

CALVERT COUNTY PUBLIC SCHOOLS ANNUAL REPORT 2016



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

Message from the Superintendent and Board of Education President

December 2016

Dear Calvert County Citizens:

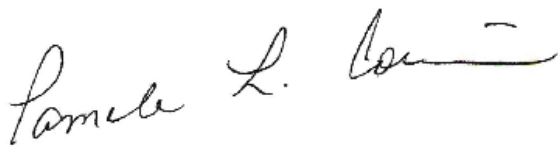
This 2016 *Annual Report* offers a brief snapshot of our school system. In this document, we provide a variety of facts and figures about our schools, students, employees, and finances. Certainly, both strengths and areas for improvement are evident in the information that is reported. Our goal is to help our students grow, develop and become graduates who are responsible citizens and who will have choices and skills needed for their future.

2016 was a great year for Calvert County schools. Enrollment loss was greatly diminished, financial support was stable, and an unexpected refund from our health insurance plan enabled the Board of Education to give all employees a bonus.

The second year of PARCC testing tracked significant improvements in many areas. High School English Language Arts scores were the best in Maryland. Still, performance gaps for some student groups remain, and that becomes our great priority.

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,



Pamela L. Cousins
President



Daniel D. Curry, Ed.D.
Superintendent of Schools

About Calvert County Public Schools

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 13th largest by enrollment 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.

Board of Education

The Board of Education:

- Oversees and approves district policy;
- Selects and oversees the Superintendent;
- Determines and approves the annual budget;
- Informs the public of district progress and needs;
- Solicits public opinion as it affects district decisions;
- Serves as an advocate on behalf of the district; and
- Serves as a liaison between the citizens of the district and the Maryland State Department of Education.



*Front row, left to right: Tracy H. McGuire, Vice President; Dr. Daniel D. Curry, Superintendent and Secretary/Treasurer of the Board; Pamela L. Cousins, President.
Back row, left to right: William J. Phalen, Sr.; James C. Piatt; Kelly D. McConkey.*

Our Students

Calvert County Public Schools has established as its mission a commitment to produce graduates who are responsible citizens with options and choices in the 21st century.

According to data from the National Student Clearinghouse, the majority of CCPS students—72% of 2014 graduates—enroll in college within two years of graduation. To prepare for college, over 40% of high school students enroll in Advanced Placement courses and subsequently have the opportunity to take the national exam and earn college credit. Nearly 350 students earn college credit while in high school through a dual enrollment program with the College of Southern Maryland.

The Career and Technology Academy (CTA) offers twelve Career and Technology Education (CTE) programs of study that prepare students for both post-secondary education and employment. Among the most popular programs are Academy of Health Professions, auto mechanics, cosmetology, and CISCO Networking Academy. In addition to the CTE programs offered at CTA, eleven programs are taught at the four comprehensive high schools. These pathways include criminal justice, Project Lead the Way Biomedical Sciences and Engineering, business management, and finance. Many of the programs articulate with the College of Southern Maryland, four-year colleges and universities, or technical schools.



Enrollment

- 15,950 students in pre-kindergarten through 12th grade

Special Services

- ≤5% of students participate in English for Speakers of Other Languages (ESOL)
- 9% of students receive special education services
- 22% of students receive free or reduced-price meals

Demographics

- 72% White
- 13% African American
- 8% Two or More Races
- 6% Hispanic
- ≤5% Asian
- ≤5% American Indian
- ≤5% Hawaiian/Pacific Islander

Our Teachers

- 1,080, including deans, school counselors, and library media specialists
- 89 new hires for school year 2016-2017
- 64% have Master's and Doctorate degrees
- Starting salary with a Bachelor's degree: \$45,496
- 3% are in their first year of teaching
- 30% have 20 or more years of experience
- 8% have 30 or more years of experience

Donna Miller 2016 Teacher of the Year

Donna Miller teaches science to seventh and eighth graders at Windy Hill Middle School. Her impressive accomplishments include being selected twice as the WHMS Teacher of the Year. She has been selected to be a Northrup Grumman Teacher Fellow, a Maryland Master Teacher for the Maryland State Department of Education, and the Southern Maryland Electric Cooperative (SMECO) Outstanding Science Teacher.



Her principal, James Kurtz, said, "Donna is a master teacher, and her colleagues recognize her as a valuable resource and leader who is always willing to lend her expertise, knowledge and wisdom. She is a consummate professional, and she cares deeply about her students. In particular, she cares about educating the whole child."

Carole Butler 2016 Educational Support Person of the Year

Carole Butler, instructional assistant at Northern Middle School, is a "jack of all trades," according to her principal, Jaime Webster. As the school



based technology coordinator, she puts her background in mathematics and computer science to use by troubleshooting problems, helping teachers and maintaining the school website. She sponsors the award-winning Math Counts team and helps with the school musical. Through her work ethic and attitude, she makes significant contributions to students, colleagues and the school community.

One of her colleagues said, "Ms. Butler takes great pride in solving tech issues for teachers and guiding students through high-level math problems. Her skill and dedication make her an invaluable part of the Northern Middle staff."

Community Partners

Calvert County Public Schools is appreciative of the involvement of the many community partners who contribute both money and time. Their support ranges from providing mentorship opportunities for students to sponsoring our Teacher of the Year and Educational Support Person of the Year banquet to funding environmental activities. Some are directly involved with students; some are behind the scenes. We are grateful to them all for increasing opportunities for students.



Bayside Auto Group is a sponsor of the Teacher of the Year program.



Calvert County Natural Resources Division staff help install the CHESPAX osprey camera.

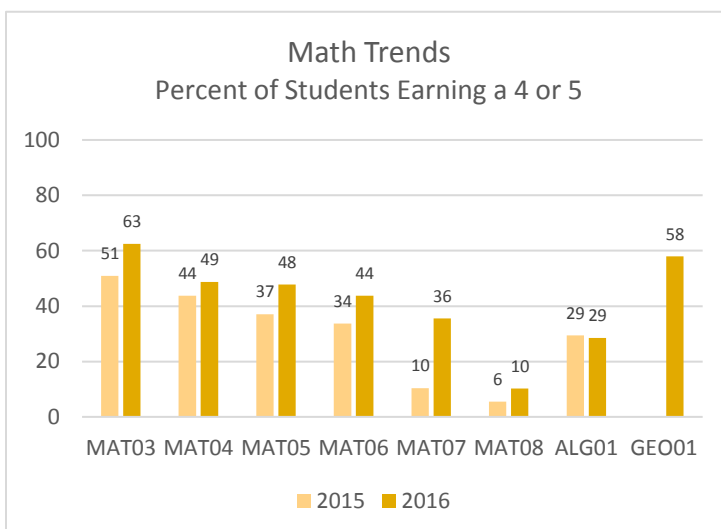
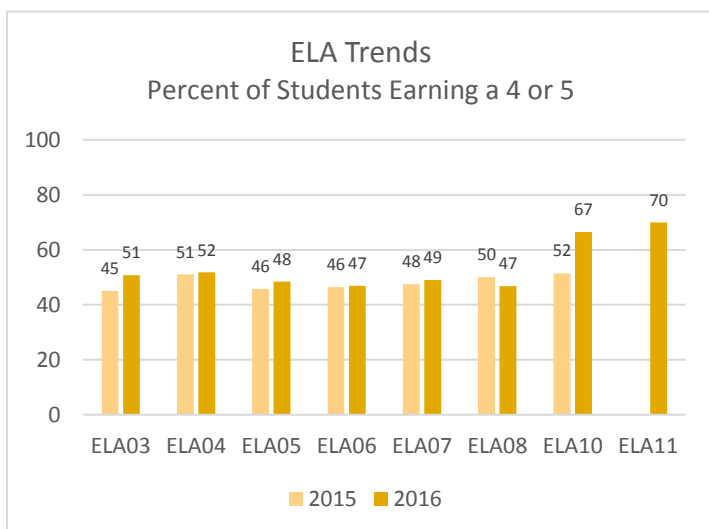


The Calvert County Forestry Board helps students plant school forests through a grant from the Maryland Forestry Foundation.

Achievement Data

PARCC

Calvert County students showed consistent improvement on the Partnership for Assessment of Readiness for College and Careers (PARCC) assessments. The percent of students scoring a 4 or 5 increased in nearly all grades for both math and English language arts. When compared to other districts, Calvert continues to be in the top quartile in most areas.



The percentage of students scoring at a particular proficiency level, however, only tells part of the story of student learning, particularly among certain groups of students. For example:

- Scores on the Algebra 1 assessment, taken by both middle and high school students enrolled in the course, showed quite a bit of growth when compared with their PARCC scores from 2015. Although 29% of students scored a 4 or 5, 46% of students demonstrated one year of growth, and an additional 42% demonstrated more than one year of growth.
- Approximately 45% of 4th grade students with disabilities achieved at least one level higher on the English language arts assessment than they did in 3rd grade, and 25% scored a level higher in mathematics.
- In middle school, approximately 30% of 7th grade students with disabilities scored at least one level higher in mathematics.
- On the English 11 assessment, about 45% of African-American students and 40% of students with disabilities scored at least one level higher than they did on the English 10 assessment the prior year. 10% of African-American students achieved at least two levels higher.

Students who were in third grade in 2015-2016 are the first group of students who began kindergarten with a curriculum aligned to the rigor of the Common Core State Standards. The system continues to provide resources to teachers during the transition to the new standards.

SAT Scores

Taking the SAT is one component of preparing to continue one's education after high school. SAT scores for the Calvert County Public Schools graduating class of 2016 increased in all three areas—critical reading, math, and writing—that are measured by the exam. The composite increased to 1542 from 1524 in 2015. Critical reading increased eight points to 522; math increased nine points to 522; and writing increased one point to 498. Participation declined to 67% of the graduating class testing, down from a high of 70% in 2015.

Across Maryland, SAT scores dipped slightly, dropping in all three areas to a composite of 1456 from 1462 in 2015.

| | 2012 | 2013 | 2014 | 2015 | 2016 |
|------------------|------|------|------|------|------|
| Critical Reading | 509 | 509 | 510 | 514 | 522 |
| Math | 515 | 516 | 511 | 513 | 522 |
| Writing | 493 | 497 | 489 | 497 | 498 |
| Composite | 1517 | 1522 | 1510 | 1524 | 1542 |

The College Board began administering a new version of the SAT to students in March of 2016. Because of the SAT redesign, this year's performance data for the graduating class of 2016 includes students who took the old SAT through its last administration in January 2016. In prior years, scores of students who tested through June were included in the score reporting for a graduating class.



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.

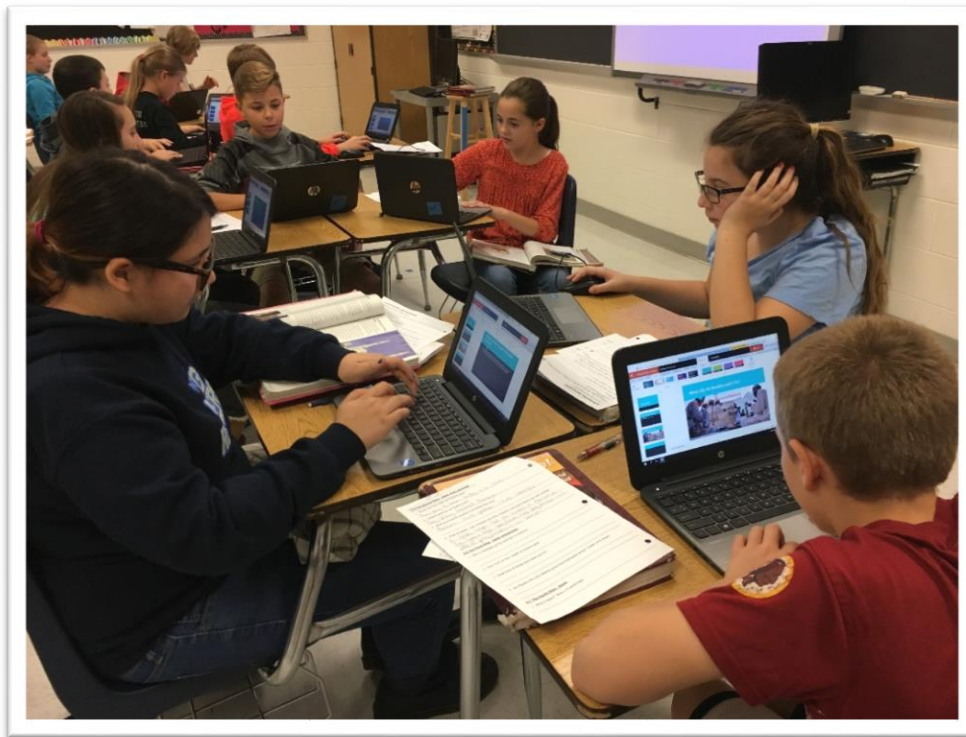
| 2011 | 2012 | 2013 | 2014 | 2015 |
|-------|-------|-------|-------|-------|
| 91.22 | 91.78 | 91.75 | 94.09 | 94.19 |

District Initiatives

Technology Investments

In 2016, Calvert County Public Schools made an unprecedented \$1.8 million investment in technology infrastructure and hardware. The enhancements to schools and offices, funded out of FY 16 and 17 budgets, include expanded bandwidth, widespread wifi access, upgraded equipment and firewall, additional mobile devices and a new phone system.

Dr. Curry said, “We are investing in our future. We recognized that improving our infrastructure was essential to lay the groundwork for more student technology in schools and improved communication throughout the system. The kids will notice the new computers, but much of the investment is behind the scenes.”



The most notable change for students has been the expansion of the wifi network and the subsequent addition of laptops that are used during classroom instruction. The number of wifi access points has doubled in the last year, with eleven schools having 100% coverage. The remaining sites currently have partial wifi coverage and will have complete coverage by September 2017. With a solid infrastructure in place, nearly 4,700 student laptops have been purchased. Thirteen schools are implementing 1:1 initiatives in one or more grade levels, meaning that students have a laptop that they are able to use throughout the day.

Commitment to Equity

In March of 2016, the Board of Education approved Policy 1015 Regarding Equity as evidence of the belief that every student should receive an education that maximizes his or her potential to be a globally competitive graduate. The Board is further committed to providing every student with equitable access to high quality and culturally relevant instruction, curriculum, and academic support.

The three district priorities regarding equity are:

- Hire a Supervisor of Equity;
- Create a culture of equity in our schools; and
- Recruit minority teachers.



Mr. Sandy Walker was hired as the Supervisor of Equity, a new position created to promote and ensure district compliance with the requirements of Policy 1015. Mr. Walker, a former English teacher at Northern High, collaborates with schools and community organizations to promote success and achievement for all students. He chairs the District Equity Leadership Team (DELT), serves as the central office liaison to school-based equity teams, partners with community organizations that mentor students, and works with student minority organizations in schools.

One focal area of equity work in the district involves data collection and analysis of achievement gaps between various student groups. Achievement levels for students living in circumstances of poverty and African-American students have typically lagged behind those of their peers. The growth trends for African-American students are, however, encouraging. African-American students experienced more growth on the PARCC assessments than white students on every assessment except 8th grade math. Mr. Walker and members of the Department of Instruction are collaborating with schools to analyze data and identify successful practices that can be replicated in other buildings.

The Board's commitment to equity extends to the district's hiring practices. African Americans comprise 13% of our student population but only 6% of our teaching staff. The Department of Human Resources actively recruits at historically black colleges and universities with a goal of hiring a diverse staff that represents our student population. Achieving the goal has been elusive in part because of the challenge of attracting recent college graduates to a rural area with a high cost of living.

Recent changes to the teacher's negotiated agreement will hopefully make Calvert County Public Schools more attractive to experienced teachers. Previously, teachers transferring to Calvert were placed on the salary scale commensurate to five years of experience. Under the new agreement, new hires can be placed as high as Step 13 based on their years of experience.

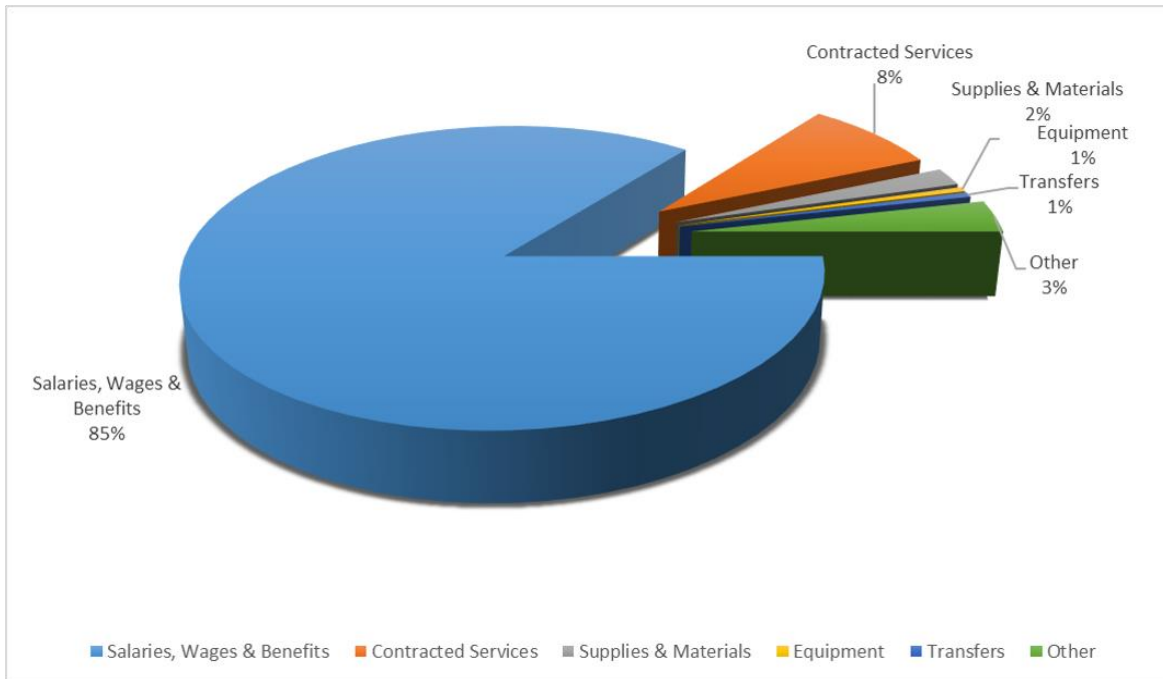
Finances

The Board of Education set three goals when developing the budget for FY 2017. They are:

- Continue to support high levels of performance;
- Prepare a balanced budget whereby budgeted expenditures equal anticipated revenues; and
- Provide a salary increase to our employees.

The Board was able to accomplish these goals through careful planning and collaboration with the Board of County Commissioners.

Unrestricted Expenditures by Account



Dr. Curry gives a lift to the County Commissioners and the County Administrator.

Unrestricted Revenues and Expenditures by Category

| Unrestricted Revenue | Fiscal 2016 Adopted | Fiscal 2017 Adopted | Increase/ (Decrease) | Percent of Total |
|---------------------------------------|-----------------------|-----------------------|----------------------|------------------|
| State | \$ 77,647,821 | \$ 81,047,765 | \$ 3,399,944 | 40.5% |
| Federal | 560,000 | 550,000 | (10,000) | 0.2% |
| Local | 2,185,759 | 3,352,818 | 1,167,059 | 1.7% |
| County Appropriation-Operating Budget | 110,121,742 | 109,367,835 | (753,907) | 54.6% |
| County Appropriation- Teacher Pension | 4,754,380 | 5,326,003 | 571,623 | 2.7% |
| Transfers | 532,813 | 605,938 | 73,125 | 0.3% |
| Total Unrestricted Revenue | \$ 195,802,515 | \$ 200,250,359 | \$ 4,447,844 | 100% |

| Unrestricted Expenditures by Category | Fiscal 2016 Adopted | Fiscal 2017 Proposed | Increase/ (Decrease) |
|--|-----------------------|-----------------------|----------------------|
| Administration | \$ 5,538,669 | 6,026,428 | \$ 487,759 |
| Mid - Level Administration | 10,674,978 | 10,943,813 | 268,835 |
| Instructional Salaries & Wages | 76,123,214 | 77,692,226 | 1,569,012 |
| Textbooks & Instructional Supplies | 2,085,802 | 2,201,923 | 116,121 |
| Other Instructional Costs | 1,527,209 | 2,455,504 | 928,295 |
| Special Education | 21,422,811 | 21,570,615 | 147,804 |
| Student Services | 1,381,180 | 1,403,572 | 22,392 |
| Health Services | 1,398,127 | 1,420,623 | 22,496 |
| Student Transportation | 14,606,038 | 14,486,010 | (120,028) |
| Operation of Plant | 15,021,651 | 14,892,134 | (129,517) |
| Maintenance of Plant | 3,187,992 | 3,234,223 | 46,231 |
| Fixed Charges | 42,276,215 | 43,301,206 | 1,024,991 |
| Capital Outlay | 558,629 | 622,082 | 63,453 |
| Total Unrestricted Expenditures | \$ 195,802,515 | \$ 200,250,359 | \$ 4,447,844 |





| | | | |
|---|--|---|---|
| <u>Elementary Schools</u> | | Barstow Elementary School Principal: Michelle Ward 443-486-4770 Fax: 410-535-4069 295 J.W. Williams Road Prince Frederick, MD 20678 Vice Principal: Jenean Deahl | 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: Robert Korsan |
| 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 Hawhurst | Huntingtown Elementary School Principal: Brock Fulton 443-550-9360 Fax: 410-286-4005 4345 Huntingtown Road Huntingtown, MD 20639 Vice Principal: Tammie Rudzinski | Mt. Harmony Elementary School Principal: Charles Treft 410-257-1611, 301-855-5246 Fax: 410-257-1628 900 West Mt. Harmony Road Owings, MD 20736 Vice Principal: Brandi Taeschner |
| Mutual Elementary School Principal: Donna House 410-535-7700 Fax: 410-535-7701 1455 Ball Road Port Republic, MD 20676 Vice Principal: Sherry Mansfield | Patuxent Appeal Elementary Campus Principal: Karen Vogel 410-535-7800 Fax: 410-326-6996 35 Appeal Lane Lusby, MD 20657 Vice Principals: Beatriz Gonzalez-Wilson, Margo Gross | 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: Regina Barnes | St. Leonard Elementary School Principal: Toni Chapman 410-535-7714 Fax: 410-535-7726 5370 St. Leonard Road St. Leonard, MD 20685 Vice Principal: Alkeisha Williams |
| Sunderland Elementary School Principal: Pamela Kasulke 443-550-9390 Fax: 410-286-4006 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 | <u>Middle Schools</u> | Calvert Middle School Principal: Zachary Seawell 443-550-8970 Fax: 410-286-4007 655 Chesapeake Boulevard Prince Frederick, MD 20678 Vice Principal: Craig Jewett |
| Mill Creek Middle School Principal: Rebecca Bowen 410-535-7824 Fax: 410-535-7829 12200 Southern Connector Blvd Lusby, MD 20657 Vice Principal: Bryan Sammons | Northern Middle School Principal: Jamie Webster 410-257-1622, 301-855-5636 Fax: 410-257-1623 2954 Chaneyville Road Owings, MD 20736 Vice Principal: Robert Watson | Plum Point Middle School Principal: Kelley Adams 443-550-9170 Fax: 410-286-4009 1475 Plum Point Road Huntingtown, MD 20639 Vice Principal: Kimberleigh 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 | <u>High Schools</u> | Calvert High School Principal: Steve Lucas 410-535-7330, 301-855-1521 Fax: 410-535-7200 520 Fox Run Boulevard Prince Frederick, MD 20678 Vice Principals: Catherine Sutton, Marcus Watson, Mark Whidden | Huntingtown High School Principal: Rick Weber 443-550-8810 Fax: 410-286-4011 4125 N. Solomons Island Road Huntingtown, MD 20639 Vice Principals: Abbe Gray Loren Grimes, Rob Lawrence, Scott McComb |
| Northern High School Principal: Stephen Williams 410-257-1519, 301-855-6416 Fax: 410-257-1530 2950 Chaneyville Road Owings, MD 20736 Vice Principals: Michelle Bell, Larry Butler, James Carpenter, Trey Sirman | Patuxent High School Principal: Sabrina Bergen 410-535-7865, 410-326-9234 Fax: 410-535-7875 12485 Southern Connector Blvd Lusby, MD 20657 Vice Principals: Francis Forrest, Mark Gladfelter, Anne Rickwood | <u>Additional Schools</u> | |
| | | Calvert Country School Principal: Marcie Hough 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 |

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:
 Ms. Laveeta Hutchins
 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.

Members of the Board of Education

Tracy H. McGuire
President

Pamela L. Cousins
Vice President

Kelly D. McConkey
Member

William J. Phalen
Member

James C. Piatt
Member

Lucie O. Roach
Student Member

Daniel D. Curry
Secretary-Treasurer and
Superintendent of Schools

