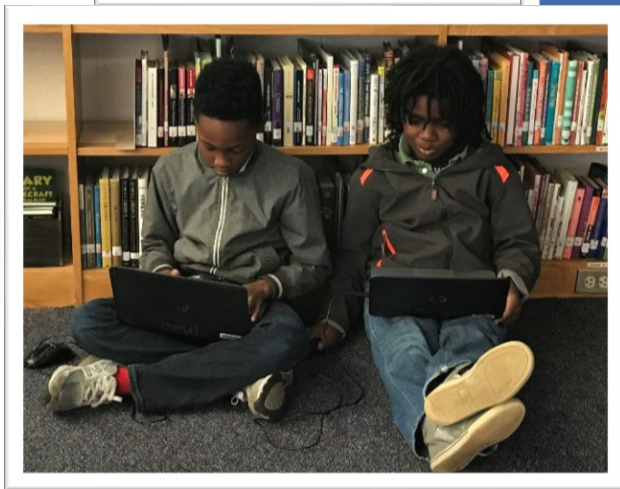
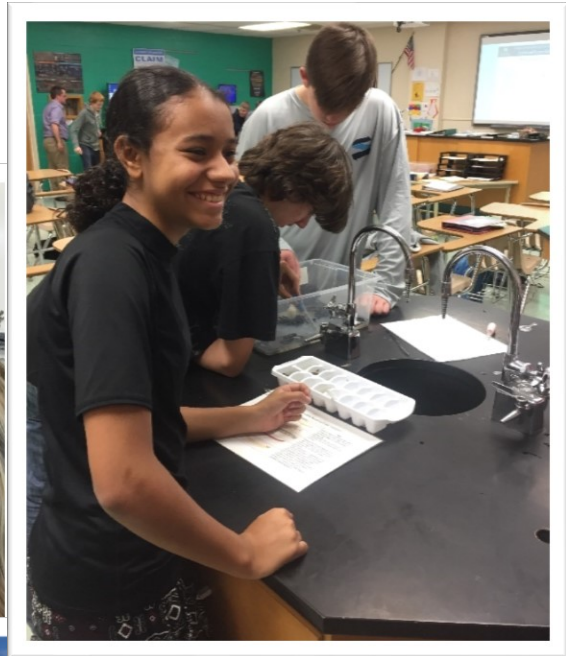


CALVERT COUNTY PUBLIC SCHOOLS ANNUAL REPORT

2017



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

March 2018

Dear Calvert County Citizens:

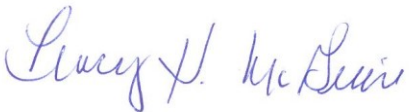
This 2017 *Annual Report* offers a brief snapshot of our school system. In this document, we provide a variety of facts and figures about our schools, students, employees, and finances. Certainly, both strengths and areas for improvement are evident in the information that is reported. Our goal is to help our students grow, develop and become graduates who are responsible citizens and who will have choices and skills needed for their future.

2017 was a great year for Calvert County schools. Enrollment loss was greatly diminished, financial support has been stabilized due to a new funding formula, employee pay schedules are being restored and graduation rates continue to rise.

The Board has invested significantly in making our schools safer and has plans to continue with modified school entrances and security camera systems.

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

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. Last year, nearly 400 students earned college credit while in high school through a dual enrollment program with the College of Southern Maryland.



The Career and Technology Academy (CTA) offers fifteen 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

- 15,908 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
- 20% of students receive free or reduced-price meals

Demographics

- 71% White
- 13% African American
- 9% Two or More Races
- 6% Hispanic
- ≤5% Asian
- ≤5% American Indian
- ≤5% Hawaiian/Pacific Islander

Our Teachers

1,094, including deans, school counselors, and library media specialists

- 96 new hires for school year 2017-2018
- 64% have Master's and Doctorate degrees
- Starting salary with a Bachelor's degree: \$45,496
- 2% are in their first year of teaching
- 31% have 20 or more years of experience
- 8% have 30 or more years of experience

Kelly Raby: 2017 Teacher of the Year



“Kelly Raby’s persistence, dedication and passion for helping students learn have changed the culture of teaching at Windy Hill Elementary,” said Principal Kelly Cleland. If the measure of excellence is student performance, Ms. Raby’s students top the charts. However, not only do her students excel in meeting their goals, the teachers at Windy Hill Elementary excel in their learning. In every classroom, you will see evidence of Mrs. Raby’s teaching. She has worked extensively with Windy Hill teachers, helping each of them learn and implement SIOP strategies in their classrooms to unlock language for all students.

Terri Franklin: 2017 Educational Support Person of the Year



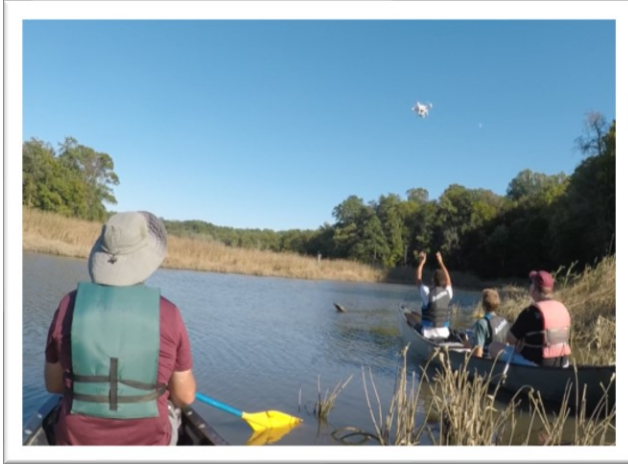
Terri Franklin, administrative secretary at Northern Middle School, “keeps the school running like a well-oiled machine,” according to her principal, Jaime Webster. “Mrs. Franklin does more multi-tasking before 7:10 a.m. than many people do all day. She never steers any of us wrong and will do anything she can to help staff, students, and community members.”

Mrs. Franklin is the first person to greet members of the community when they call or visit Northern Middle. In the busy front office, Mrs. Franklin is consistently pleasant and professional.

In addition to her duties as a secretary, she also supports coaches and athletes through her work as one of the school’s Athletic Directors. Mrs. Franklin enhances Northern Middle with her patience, organization, and compassion. She brings the ROAR to Bobcat Nation!

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.

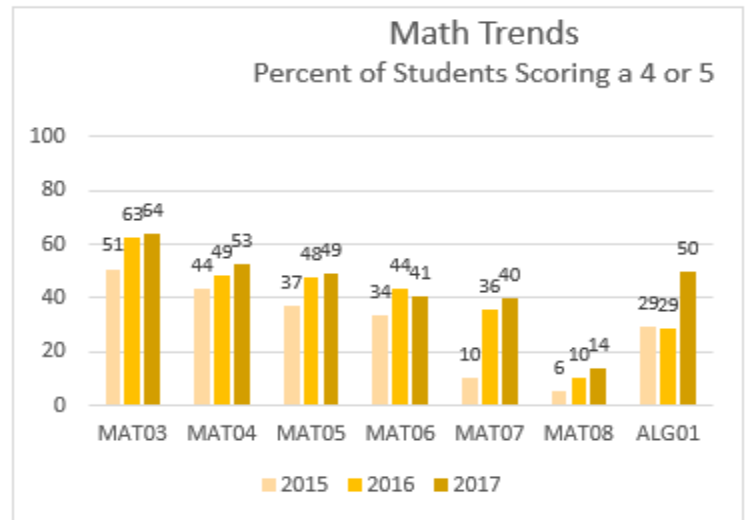
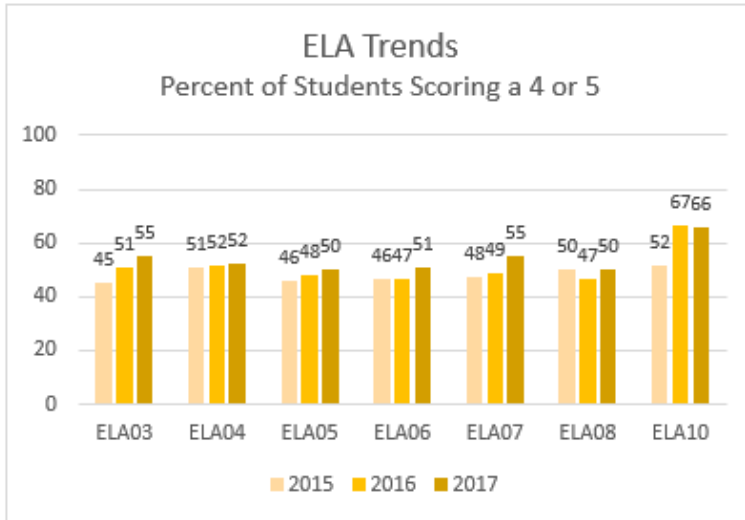


Clockwise from top left: 1. The Calvert County Natural Resources Division granted special permission to conduct a research project to CHESPAX and the Calvert High Drone Team. 2. Staff from the State's Attorney's office served as mentors to students interested in the law. 3. Several schools partner with Farming 4 Hunger. Students volunteer and participate in youth outreach programs. 4. Bayside Auto Group is a sponsor of the Teacher of the Year program.

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 level, however, only tells part of the story of student learning, particularly among certain groups of students. For example:

- In 2016-2017, our underperforming groups accelerated their learning as much or more than their counterparts, almost across the board.
- Middle school teachers saw students with an IEP or 504 moving forward at a higher rate than those students without an IEP or 504.
- The achievement of students with IEPs and African American students grew at a higher rate than that of their peers in both math and ELA at the elementary level.
- Calvert County students have moved forward dramatically when compared with others in Maryland and in the PARCC consortium.

SAT Scores

Calvert County student results on the SAT for the class of 2017 set a new baseline in both English language arts and math as the national exam underwent its second major revision in 11 years. The College Board dropped a required separate writing test, which it added about a decade ago, and changed other facets of the national exam.

Among 2017 graduates, 778 students—or 61% of the class—took the new SAT. The mean total score for Calvert County is 1104. The mean score for the Evidence-Based Reading and Writing section is 556, compared to 528 in Maryland and 527 nationwide. The mean score for math is 548, with an average of 518 in Maryland and 517 nationwide.

Each of the two sections of the SAT is scored on a 200- to 800-point scale.

The new SAT was first administered in March 2016. The class of 2017 was the first graduating class in which the majority of test takers—93% of the nationwide cohort—took the new SAT. While these performance results cannot be compared to those of previous years, they serve as the baseline for the new SAT for future year-to-year comparisons.



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.



2013	2014	2015	2016	2017
91.75	94.09	94.19	94.48	94.62

Strategic Plan

In the late winter of 2017, CCPS embarked on a strategic planning process. As part of the process, a 12-member Steering Committee was created to serve as the project owners for developing the strategic plan, which included leaders and staff from the central office, schools, union leaders, and the Board of Education. This diverse group brought together the unique perspectives needed to ensure that the work was applicable and meaningful to all system stakeholders.

This Steering Committee was responsible for reviewing data and the needs of CCPS to identify the district's guiding principles and priorities. In addition to formulating the strategic plan, the Steering Committee was tasked with engaging parents, community leaders, school employees, students, and others to participate in thoughtful dialogue regarding the goals and priorities of CCPS.

The five priorities that were identified by the Steering Committee will guide the work of the school system for the next several years.

Priority Area: Equity

Calvert County Public Schools will:

- Provide equitable learning opportunities to all students in order help them become determined, independent, and successful learners;
- Promote a culturally responsive workforce; and
- Promote equitable allocation of resources that is transparent and is clearly communicated.

Priority Area: Student Outcomes

Calvert County Public Schools will:

- Promote the growth for all students;
- Eliminate all achievement gaps;
- Enhance opportunities for high ability learners to thrive and be academically challenged;
- Prepare students for postsecondary education and/or career-focused options; and
- Support the expansion and integration of digital learning to enable all students to be connected to the world and prepare them to be 21st century learners.

Priority Area: Climate and Culture

Calvert County Public Schools will:

- Integrate students' social-emotional and behavioral learning into daily instruction;
- Provide a nurturing, respectful and safe environment for all; and
- Build and nurture the wellness and morale amongst staff.

Priority Area: Workforce

Calvert County Public Schools will:

- Enhance the diversity of its workforce;
- Retain high-quality staff; and
- Provide staff with personalized and differentiated professional learning enabling them to grow and increase student success.

Priority Area: Community Engagement

Calvert County Public Schools will:

- Work to ensure that all staff, families, and community businesses and organizations are actively engaged with the district as advocates, allies and partners to increase equity, access, and results for all students.



Next Steps

It is critical that a strategic plan first determine the way to measure progress against these priorities. To this end, the Steering Committee defined a concise list of external-facing measures to be used for monitoring progress.

Next, through the implementation phase, the district will convert the priorities into initiatives and action steps that can be carried out by various members and departments across Calvert County.



The strategic plan will then contain tangible action steps to help realize the district's theory of action, and measures for monitoring progress in each priority area. The Steering Committee, the Board of Education and CCPS staff members are excited to use this document to guide the district to make impactful changes.

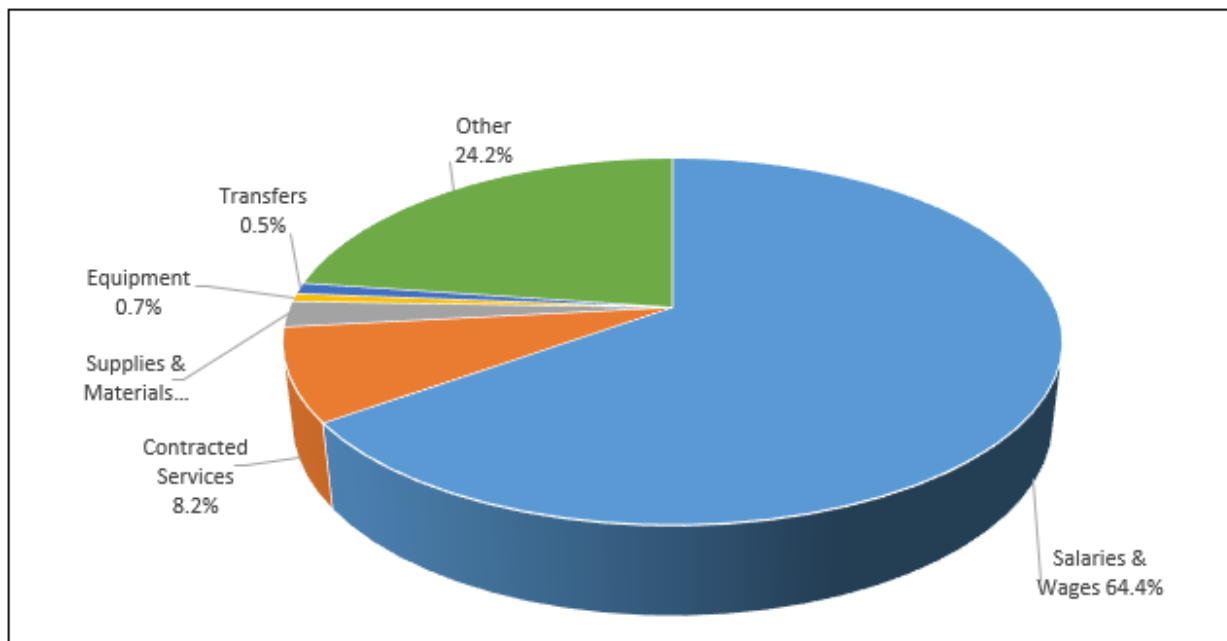
Finances

The Board of Education set three goals when developing the budget for FY 2018. 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



The Community Bank of the Chesapeake made a generous donation of \$50,000 to the newly formed Calvert County School Foundation. The Foundation seeks to secure resources needed to enhance the educational process by supporting activities not typically funded by tax dollars.

Unrestricted Revenues and Expenditures by Category

Unrestricted Revenue	Fiscal 2017 Adopted	Fiscal 2018 Adopted	Amount Inc/(Dec)	Percent of Total
State	\$ 81,047,765	\$ 80,092,426	\$ (955,339)	39.4%
Federal	550,000	605,000	55,000	0.3%
Local	3,352,818	1,054,424	(2,298,394)	0.5%
County Appropriation-Operating Budget	109,367,835	115,675,821	6,307,986	57.0%
County Appropriation- Teacher Pension	5,326,003	4,994,291	(331,712)	2.5%
Transfers	605,938	650,000	44,062	0.3%
Total Unrestricted Revenue	\$ 200,250,359	\$ 203,071,962	\$ 2,821,603	100%

Unrestricted Expenditures by Category	Fiscal 2017 Adopted	Fiscal 2018 Adopted	Increase/ (Decrease)
Administration	\$ 6,026,428	\$ 6,226,065	\$ 199,637
Mid - Level Administration	10,943,813	11,178,755	234,942
Instructional Salaries & Wages	77,692,226	79,843,150	2,150,924
Textbooks & Instructional Supplies	2,201,923	2,345,928	144,005
Other Instructional Costs	2,455,504	2,230,368	(225,136)
Special Education	21,570,615	22,702,682	1,132,067
Student Services	1,403,572	1,634,390	230,818
Health Services	1,420,623	1,446,318	25,695
Student Transportation	14,486,010	14,507,077	21,067
Operation of Plant	14,892,134	14,943,875	51,741
Maintenance of Plant	3,234,223	3,306,316	72,093
Fixed Charges	43,301,206	41,995,489	(1,305,717)
Capital Outlay	622,082	711,549	89,467
Total Unrestricted Expenditures	\$ 200,250,359	\$ 203,071,962	\$ 2,821,603





<u>Elementary Schools</u>		Barstow Elementary School Principal: Michelle Ward 443-550-9510 Fax: 410-286-4010 295 J.W. Williams Road Prince Frederick, MD 20678 Vice Principal: Jenean Deahl	Beach Elementary School Principal: Michael Shisler 443-550-9520 Fax: 410-286-4014 7900 Old Bayside Road Chesapeake Beach, MD 20732 Vice Principal: Robert Korsan
Calvert Elementary School Principal: Joe Sampson 443-550-9550 Fax: 410-286-4015 1450 Dares Beach Road Prince Frederick, MD 20678 Vice Principal: Eric Ruffo	Dowell Elementary School Principal: Jessica Reynolds 443-550-9480 Fax: 410-286-4016 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 Trefl 443-550-9620 Fax: 410-286-4017 900 West Mt. Harmony Road Owings, MD 20736 Vice Principal: Brandi Taeschner
Mutual Elementary School Principal: Donna House 443-550-9650 Fax: 410-286-4018 1455 Ball Road Port Republic, MD 20676 Vice Principal: Sherry Mansfield	Patuxent Appeal Elementary Campus Principal: Karen Vogel 443-550-9710 Fax: 410-286-4020 35 Appeal Lane Lusby, MD 20657 Vice Principals: Beatriz Gonzalez-Wilson, Margo Gross	Plum Point Elementary School Principal: Beth Morton 443-550-9730 Fax: 410-286-4021 1245 Plum Point Road Huntingtown, MD 20639 Vice Principal: Regina Barnes	St. Leonard Elementary School Principal: Kim Harris 443-550-9760 Fax: 410-286-4022 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: Jason Patton	Windy Hill Elementary School Principal: Kelly Cleland 443-550-9790 Fax: 410-286-4023 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 443-550-9190 Fax: 410-286-4024 12200 Southern Connector Blvd Lusby, MD 20657 Vice Principal: Bryan Sammons	Northern Middle School Principal: Jamie Webster 443-550-9230 Fax: 410-286-4025 2954 Chaneyville Road Owings, MD 20736 Vice Principal: Danielle Swann	Plum Point Middle School Principal: Kelley Adams 443-550-9170 Fax: 410-286-4009 1475 Plum Point Road Huntingtown, MD 20639 Vice Principal: Lisa Yankanich	Southern Middle School Principal: Mandy Blackmon 443-550-9250 Fax: 410-286-4026 9615 H.G. Trueman Road Lusby, MD 20657 Vice Principal: Travis Mister
Windy Hill Middle School Principal: James Kurtz 443-550-9310 Fax: 410-286-4027 9560 Boyd's Turn Road Owings, MD 20736 Vice Principal: Kimberleigh Booros	<u>High Schools</u>	Calvert High School Principal: Steve Lucas 443-550-8880 Fax: 410-286-4032 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 443-550-8950 Fax: 410-286-4034 2950 Chaneyville Road Owings, MD 20736 Vice Principals: Michelle Bell, Larry Butler, James Carpenter, Trey Sirman	Patuxent High School Principal: Sabrina Bergen 443-550-8840 Fax: 410-286-4036 12485 Southern Connector Blvd Lusby, MD 20657 Vice Principals: Francis Forrest, Larry Gladfelter, Anne Rickwood	<u>Additional Schools</u>	
		Calvert Country School Principal: Marcie Hough 443-550-9910 Fax: 410-286-4038 1350 Dares Beach Road Prince Frederick, MD 20678	Career and Technology Academy Principal: Mark Wilding 443-550-9940 Fax: 410-286-4039 330 Dorsey Road Prince Frederick, MD 20678 Vice Principal: Anthony Barone

Nondiscrimination 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, gender identity and expression, 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
443-550-8000

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.

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Members of the Board of Education

Tracy H. McGuire
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