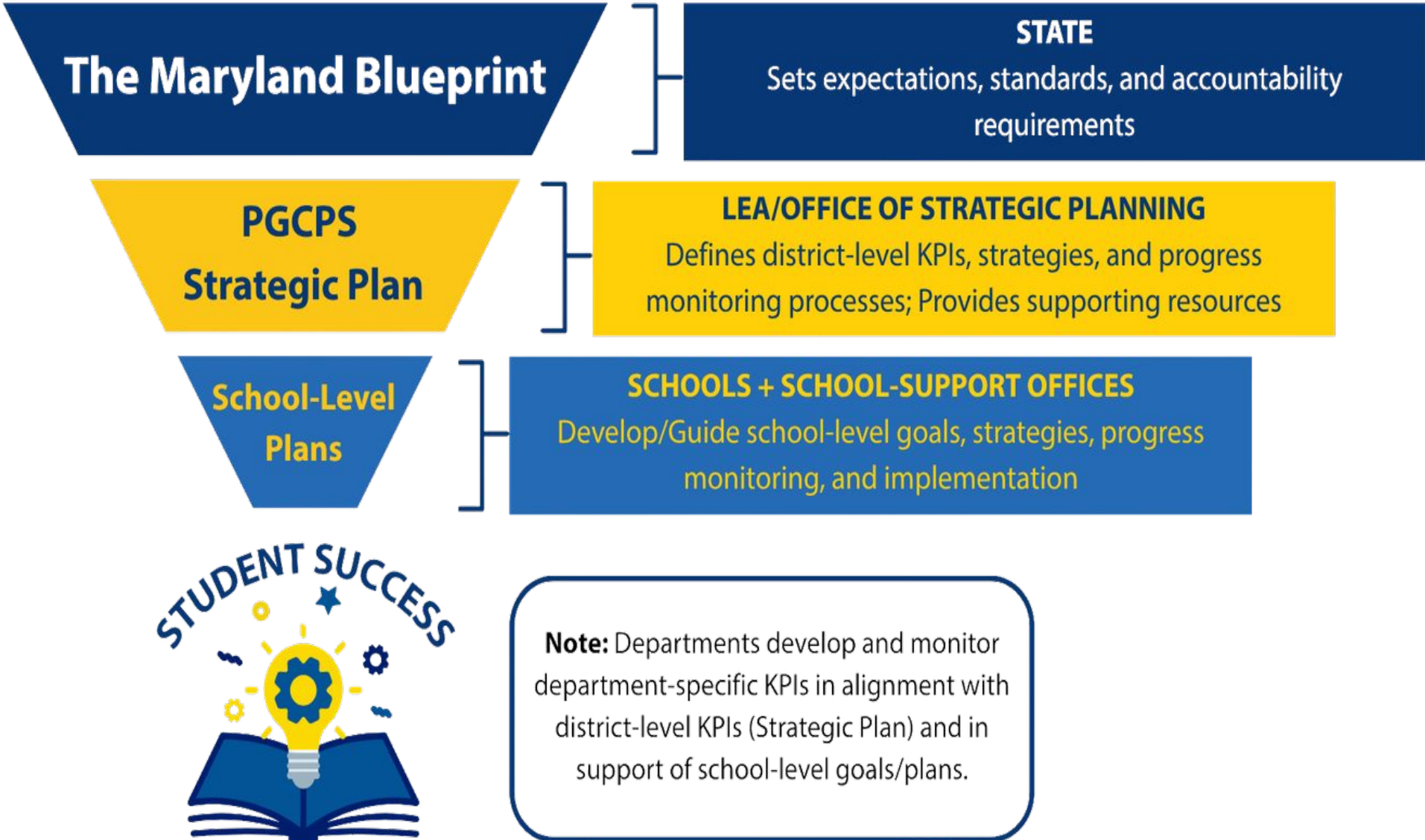


Core Values

1. Students are our priority and all students can achieve at high academic levels.
2. Families, students and educators share the responsibility for student success.
3. High expectations inspire high performance.
4. All staff share the responsibility for a safe and supportive school environment contributing to excellence in education.
5. The support of everyone in our community is essential to the success of our schools and students, and this success enriches our community.
6. Continuous improvement in teaching, leadership and accountability is the key to our destiny.

Fostering Alignment

Our strategic development ensures a seamless connection between the Maryland Blueprint, district priorities, and school-level implementation. By aligning state mandates with local goals, we are building a coherent framework for long-term student success.



Development Timeline

So far, we have...

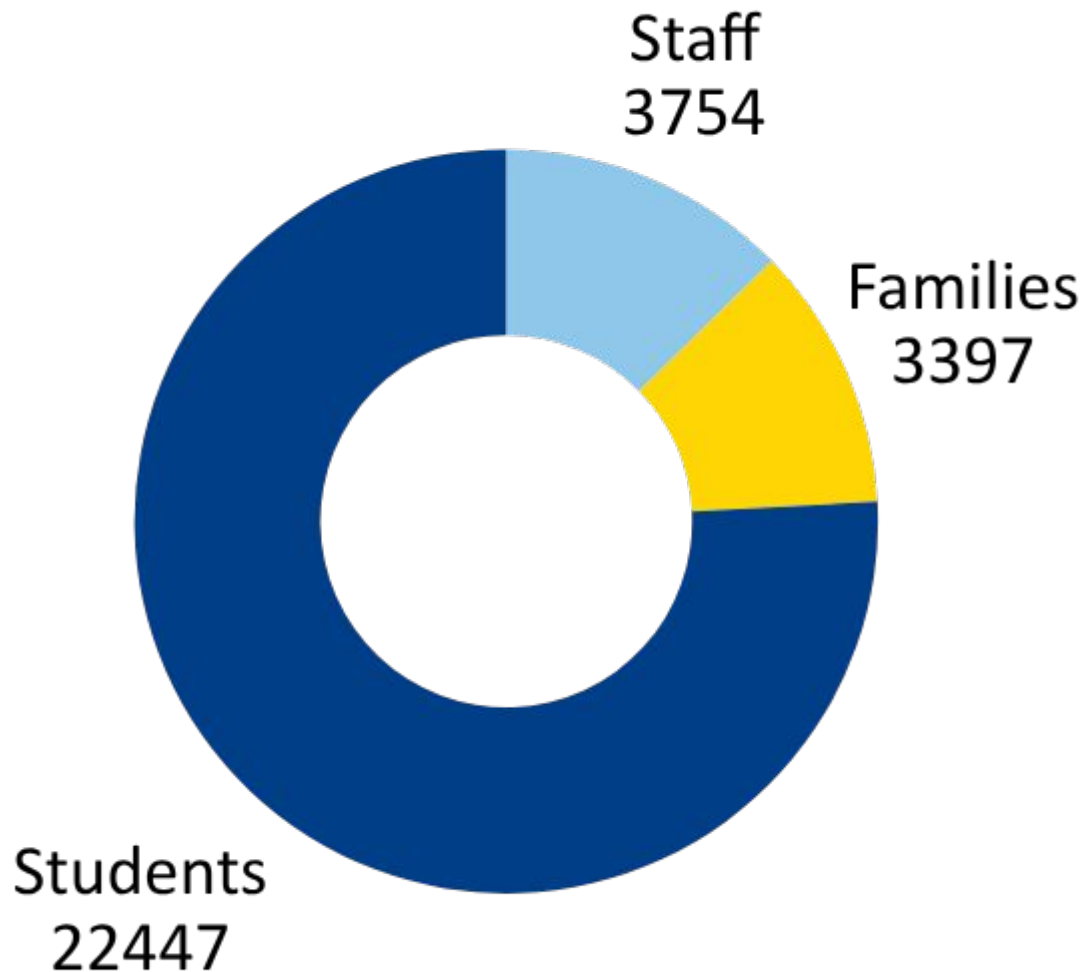
- Reviewed state expectations, **analyzed system-wide data**, and clarified the planning scope
- Met with **BOE Members** to seek initial feedback
- Formed a **steering committee** to guide priorities and stakeholder alignment
- **Collected broad input** through listening sessions, town halls, surveys, and focus groups
- Synthesized data to **identify key themes**, priorities, and areas for improvement
- Engaged leadership to **refine vision, mission, and high-impact strategies**



Stakeholder Insights

This plan transforms collective community feedback into a responsive roadmap for improvement. By blending survey data with targeted focus groups, we've created a strategy grounded in the priorities of our students, staff, and partners.

Number of stakeholder voices via surveys & focus groups



Methodology for Gathering Input



SUPERINTENDENT LISTENING SESSIONS
Facilitated conversations with stakeholders to gather direct input on priorities, concerns, and opportunities.



FOCUS GROUPS
Small-group discussions designed to explore stakeholder perspectives in greater depth.



CLIMATE & CULTURE SURVEY
A survey capturing perceptions of organizational environment, relationships, and overall experience.



STRATEGIC PLAN INPUT SURVEY
A broad survey used to gather input that directly informed the development of strategic goals and priorities.

Survey and Focus Group Themes

Workload & Protected Time

- Reduce administrative burden and the frequency of meetings
- Protect planning time to support instruction and work-life balance

Professional Development & Growth

- Create clear, equitable pathways for career advancement
- Offer job-embedded training focused on curriculum and AI integration

What We
Heard From
Staff

Resources & Working Conditions

- Ensure equitable access to materials, technology, and safe facilities
- Address class sizes, staffing levels, and flexible work options

Accountability & Consistency

- Establish clear expectations with transparent, consistent communication
- Promote equitable practices and shared accountability across schools

Student Behavior & Support

- Implement consistent, districtwide behavior expectations and protocols
- Provide timely support and training to address student needs effectively



Survey and Focus Group Themes



**What We
Heard From
Families**

Transparency & Accountability

- Desire for clearer insight into district decisions, budgets, and operations
- Expectation of consistent accountability across schools and programs

Communication & Engagement

- Need for timely, school-specific communication
- Strong interest in two-way dialogue and responsiveness

Academic Clarity & Support

- Request for clearer grading practices and academic expectations
- Need for tools and guidance to support learning at home

Programs & Opportunities

- Value in maintaining strong academic and extracurricular programs
- Interest in expanding equitable access to student opportunities

Family Partnership

- Families want to be actively involved in planning and decision-making
- Increased opportunities for meaningful engagement at the school level



Survey and Focus Group Themes



**What We
Heard From
Students**

Engaging Learning Experiences

- Preference for hands-on, real-world, and career-connected learning
- Desire for more interactive and relevant classroom instruction

Teacher & School Culture

- Importance of supportive, caring relationships with teachers
- Need for a respectful and positive school environment

Communication & Clarity

- Students want clearer expectations for assignments and grading
- Need for better awareness of opportunities and resources

Post-Secondary Preparation

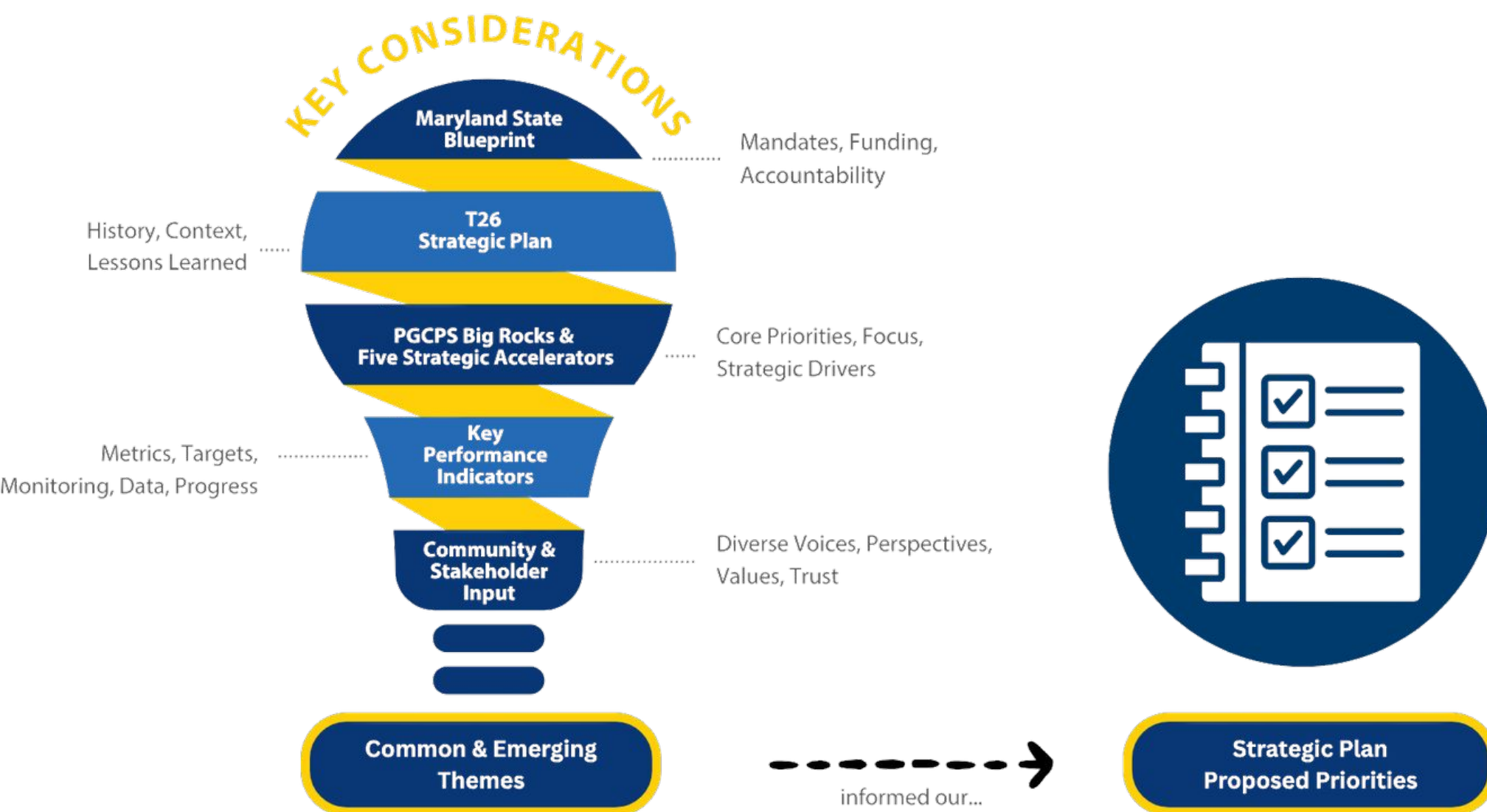
- Desire for more guidance on college and career pathways
- Increased exposure to real-world skills and experiences

Whole-Student Support

- Emphasis on feeling seen, heard, and understood
- Need for stronger social, emotional, and relational support



What Informed Our Priorities?



SNAPSHOT OF PRIORITIES

- **Priority 1: Student Success** – Ensure high-quality instruction and targeted support from early childhood through high school.
- **Priority 2: Staff & Leaders (Workforce Development)** – Hire and support diverse, skilled staff and leaders who strengthen learning and create an inclusive, fair environment for all.
- **Priority 3: Expanding Access to Programs** – Provide students with access to programs and resources that support learning and career readiness.
- **Priority 4: Family Partnerships** – Build strong partnerships with families and the community to support student success.
- **Priority 5: Organizational Culture** – Support all stakeholders with clear systems that drive collaboration and performance.

Strategic Plan Evolution 2026 - 2029



Thank you for your engagement and support as we continue developing the new PGCPS strategic plan!

SHARE YOUR INPUT - Take the Survey:

<https://tinyurl.com/PGCPSInput>



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