

# CALVERT COUNTY PUBLIC SCHOOLS ANNUAL REPORT 2015



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Calvert County Public Schools will produce graduates  
who are responsible citizens with options and choices  
in the 21<sup>st</sup> century.

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## From the Board of Education President and Superintendent of Schools

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December 2015

Dear Calvert County Citizens:

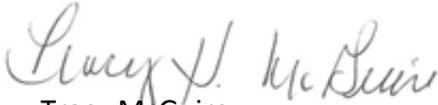
This 2015 *Annual Report* offers a brief snapshot of our school system. In this document, we provide a variety of facts and figures about our schools, students, employees, and finances. Certainly, both strengths and areas for improvement are evident in the information that is reported. Our goal is to help our students grow, develop, and become graduates who are responsible citizens and who will have choices and skills needed for their future.

2015 was challenging in many ways. Revenues were down by \$4 million, which led to a reduction of more than 75 positions. We are now on better financial footing and making plans for a more prosperous future.

Our students took the PARCC assessment last year and the results, released recently, show their performance above the state average in most areas. Still, there is work to be done, and our teachers are committed to the challenge.

We would like to thank our county commissioners, local legislator delegation, parents, employees, and community members for their support and contributions. We are proud of the work our employees do to support student learning, and, in these changing times, we remain committed to ensuring that our students receive the best education possible.

Sincerely,



Tracy McGuire  
President of the Board of Education



Daniel D. Curry  
Superintendent of Schools

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## Profile

Located 35 miles southeast of Washington, D.C. and 55 miles south of Baltimore, Calvert County is a scenic peninsula bordered on the east by the Chesapeake Bay and on the west by the Patuxent River. The county—Maryland’s smallest at 213 square miles—is home to over 90,000 people.

The Calvert County Board of Education ensures excellence in education for our students through meaningful collaboration and engagement of all Calvert County Public Schools stakeholders, including parents, students, staff, and the community. Calvert County Public Schools, the 13<sup>th</sup> largest among 24 school systems in the state, consistently ranks among Maryland’s top districts based on state assessments.

The district includes twelve elementary schools, six middle schools, four high schools, one career and technology academy, and one special center.

## Our Priorities

**Goal 1:** Achievement will increase for all students, and gaps in achievement will close.

**Goal 2:** All teachers will be highly qualified, highly skilled and highly effective.

**Goal 3:** Policy, procedures, processes and budget will be aligned to support teaching and learning.

**Goal 4:** All staff will work collaboratively with families and the community to support high achievement for all students.

## Our Students

### Enrollment

- 15,569 students in grades kindergarten through 12 (as of 9/30/2015)

### Special Services

- ≤5% of students participate in English for Speakers of Other Languages (ESOL)
- 9% of students receive special education services
- 23% of students received free or reduced-price meals

### Demographics

- 73% White
- 13% African American
- 7% Two or More Races
- 5% Hispanic
- 2% Asian
- 0.2% American Indian
- 0.1% Hawaiian/Pacific Islander

### Average Daily Attendance for 2014-2015

- Grades 1-5: ≥ 95%
- Grades 6-8: ≥ 95%
- Grades 9-12: 94%



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## Our Employees

### Percentage of Employees by Classification

Administrators and Supervisors	≤ 5%
Teachers	57%
Support Staff	38%

### Percentage of Professional Employees by Degree Status

Less than Bachelor's	≤ 5%
Bachelor's	34%
Master's	63%
Doctorate	≤ 5%

## Teacher Salaries

### Starting teacher 2015-2016

- Bachelor's Degree: \$45,496
- Master's Degree or equivalent: \$48,557

### Step 10:

- Bachelor's Degree: \$65,979
- Master's Degree or equivalent: \$68,117

### Top Salaries 2015-2016

- Provisional Status: \$55,427
- Bachelor's Degree: \$65,979
- Master's Degree or equivalent: \$92,320
- Master's Degree plus 30 hours: \$96,817
- Doctorate: \$105,627

## Transportation

- Number of contracted bus routes: 157
- Number of school bus contractors: 24
- Bus miles traveled each year: 3,379,773

## Child Nutrition

- Number of lunches served: 797,029
- Number of free and reduced-price meals: 417,596
- Number of paid meals: 379,433

## System Resources

### Fiscal Year 2015 Adopted Operating Budget

- Total Operating Budget: \$197,092,439
- Funding Sources
  - Federal: \$574,566 (<1%)
  - State: \$79,914,984 (40%)
  - County: \$115,808,239 (59%)
  - Other Sources: \$794,650 (<1%)
- Expenditures Per Pupil: \$13,074 (from 2013-2014 MSDE Fact Book)
- Application of Funds
  - Instruction and Student Services: 54%
  - Administration: 8%
  - Employee Benefits: 21%
  - Building and Grounds: 10%
  - Student Transportation: 7%

### Capital Improvement Program (CIP) Budget

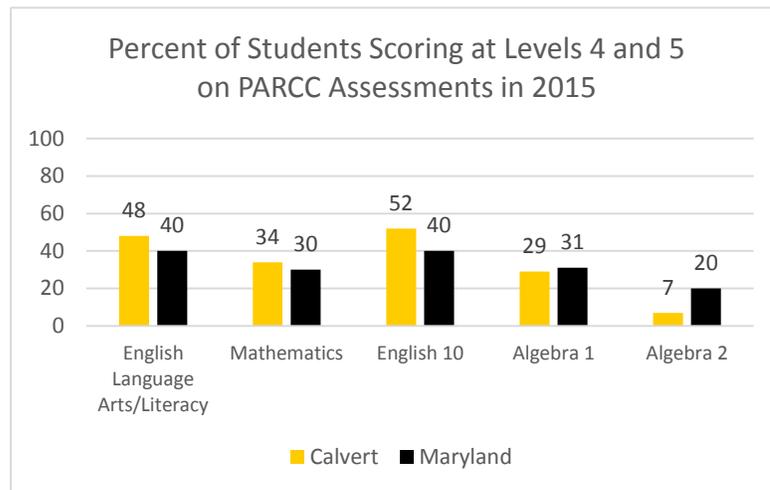
FY 2015 Total Actual Expenditures: \$2,743,113

FY 2016 Total Requested Funding: \$18,299,000

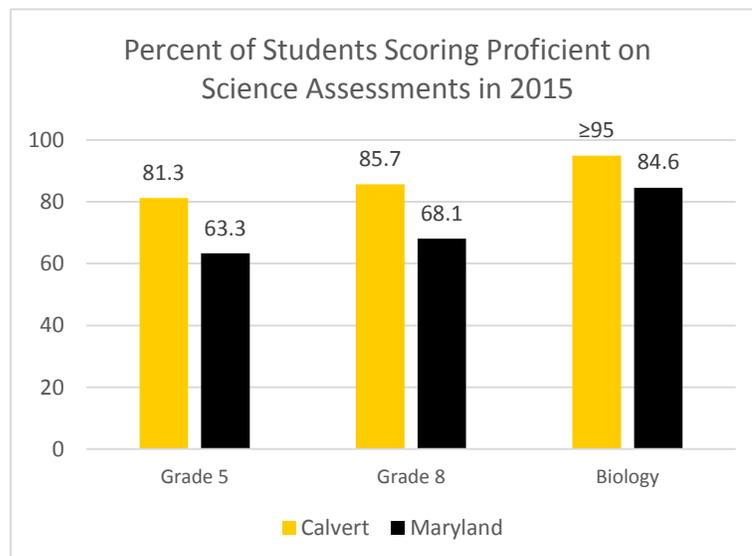
## Maryland State Assessments

Maryland administered the Partnership for Assessment of Readiness for College and Career (PARCC) assessments for the first time in 2015. Students in grades 3-8 took the assessments in reading and math. High school and middle school students enrolled in English 10, Algebra 1, and Algebra 2 also took PARCC assessments.

Calvert County Public Schools students scored above the state average on the assessments. PARCC results cannot be compared with the Maryland School Assessment (MSA), which the State used for a decade, both because this is a new test and a different test. PARCC is the first assessment aligned to Maryland's College and Career Ready Standards, which set a higher bar for student learning. Students received individual scores, but scores will not be used for student or educator accountability. The State Board will determine how the data will be used going forward.



Students in fifth and eighth grades will continue to take the science Maryland School Assessment (MSA), as well as the Biology High School Assessment, which will continue to be a graduation requirement.



Detailed information about student performance is reported in the Calvert County 2014 Bridge to Excellence Master Plan Update. This document is posted on the [Calvert County Public Schools](#) website. In addition, performance and demographic data is reported on the [2015 Maryland Report Card](#) website.

## SAT

Many colleges and universities require that students take the SAT administered by the College Board as part of the application process. The Calvert County Public Schools composite SAT score for 2015 was 1524.

	2011	2012	2013	2014	2015
Critical Reading	515	509	509	510	514
Math	514	515	516	511	513
Writing	499	493	497	489	497
Composite	1528	1517	1522	1510	1524

## Graduation Rate

The four-year adjusted cohort graduation rate has remained consistently high in Calvert County Public Schools. We are committed to graduating students with the skills and knowledge necessary to be successful in college and careers.

2010	2011	2012	2013	2014
91.66	91.22	91.78	91.75	94.09





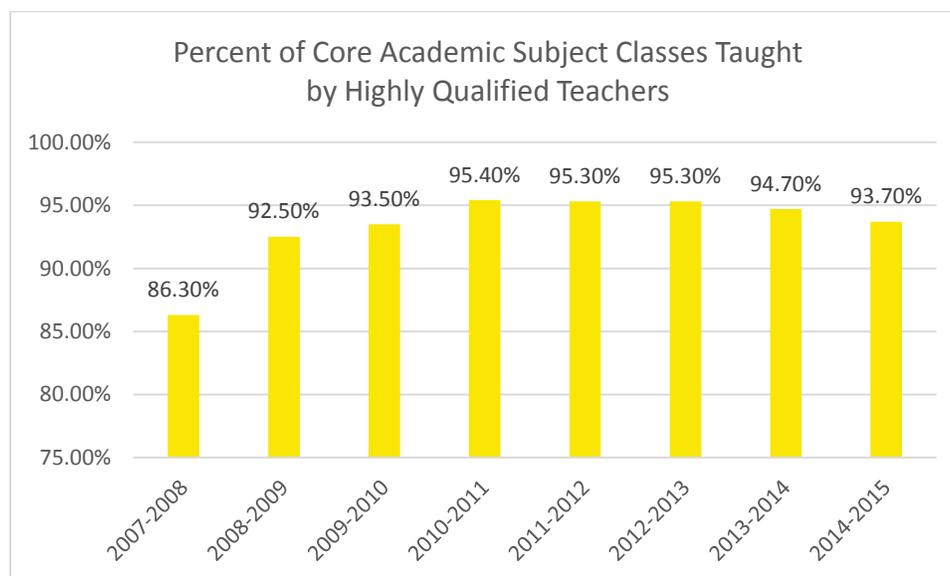
### Closing Achievement Gaps

In many areas that measure student achievement and overall student success, Calvert County students who are African American, receive special education services, have limited English proficiency, or are economically disadvantaged continue to achieve at lower levels than their counterparts. The challenge is to ensure that our teachers are trained in and implement differentiated instructional strategies, as well as build quality relationships with students. Calvert County focuses on raising the bar for all students. We are committed to moving students to higher levels of performance, to closing achievement gaps, and to raising the achievement levels of our students with disabilities. Although results from the PARCC assessments, as well as AP and SAT exams, show significant gaps among our student groups, a high percentage of our students do successfully graduate from high school.

Graduation Rate for Student Groups					
	2010	2011	2012	2013	2014
All	91.66	91.22	91.78	91.75	94.09
African American	86.55	87.5	84.49	89.04	94.14
White	92.19	91.74	92.67	92.47	93.94
Special Ed	73.26	72.41	68.67	71.95	75.34
FARMS	83.98	73.15	89.35	87.39	90.65

## Teacher Certification and Degree Status

The No Child Left Behind Act requires that all students be taught by “highly qualified” teachers in their core academic courses. Teachers are certified to teach specific grade levels and/or subject areas; therefore, a teacher may be considered highly qualified for some classes they teach but not for others. The chart below reflects the percentage of core academic courses taught by highly qualified teachers.



## Teacher Recruitment

Because CCPS attracts a large number of applicants, recruitment focuses on attracting individuals to teach in critical need areas—including all areas of special education, speech language pathology, middle and high school mathematics, middle and high school sciences, world languages, ESOL, computer science, and career and technology education—and on diverse applicants in all areas. Representatives of the Human Resources Department attend recruitment consortiums in Maryland and Pennsylvania and participate in on-campus recruitment visits and consortium career fairs that focus specifically on Historically Black Colleges and Universities.

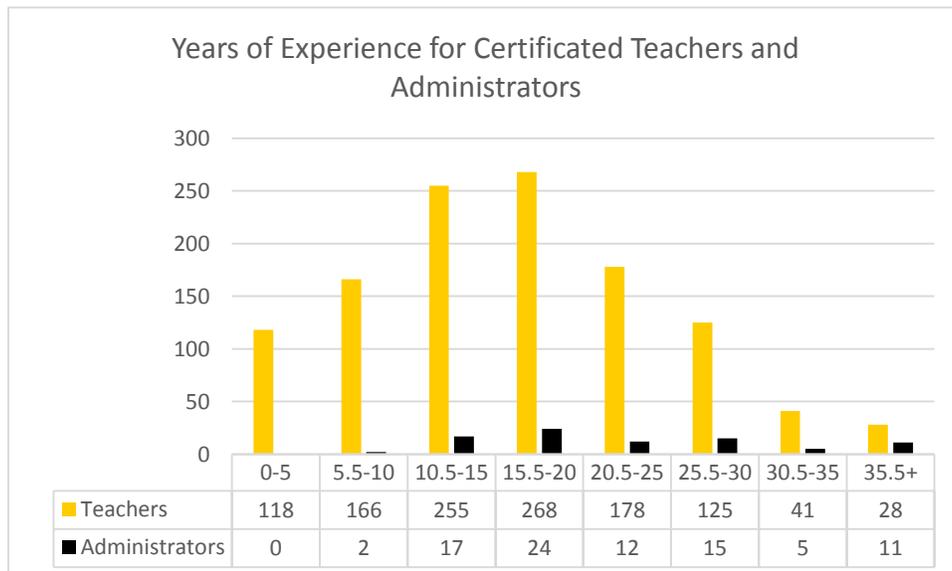
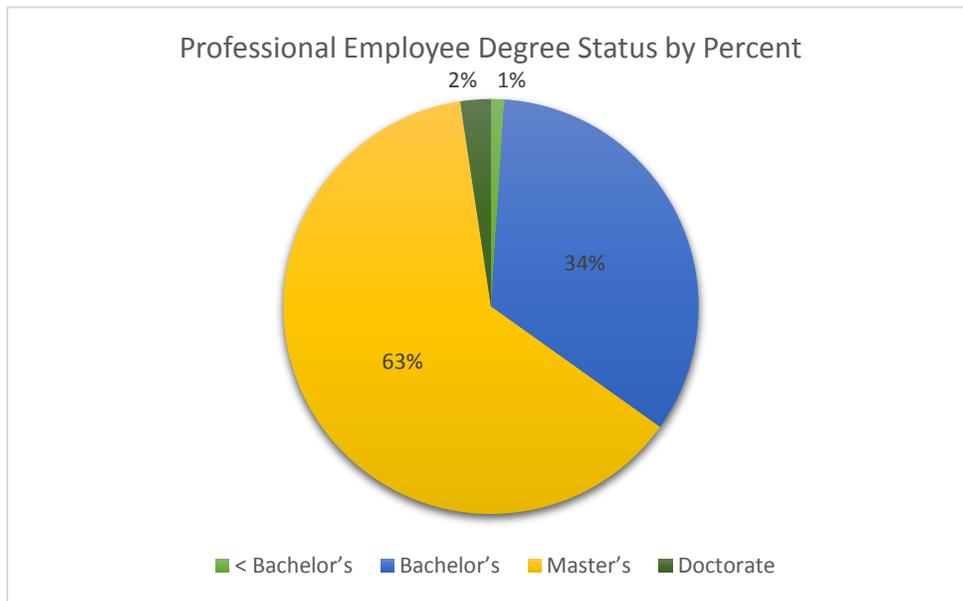
## Teacher Retention

Once teachers are hired, Calvert County Public Schools has programs and incentives to keep them in classrooms teaching our students. Teachers are offered the following retention incentives and services:

- A competitive salary and benefits package;
- Mentor teachers for all teachers new to Calvert County Public Schools;
- Multiple information sessions to provide an orientation to the school system’s instructional programs;
- Graduate programs offered locally so teachers can earn advanced degrees;
- Safe and orderly work environments;
- Housing assistance through the House Keys 4 Employees Program for qualified employees; and
- A full range of professional development opportunities, including programs designed to provide administrative experience for prospective administrators.

## Employee Demographics 2015-2016

		Staff Demographic Totals									
		Male					Female				
	Total	White (not of Hispanic origin)	Black (not of Hispanic origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White (not of Hispanic origin)	Black (not of Hispanic origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
<b>Administrators and Supervisors</b>	105	35%	6%	≤5%	≤5%	≤5%	51%	6%	≤5%	≤5%	≤5%
<b>Teachers</b>	1179	17%	≤5%	≤5%	≤5%	≤5%	75%	5%	≤5%	≤5%	≤5%
<b>Support Staff</b>	781	11%	12%	≤5%	≤5%	≤5%	58%	16%	≤5%	≤5%	≤5%
<b>Overall Total</b>	2134	16%	6%	≤5%	≤5%	≤5%	68%	9%	≤5%	≤5%	≤5%



## Employee Salaries

Calvert County Public Schools continues to make a concerted effort to maintain competitive salaries for teachers and support staff as compared to other Maryland school systems. The information below compares 2014-2015 CCPS salaries with other school systems.

**Maryland Teacher Salary Rank Based on Years of Experience as Referenced in the 2014-2015 Salary Scales for Bachelor's and Master's Degrees**

Bachelor's Degree 2014-2015		
Salary Rank	Step 1	Step 10
1 <sup>st</sup>	Baltimore City (\$47,950)	<b>Calvert (\$65,326)</b>
2 <sup>nd</sup>	Howard (\$47,351)	Montgomery (\$62,201)
3 <sup>rd</sup>	Montgomery (\$46,410)	Prince George's (\$58,753)
4 <sup>th</sup>	Prince George's (\$46,380)	Anne Arundel (\$58,670)
5 <sup>th</sup>	<b>Calvert (\$45,046)</b>	Howard (\$58,498)

Master's Degree 2014-2015		
Salary Rank	Step 1	Step 10
1 <sup>st</sup>	Prince George's (\$51,135)	Baltimore City (\$70,361)
2 <sup>nd</sup>	Montgomery (\$51,128)	Montgomery (\$70,330)
3 <sup>rd</sup>	Howard (\$50,748)	<b>Calvert (\$67,443)</b>
4 <sup>th</sup>	Anne Arundel (\$48,672)	Prince George's (\$64,776)
5 <sup>th</sup>	<b>Calvert (48,076)</b>	Howard (\$63,488)

## Employee Benefits

Calvert County Public Schools offers a variety of benefit programs including health, vision, dental, and life insurance. In addition, the school system offers direct billing or reimbursement for approved tuition or licensing renewal costs to its employees. In FY 2015, a total of \$324,291.13 was spent for this purpose.

Employee Health Care Benefits 2014-2015			
	Employer Cost	Employee Cost	Total Annual Cost
<b>Traditional Plan</b>			
Individual	\$8,419.90	\$935.54	\$9,355.44
Employee + Child	\$12,395.89	\$4,820.63	\$17,216.52
Employee + Spouse	\$17,555.27	\$6,827.05	\$24,382.32
Family	\$19,410.80	\$7,548.64	\$26,959.44
<b>PPO</b>			
Individual	\$7,284.17	\$809.35	\$8,093.52
Employee + Child	\$10,532.33	\$4,095.91	\$14,628.24
Employee + Spouse	\$15,097.80	\$5,871.36	\$20,969.16
Family	\$16,719.96	\$6,502.20	\$23,222.16

Employee Health Care Benefits 2014-2015			
	Employer Cost	Employee Cost	Total Annual Cost
<b>HMO</b>			
Individual	\$5,103.00	\$567.00	\$5,670.00
Employee + Child	\$7,379.86	\$2,869.94	\$10,249.80
Employee + Spouse	\$10,577.00	\$4,113.28	\$14,690.28
Family	\$11,713.25	\$4,555.15	\$16,268.40
When both adults in a family are school system employees, health care benefits are adjusted. For example, for a PPO family plan for a family with two CCPS employees, the employer cost is \$18,577.73, the employee cost is \$4,644.43 and the total annual cost is \$23,222.16			

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## Department of Information Technology

The Information Technology department continues to support initiatives across all departments and schools in CCPS. Areas of focus for 2015-16 include:

- Continued support of connectivity for the computer-related infrastructure across the school system;
- Continued support of major staff-based technology-related systems, including the student information system, software for the Human Resources and Fiscal Services Departments, email, observation and evaluation system, electronic gradebook and teacher access center (TAC) applications, file management, and school announcement software;
- Continued support for the online Home Access Center (HAC) for guardians to view grades;
- Continued development and support for the CCPS mobile app;
- Support of the Human Resources and Fiscal Services Departments to implement components of Employee Access Center (EAC);
- Continued support of the Office of Digital Learning within the Department of Instruction in its effort to infuse technology in the classroom;
- Continued preparation to meet the hardware requirements of the PARCC assessments, including upgrading current equipment and augmenting the number of computers in schools;
- Continued implementation of Office 365, an application that provides a variety of options with regard to document management. Implementation has included transferring documents and training staff across the school system;
- Support and coordination with school building staff for the initial use of students accounts for Office 365; and
- Continued development and expansion of a wireless infrastructure to allow efficient management of wireless access across the school system.



## Capital Improvement Program

The School Construction Program for Calvert County Public Schools involves the procurement of planning and construction services for new facilities and existing facilities upgrades. Funding for this program is from Public School Construction Funds furnished by the State of Maryland and funds furnished by the Calvert Board of County Commissioners. Project descriptions, schedules, and funding are outlined in the Capital Improvement Program adopted annually by the Board of Education.

Capital Improvement Program FY 2015	Capital Improvement Program FY 2016
<ul style="list-style-type: none"> <li>• Northern High construction – Deferred FY 2017</li> <li>• Mutual Elementary renovation and fire suppression</li> <li>• Huntingtown High Forcemain</li> <li>• Miscellaneous systemic projects</li> </ul> <p>Total Requested Funding:     \$6,616,000 Actual Expended:                 \$3,543,113</p>	<ul style="list-style-type: none"> <li>• Northern High Construction – Deferred FY 2017</li> <li>• Miscellaneous systemic projects</li> </ul> <p>Total Requested Funding:     \$2,977,571 Expended to Date:             \$0.00</p>

### Capital Improvement Program FY 2016

In October 2014, the Board of Education presented the project requests for the FY 2017 funding cycle to the Maryland Public School Construction Program. School construction and renovation projects are funded through the combined efforts of the Board of County Commissioners and the State of Maryland.

If approval for any of the projects listed below is denied, it can be appealed to the Maryland Board of Public Works.

- Northern High replacement - partial funding



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## Student Services

The Department of Student Services offers support services designed to meet the needs of all school children through a team approach. The primary goal of enhancing the instructional program to better meet the needs of individual students is best achieved when the home, school, and community work together. The Department of Student Services is made up of pupil service workers, school counselors, school nurses, school psychologists, secretaries, safety advocates, and school police liaison officers. These professional staff members, with the assistance of teachers, parents, community agencies, and numerous other educational and community leaders, coordinate efforts to assist students in the areas of academics, career exploration, health care, and attendance, as well as their personal, social, and interpersonal matters.

### **Positive Behavioral Interventions and Supports (PBIS)**

Calvert County Public Schools is invested in the philosophy of accentuating the positive of both students and staff by using PBIS strategies to assist with student achievement. This program involves the entire school community in acknowledging the positive characteristics, outcomes, and progress related to academics, student behavior, and social/emotional success. Since the implementation of this program, the number of discipline referrals and suspensions has decreased. Furthermore, this approach to discipline has fostered a positive learning environment for students and staff.

### **Coordinated School Health Program**

Calvert County Public Schools recognizes the relationship between student health and student academic achievement. The coordinated program is holistic in nature, focusing on physical, mental, social, and emotional health issues as identified by eight components. The eight components of a Coordinated School Program are: (1) health education; (2) physical education; (3) school health services; (4) school nutrition services; (5) school health promotion for staff; (6) school counseling, psychological, and social services; (7) healthy school environment; and (8) parent/family and community involvement in the school community.

These components encompass policies, procedures, guidelines, and activities to protect and promote the health and well-being of students and staff. The success of the coordinated school health program depends on the effective integration of the components and the academic success of children.

### **School Counseling Program**

The Calvert County school counseling program is an integral part of every student's educational experience. It is a developmentally appropriate and sequentially planned program for all students. This program is directed toward assisting the students in understanding themselves as unique individuals and productive members of society who are cognizant of their rights and responsibilities. Furthermore, it assists students in making decisions and career and college choices appropriate to their developmental needs. The school counseling program is concerned with the personal/social development, career and college preparation and academic development of the student. The school counseling program addresses issues such as academic performance, interpersonal relationships, career and college planning, school adjustment, and appropriate school behavior. Delivery of services is provided through individual and group counseling, classroom guidance, teacher and parent consultation, parenting programs, community agency contacts, and participation in a variety of school teams.

### **Bullying Prevention Summit**

Each year Calvert County Public Schools sponsors a Bullying Prevention Summit that each school sends teams of five students and one sponsor to attend. Breakout sessions are developed for students and staff to hear what is happening in the world of cyber safety, legislative updates, asset development, and the long term impact of bullying, just to name a few. Students participate in these breakout sessions and then work with their individual school teams on action plans for their school. Teams from various schools across the system present unique videos and skits demonstrating the effects of bullying on students and how bystanders, students, and adults can help to eradicate it from our schools.

## Transportation

The Department of Transportation strives to provide safe, economical, and efficient transportation for all students. This department also designs and supervises daily school bus routes and schedules buses for various co- and extra-curricular programs. The department trains, evaluates, and certifies all school bus drivers. Additionally, it oversees the annual inspections of all buses to ensure compliance with all Motor Vehicle Administration standards. Nearly all students are eligible for bus transportation.

### Student Transportation Statistics

Bus Contractors	24
Contracted Bus Routes	157
Number of Miles Driven Yearly	3,379,773
Number of Driving Hours Daily	1,075
Number of Driving Hours Yearly	193,405

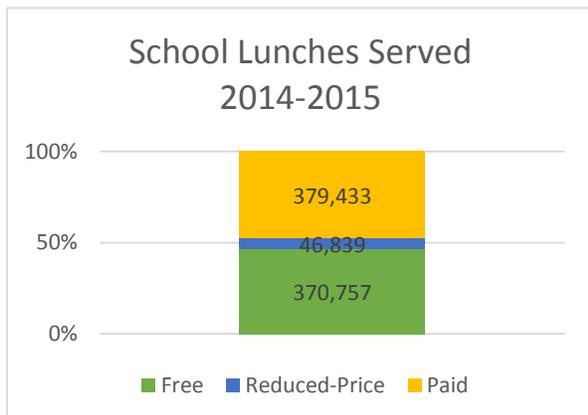


## Child Nutrition Program

The primary goal of the Child Nutrition Program is to support student learning since well-nourished students attend school more regularly, have longer attention spans, and have more energy. This goal is supported by:

- Ensuring that all students receive nutritious meals, regardless of their ability to pay;
- Providing affordable, well-balanced, quality meals that follow current USDA, MSDE and Healthy, Hunger-Free Kids Act (HHFKA) regulations;
- Increasing breakfast participation;
- Continuing to test new products and develop new recipes that will be in compliance with current dietary guidelines;
- Offering professional development and training programs to staff in food preparation, sanitation, customer service, and communication;
- Continuing to develop strategies to improve free and reduced-price meal application return rate; and
- Promoting the development of desirable food habits by providing a practical form of nutrition education.

In addition to the lunch figures below, many students in Calvert County purchase à la carte items that are available through the Child Nutrition Program or bring lunches from home. À la carte items typically offered include hot and cold sandwiches, wraps, pizza, and chef salads, along with a variety of beverages and snacks in accordance with USDA, MSDE and HHFKA. À la carte sales for school year 2014-15 were \$2.2 million.



### Prices of Student Meals

- Breakfast: \$1.55
- Elementary Lunch: \$2.50
- Secondary Lunch: \$2.65
- Reduced-Price Breakfast: \$0.30
- Reduced-Price Lunch: \$0.40

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## School Facilities

The Department of School Facilities is responsible for all CCPS facilities, totaling approximately 2.5 million square feet. Maintenance of plant, operations of plant, and minor alterations of facilities are the major functions of this department. The goal is to provide a clean, comfortable and safe environment for all students, staff and the visiting public. Over 10,000 work order requests are processed by this department annually.

This department provides service in the following areas: administration of the work order system, air conditioning and heating, audio/visual/alarm security, automotive and grounds, carpentry, electrical and electronics, painting, plumbing and water, and warehouse and custodial supply deliveries.

There are three main maintenance categories: scheduled, unscheduled and deferred.

**Scheduled maintenance** includes activities that can be forecast and for which expenditure of parts and labor is based on a predictable time line. In FY 15, \$243,970 was spent on preventive maintenance, \$579,640 on scheduled repairs, and \$78,625 on modernization and alterations.

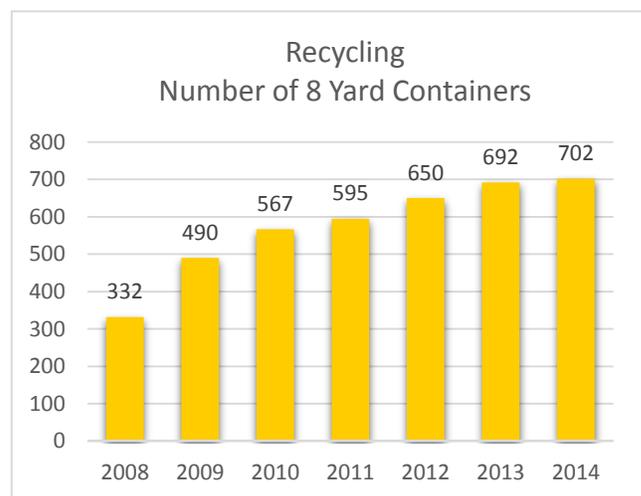
**Unscheduled maintenance** includes repairs that cannot be anticipated. In FY 15, \$1,734,370 was spent on unscheduled repairs and \$6,211 on vandalism and security-related repairs.

**Deferred maintenance** includes activities that were delayed due to a lack of funds, lack of available personnel and/or time, or because of a pending decision or upcoming project within the Capital Improvement Plan. It is estimated that projects and maintenance in the amount of \$495,900 were deferred in FY 15.

This department is responsible for the physical condition of all CCPS facilities. On a yearly basis, personnel from the State of Maryland's Public School Construction Program inspect schools throughout Maryland, including those in Calvert County. They concentrate on how well the buildings are maintained and their cleanliness, focusing on both maintenance personnel and site-based building services workers. Calvert County Public Schools consistently scores as one of the top school systems for its superior care and upkeep of its buildings and has been recognized for this achievement at the state level.

## Recycling

The School Facilities Department initiated single stream recycling in 2008. With the cooperation of CCPS students and staff, recycling efforts continue to grow, as do the results. At the end of 2014, the total cubic yardage of recycling increased by 1.5% to over 700 eight-yard containers.



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## The Departments of Fiscal Services and Procurement and Resource Management

The Departments of Fiscal Services and Procurement and Resource Management provide financial leadership to support the school system's goals and objectives. The Department of Fiscal Services is responsible for budgeting, general accounting, payroll, and accounts payable. The Department of Procurement and Resource Management strives to serve and support the educational mission of the Board of Education of Calvert County. The Department facilitates best practices in the acquisition of goods and services necessary for the effective and efficient operation of the school system. It is responsible for coordinating and issuing all solicitations for commodities, construction and renovations, equipment, furnishings, instructional materials, and services in compliance with federal/state statutory regulations and Board of Education policies and procedures. The Department strives to offer a fair and equitable bidding environment and to encourage minority and small business participation in all contracts. In addition, the Department of Procurement and Resource Management is responsible for insurances, vendor contracts, and services provided by the warehouse, copy center, and child nutrition program.

The responsibilities of Fiscal Services include:

- Ensuring the integrity of the financial records for the General Fund (restricted and unrestricted funds), Cafeteria Fund, and Construction Fund;
- Preparing fiscal reports and other data analysis for the Board of Education, County Government, and the Maryland State Department of Education, as well as state and federal auditors;
- Providing training and support for the automated school accounting system;
- Coordinating, planning, and developing the school system's operating budget;
- Accurately forecasting revenues and expenditures and managing the current year's resources in accordance with the school system's goals and objectives;
- Providing local support, leadership, and trusteeship to the Maryland Association of Boards of Education (MABE) Group Insurance Pool. This pooling arrangement provides all of the property and casualty self-insurance; and
- Ensuring proper management of investments to maximize cash flow and investment income potential.

### Per Pupil Funding Statistics

Compared to the other 24 school districts in Maryland, Calvert County ranks 11<sup>th</sup> in the amount of money spent educating each student.\* This means that 10 school districts spend more per pupil than Calvert, and 13 spend less.

*Average State expenditure per student: \$13,572\**

*Calvert County expenditure per student: \$13,074\**

*\*According to the most recently published MSDE Fact Book, 2013-2014*

The responsibilities of Procurement and Resource Management include:

- Administering centralized purchasing activities of the school system;
- Issuing bids and quotes for supplies, materials, equipment, vehicles, petroleum products, and contracted services;
- Ensuring an open, equitable, and competitive bidding process
- Honoring confidentiality of pricing, terms, and conditions in researching products or services;
- Encouraging schools/departments to purchase products from established contracts;
- Administering contracts, agreements, and leases;
- Providing training and support to users of the eFinancePLUS automated purchasing software system; and
- Coordinating services provided by the warehouse, copy center, and child nutrition program.

The majority of the Calvert County Public Schools' FY 2015 unrestricted operating budget was funded through appropriations from the Calvert County Government (59%) and the State of Maryland (40%). A majority of those funds are spent on instruction, student services, and employee benefits.

The FY 2015 budget adopted by the Board of Education reflected the following funding priorities:

- Maintaining classroom and school office staffing to the greatest degree possible because this is where students learn
- Maintaining staff needed to meet state and federal compliance requirements because this is a critical base for all operations
- Funding student and staff safety programs and initiatives

Actual FY 2015 revenues totaled \$197,092,439, which represented a \$3,375,701 increase from FY 2014.

## Budgetary Comparison Schedule

*General Fund, Year Ended June 30, 2015*

	Final Budget	Actual (Budgetary Basis)	Variance Favorable (Unfavorable)
<b>Revenues</b>			
Local	\$ 115,808,239	\$ 115,808,239	\$ -
State of Maryland	79,828,980	79,914,984	86,004
Federal Government	560,000	574,566	14,566
Tuition	160,000	157,894	(2,106)
Investment Income	10,000	3,638	(6,362)
Other Sources	4,703,797	633,118	(4,070,679)
<b>Total Revenue</b>	<b>\$ 201,071,016</b>	<b>197,092,439</b>	<b>(3,978,577)</b>
<b>Expenditures</b>			
Administration	\$ 5,652,227	\$ 5,369,854	\$ 282,373
Mid-Level Administration	11,287,523	11,271,940	15,583
Instructional Salaries	79,173,236	77,991,347	1,181,889
Textbooks and Instructional Supplies	2,189,112	2,147,350	41,762
Other Instructional Costs	1,797,407	1,650,242	147,165
Special Education	21,871,154	21,502,085	369,069
Student Personnel Services	1,438,180	1,394,602	43,578
Health Services	1,398,446	1,371,553	26,893
Pupil Transportation	14,237,097	13,886,890	350,207
Operation of Plant	15,196,680	14,693,541	503,139
Maintenance of Plant	3,236,897	3,177,492	59,405
Fixed Charges	42,693,330	41,692,966	1,000,364
Capital Outlay	899,727	751,618	148,109
	<b>\$ 201,071,016</b>	<b>\$196,901,480</b>	<b>\$ 4,169,536</b>

Excess of Revenues Over Expenditures and Encumbrances \$ 190,959

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## Department of Instruction

### Instructional Programming

CCPS offers a rigorous instructional program providing students with diverse learning experiences that are real-world and preparatory for college, career, and productive citizenship. CCPS curriculum is written by Calvert County teachers and content area supervisors. It is designed to help students develop productive habits of mind, solve problems, work productively in groups, appreciate diversity, and communicate effectively in a variety of settings.

CCPS curricula is aligned with the Maryland College and Career Ready Standards. The Standards are rigorous goals and expectations for what students should understand and be able to do in grades Pre-K - 12 in order to be prepared for success in college and 21<sup>st</sup> century careers. Maryland's College and Career Ready Standards form the foundation for CCPS curriculum in English Language Arts and Mathematics. The standards also guide the development of discipline literacy curricula in science, social studies and other academic subjects.

### English Language Arts

During the 2014-15 year, English Language Arts teachers in CCPS transitioned to full implementation of curricula aligned to the Maryland College and Career Ready Standards. Additional units of study aligned to the standards in reading, writing, language, and speaking/listening were also implemented or revised and enhanced.

Professional development in 2014-15 focused on an in-depth study of the teaching of writing. This included countywide professional learning sessions and two blended (online and face-to-face) opportunities for teachers to learn about the instructional approach known as *Writing Workshop*. Additionally, select groups of teachers and specialists were given opportunities to attend writing and literacy conferences during the year, and a collaborative writing committee explored approaches for cross-curricular writing opportunities.



ELA professional development at all levels also focused on the theme of Mental Engagement in the Classroom. This included the production and study of a handbook outlining several strategies and thinking skills designed to draw the learners to the tasks at hand and sustain their interest and focus. Strategies for productive group work were examined, and a book study of *Productive Group Work* by Fisher & Frey was conducted with ELA liaisons from all schools.

Nationally known literacy consultants and authors offered workshops for CCPS teachers. Kylee Beers and Bob Probst conducted a Saturday workshop for teachers of all levels and content areas on helping struggling readers with the new demands of the Maryland College and Career Ready Standards. Another Saturday workshop by Kathy Bumgardner, titled *Developmentally Appropriate Reading and Writing for Intentional Teaching to Meet the Demands of the Common Core Standards*, was offered for teachers in grades PreK-5.

Significant accomplishments by ELA students included the winners of two local level contests. Calvert County's winner of the local Poetry Out Loud contest was Des'ree Brown from Huntingtown High School. Des'ree went on to compete in the regional contest in Annapolis. Selena Antosh, who won the Calvert County Spelling Bee, competed in the National Scripps Bee in Washington, D.C.

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## Mathematics

During the 2014-15 year, CCPS elementary mathematics fully transitioned to full implementation of curricula aligned to the Maryland College and Career Ready Standards. As a result, kindergarten through grade 5 teachers continued to focus on how to support students in developing advanced proficiency regarding the Standards for Mathematical Practice. These practices rest on important processes with long term importance to students' success in mathematics. Additionally, a continued focus on reasoning and number sense through problem solving continues to help students develop a conceptual and procedural understanding of mathematics.

During the 2014-2015 school year, several highly successful learning opportunities were provided for teachers, students, and families. Teachers engaged in staff development designed to deepen their understanding of the Maryland College and Career Ready Standards for mathematics and effective instructional practices that support student achievement. Teachers participated in face to face and online professional development in the areas of numeracy, problem solving strategies, mathematical reasoning, and fractions.

During the 2014-2015 school year, fourth and fifth grade students from nine CCPS elementary schools participated in the Elementary Mathematics Challenge that celebrated the math abilities of individual students, as well as teams of students who work to solve rigorous mathematical problems in a cooperative and collaborative manner. Parents and community members were also engaged in learning opportunities through their participation in several Mathematics Curriculum Nights held at various elementary schools, as well as a county-wide Mathematics Curriculum Night.

CCPS secondary mathematics has now fully transitioned to the Maryland College and Career Readiness Standards (MCCRS) for all courses up to and including geometry. The focus of CCPS curricula related to the standards continues to highlight student reasoning, modeling, and problem-solving. The partnership between CCPS and CSM has expanded, providing opportunities for more students to immediately pursue credit-bearing mathematics opportunities after CCPS work is completed. A five-year high of 70% of seniors took the SAT and the average score in SAT math increased by two points to 513, 20 points above the Maryland average. 536 students took AP Calculus AB, AP Calculus BC, or AP Statistics and 368 of these students received scores of 3 or higher, receiving credit at many colleges and universities. CCPS students continue to outpace national averages in both AP math enrollment and performance.

## Social Studies

During the 2014-15 year, secondary social studies teachers in CCPS participated in an in-depth study of the skills associated with the Maryland College and Career Ready *Reading Standards for Literacy in History/Social Studies, Grades 6-12*. This included identifying curricular implications and making revisions as necessary to support alignment to the College and Career Ready Standards. Teachers also participated in a study regarding productive group work, which provided support related to student collaboration. Elementary social studies teachers became more familiar with the College, Career, and Citizenship Ready Standards, which are the newly adopted Maryland standards for social studies, and participated in a series of workshops that introduced the historical investigations model.

Thirty-two CCPS middle and high school History Fair projects advanced to the Maryland History Day competition in May 2015. The following students advanced to the National History Day competition, which was held in College Park, Maryland in June 2015.

- Gabriella Smith (PPMS)
- Parker Nickels (NMS)
- Emma Nahas (NMS)
- Grady Fort (SMS)
- Calvin Crunkleton (NHS)
- Kyle Hurley (NHS)
- Christian Kincaid (NHS)
- Priscilla Means (NHS)

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## Physical Education/Health

The 2014-2015 school year was the first time high school students were provided with the opportunity to choose a physical education course based on individual needs and interests. All physical education curricula were updated to meet state and national standards with the goal of promoting lifelong physical activity, fitness, and health for all students. The health curricula at CCPS middle schools was also updated to provide a comprehensive health education program across the county with a focus on building health knowledge and practicing essential life skills. The school system partnered with the Calvert County Health Department to align the curriculum to current data, research, and local trends, as well as national and state standards.

## Science and STEM (Science, Technology, Engineering and Mathematics)

Calvert County Public Schools is moving full speed ahead with the implementation of the Next Generation Science Standards. The standards were designed using a three dimensional approach to teaching and learning. The three dimensions include science and engineering practices, disciplinary core ideas, and crosscutting concepts. The three dimensional approach encourages the integration of these dimensions during science instruction while also helping students make connections to math, reading, language arts, and various science disciplines.



Scientific writing using claims, evidence, and reasoning, is a strategy that teachers are incorporating into science classrooms. In a comprehensive science program, students must be able to write clearly and effectively. In order for writing in science to impact student learning, it must be more than just recording notes and/or data collection. Information should be personalized in some way. Students must be expected to include reflections, questions, predictions, claims linked to evidence and/or conclusions when they write.

In 2015, CCPS students had great success at the Science and Engineering EXPO. The EXPO was a spectacular display of Science and Engineering in Calvert County Public Schools. The free family event was designed to be fun and engaging for kids and adults of all ages. The EXPO included robots, science fair projects, flight simulators, catapults, and much more. The 2016 Science and Engineering EXPO will be held on February 20<sup>th</sup> at Calvert High School.

The Science Fair was also held on the day of EXPO. Winners were awarded prizes for their outstanding performance in the EXPO. The following students advanced and performed well at the 2015 Regional Science Fair.

- Catherine Bubser – 1<sup>st</sup> Place Environmental Science
- Chris Crunkleton – 1<sup>st</sup> Place in Engineering: Electrical and Mechanical
- Gayathri Plakkot – 1<sup>st</sup> Place in Biochemistry
- Kenney Paul – 1<sup>st</sup> Place in Engineering: Materials and Bioengineering
- Nicolas Sbrocco and Brady Santerre – 2<sup>nd</sup> Place - Microbiology

## Fine Arts

Fine Arts instruction continues to be a vital component of the education received by CCPS students. Students from grades K-12 have opportunities to participate in a variety of fine arts experiences throughout their educational career. At the elementary level, students receive art and music instruction on a weekly basis and have the opportunity to participate in chorus, band, and strings in the later elementary grades. Students in middle school participate in art, band, strings, or chorus as part of a related arts rotation or as an elective. At the high school level, students participate

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in a wide variety of Fine Art programs, such as dance, photography, ceramics, and theatre. Additionally, Advanced Placement courses are offered in both art and music.

A number of co-curricular opportunities exist at all levels, providing additional experiences in theatre, dance, art, and music outside the regular school day. Further, the Summer Arts Academy continues to be a popular week-long event providing enrichment in the arts to students in grades 4 through 8.

### **Future Ready Digital Learning**

CCPS has committed itself to a “Future Ready” vision for learning. Our Future Ready vision states, “Calvert County Public Schools envisions a school system where learners have access to meaningful, engaging and individualized learning environments and opportunities 24 hours a day/7 days a week.” It is the district’s mission to ensure that students achieve their fullest potential through access to a robust wireless network, use of a variety of digital learning mediums and devices, rich instructional experiences driven by their skills and interests, and support for learning that extends beyond the classroom. To achieve its Future Ready vision and mission, CCPS has established the following goals:

- **Goal 1:** Students will utilize a variety of mobile devices, such as a laptops, tablets, or smart phones on a daily basis as tools for learning.
- **Goal 2:** Students will find greater efficiency in learning through the ability to transport their devices from one learning environment to another.
- **Goal 3:** Students will collaborate with others outside of their classroom (students, experts, teachers, etc.).
- **Goal 4:** Students will skillfully work in a digital environment so they can have access to the largest possible array of learning tools – 24 hours a day/7 days a week.
- **Goal 5:** Students will experience classroom lessons and supporting resources beyond the classroom and scheduled class periods.
- **Goal 6:** Students will have the opportunity to engage in a diverse set of assessment options, including assessment for learning, formative assessment, and multiple methods of assessment.

### **Universal Design for Learning**

Universal Design for Learning (UDL) provides a philosophical framework for creating instructional goals, methods, materials, and assessments that meet the needs of all students. During the 2014-2015 school year, all CCPS content supervisors provided classroom teachers and specialists with modeled instruction to encourage the use of UDL principles in daily classroom instruction. CCPS also developed a UDL website. The link for this website is [www.calvertuniversal.com](http://www.calvertuniversal.com). This website provides information and instructional ideas, which promote good teaching and learning practices. *Calvert Universal* hosts videos, articles, and links for staff to explore individually or as a team.



<b><u>Elementary Schools</u></b>		Barstow Elementary School Principal: Ramona Crowley 443-486-4770 Fax: 410-535-4069 295 J.W. Williams Road Prince Frederick, MD 20678 Vice Principal: Michelle Ward	Beach Elementary School Principal: Michael Shisler 410-257-1512, 301-855-7191 Fax: 410-257-0502 7900 Old Bayside Road Chesapeake Beach, MD 20732 Vice Principal: Pamela Kasulke
Calvert Elementary School Principal: Kim Harris 410-535-7311, 301-855-9213 Fax: 410-535-7473 1450 Dares Beach Road Prince Frederick, MD 20678 Vice Principal: Vicki Valentin	Dowell Elementary School Principal: Jessica Reynolds 410-535-7802 Fax: 410-535-7803 12680 H.G. Trueman Road Lusby, MD 20657 Vice Principal: Stacy Hawxhurst	Huntingtown Elementary School Principal: Brock Fulton 410-535-7212, 301-855-1787 Fax: 410-535-7224 4345 Huntingtown Road Huntingtown, MD 20639 Vice Principal: Brandi Taeschner	Mt. Harmony Elementary School Principal: Liz Gebelein 410-257-1611, 301-855-5246 Fax: 410-257-1628 900 West Mt. Harmony Road Owings, MD 20736 Vice Principal: Jennifer Buffone
Mutual Elementary School Principal: Donna House 410-535-7700 Fax: 410-535-7701 1455 Ball Road Port Republic, MD 20676 Vice Principal: Margo Gross	Patuxent Appeal Elementary Campus Principal: Charles Treft 410-535-7800 Fax: 410-326-6996 11655 H.G. Trueman Road Lusby, MD 20657 Vice Principals: Beatriz Gonzalez- Wilson, Amy Siracusano	Plum Point Elementary School Principal: Beth Morton 410-535-7390, 301-855-9649 Fax: 410-535-7327 1245 Plum Point Road Huntingtown, MD 20639 Vice Principal: Robert Watson	St. Leonard Elementary School Principal: Toni Chapman 410-535-7714 Fax: 410-535-7726 5370 St. Leonard Road St. Leonard, MD 20685 Vice Principal: Maria Watson
Sunderland Elementary School Principal: Karen Vogel 410-257-1501, 301-855-5180 Fax: 410-257-7569 150 Clyde Jones Road Sunderland, MD 20689 Vice Principal: Eric Ruffo	Windy Hill Elementary School Principal: Kelly Griffith 410-257-1539, 301-812-0476 Fax: 410-257-7544 9550 Boyd's Turn Road Owings, MD 20736 Vice Principal: Lisa Morgan	<b><u>Middle Schools</u></b>	Calvert Middle School Principal: Zachary Seawell 410-535-7355, 301-855-1163 Fax: 410-535-7430 655 Chesapeake Boulevard Prince Frederick, MD 20678 Vice Principal: Catherine Sutton
Mill Creek Middle School Principal: Abbe Gray 410-535-7824 Fax: 410-535-7829 12200 Southern Connector Boulevard Lusby, MD 20657 Vice Principal: Craig Jewett	Northern Middle School Principal: Jamie Webster 410-257-1622, 301-855-5636 Fax: 410-257-1623 2954 Chaneyville Road Owings: Bryan Sammons	Plum Point Middle School Principal: Kelley Adams 410-535-7400, 301-855-1523 Fax: 410-535-7413 1475 Plum Point Road Huntingtown, MD 20639 Vice Principal: Kimberly Booros	Southern Middle School Principal: Mandy Blackmon 410-535-7877 Fax: 410-535-7879 9615 H.G. Trueman Road Lusby, MD 20657 Vice Principal: Travis Mister
Windy Hill Middle School Principal: James Kurtz 410-257-1560, 301-855-0300 Fax: 410-257-4586 9560 Boyd's Turn Road Owings, MD 20736 Vice Principal: Jason Patton	<b><u>High Schools</u></b>	Calvert High School Principal: Susan Johnson 410-535-7330, 301-855-1521 Fax: 410-535-7200 520 Fox Run Boulevard Prince Frederick, MD 20678 Vice Principals: Brittni Sammons, Marcus Watson, Mark Whidden	Huntingtown High School Principal: Rick Weber 410-414-7036, 301-855-9031 Fax: 410-535-2865 4125 N. Solomons Island Road Huntingtown, MD 20639 Vice Principals: Loren Grimes, Rob Lawrence, Cecelia Lewis, Steve Lucas
Northern High School Principal: Kevin Howard 410-257-1519, 301-855-6416 Fax: 410-257-1530 2950 Chaneyville Road Owings, MD 20736 Vice Principals: Larry Butler, James Carpenter, Bruce Hutchison, Trey Sirman	Patuxent High School Principal: Sabrina Bergen 410-535-7865, 410-326-9234 Fax: 410-535-7875 12485 Southern Connector Boulevard Lusby, MD 20657 Vice Principals: Graham Coombs, Francis Forrest, , Anne Rickwood	<b>Additional Schools</b>	
		Calvert Country School Principal: Robin Welsh 410-535-7300 Fax: 410-535-7303 1350 Dares Beach Road Prince Frederick., MD 20678	Career and Technology Academy Principal: Mark Wilding 410-535-7450, 301-855-9266 Fax: 410-535-7418 330 Dorsey Road Prince Frederick, MD 20678 Vice Principal: Anthony Barone

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### Anti-Discrimination Statement

Calvert County Public Schools does not discriminate on the basis of race, color, religion, sex, age, ancestry or national origin, familial status, marital status, physical or mental disability, sexual orientation or genetic information or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Director of Student Services  
Director of Human Resources  
1305 Dares Beach Road  
Prince Frederick, MD 20678

410-535-1700

For further information on notice of non-discrimination, visit the Office of Civil Rights Complaint Assessment System at: <http://ocrcas.ed.gov> or call 1-800-421-3481.

### Anti-sexual, Anti-racial and Anti-disability Harassment Statement

Discrimination can manifest itself in behaviors such as bullying, harassment, or intimidation of individuals.

Calvert County Public Schools does not tolerate any form of harassment including, but not limited to, sexual, racial, or disability. Any individual (student, employee, or community member) who believes that he or she has been subjected to any form of harassment is encouraged to report the allegation of harassment.

Students, parents and community members may report allegations of harassment to:

Ms. Kimberly Roof  
Director of Student Services  
Calvert County Public Schools  
1305 Dares Beach Road  
Prince Frederick, MD 20678

Employees may report allegations of harassment to:

Dr. Vicky Karol  
Director of Human Resources  
Calvert County Public Schools  
1305 Dares Beach Road  
Prince Frederick, MD 20678

Calvert County Public Schools is committed to conducting a prompt investigation for any allegation of harassment. If harassment has occurred, the individual will be disciplined promptly. Disciplinary actions for students found to have engaged in any form of harassment may result in suspension or expulsion. Disciplinary actions for employees found to have engaged in any form of harassment may result in suspension or termination.

Calvert County Public Schools encourages all students, parents, employees, and community members to work together to prevent any form of harassment.

For further information on notice of non-discrimination, visit the Office of Civil Rights Complaint Assessment System at: <http://ocrcas.ed.gov> or call 1-800-421-3481.

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