

Calvert County PUBLIC SCHOOLS ANNUAL REPORT

2018-2019



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

June 2019

Dear Calvert County Citizens:

This *Annual Report* for the 2018-2019 school year 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.

Our Board of County Commissioners has been very supportive of school funding over the years, and we appreciate that support. The Calvert County Board of Education and the Commissioners have agreed upon a formula for local funding that holds the district harmless for any loss of enrollment; however, the September 30, 2018 enrollment shows an increase of 40.5 students. This results in more local funding for increased enrollment. Fiscal Year 2020 is year three of a four-year agreement for this formula.

As we look ahead to next year, our budget priorities include:

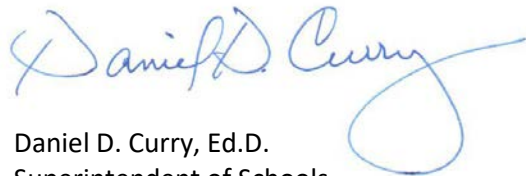
- Fully funding our employee contracts which call for a step and a 1% COLA;
- Supporting the five priorities of our Strategic Plan;
- Increasing support for schools with more challenging populations; and
- Year two of a three-year plan to put a laptop in the hands of each student in grades 3-12.

The employees of Calvert County Public Schools have worked hard this year to provide the community with exemplary service and the result has been outstanding student achievement and unprecedented graduation rates. We commit to you that such service will continue. We will continue to move forward and maintain a tradition of excellence.

Sincerely,



Dawn C. Balinski
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

- Equity
- Student Outcomes
- Climate and Culture
- Workforce
- Community Engagement



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.



Left to right: Dean Jones, 2018 Educational Support Person of the Year; Dr. Melaney Sanchez, 2018 Teacher of the Year; Dr. Daniel Curry, Superintendent

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 2015 graduates—enroll in college within two years of graduation. To prepare for college, over 40% of CCPS 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

- 70% White
- 13% African American
- 9% Two or More Races
- 6% Hispanic
- ≤5% Asian
- ≤5% American Indian
- ≤5% Hawaiian/Pacific Islander

Our Teachers

1,172, including deans, school counselors, and library media specialists

- 85 new hires for school year 2018-2019
- 67% have Master's and/or Doctorate degrees
- Starting salary with a Bachelor's degree: \$45,496
- 7% are in their first year of teaching
- 33% have 20 or more years of experience
- 9% have 30 or more years of experience

Dr. Nathan Kimbro: 2019 Teacher of the Year



Dr. Nathan Kimbro has been the behavior development teacher at Huntingtown High since the school opened in 2004. He does a masterful job working with students who are facing challenges, teaching them not only academics but how to make decisions, control their emotions, and navigate the complex world of adolescence. Dr. Kimbro's enthusiasm for his work and concern for his students has enabled him to build strong, positive relationships with staff and students. He also makes an impact outside of the classroom by sponsoring the BROs Club for young African American male students, and he has been a frequent leader of school and county professional learning. According to Principal Rick Weber, Dr. Kimbro's positive attitude is infectious and has helped make Huntingtown High School a better place to work and learn.

Regina Hagelin: 2019 Educational Support Person of the Year



As an instructional assistant at Mill Creek Middle School, Regina Hagelin is known as the Intervention Goddess. She hurries from class to class to run small groups or provide extra help so that her students experience success. She ensures that the interventionists have the necessary materials to run groups effectively and schedules data collection sessions. More than that, though, Principal Rebecca Bowen says she is a great listener, a kind soul, and a hard worker. Most importantly, she is an advocate for all children. Ms. Hagelin is always the first person to offer her support and assistance to her colleagues yet expects nothing in return. Her kind heart and her dedication to the students of Mill Creek make her one of the most respected members of the 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.



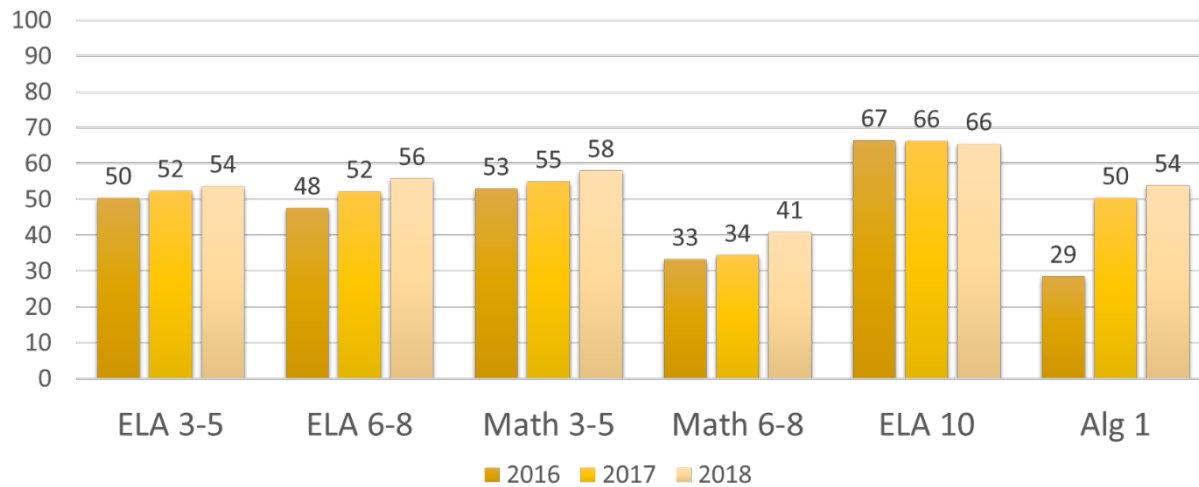
Clockwise from top left: 1. Third graders work with naturalists from the Calvert County Natural Resources Division to determine whether the environment at Flag Ponds has adequate food to support a population of terrapins. 2. The nonprofit group Farming 4 Hunger donated Tower Gardens to every elementary school. 3. The English Language Arts supervisors partnered with Calvert Library to host the 2nd Annual Calvert Writes! Spring Showcase. 4. Bayside Auto Group is a sponsor of the Teacher of the Year program by providing a car to both the Teacher of the Year and Educational Support Person of the Year.

Achievement Data

PARCC

Calvert County students have shown consistent improvement on the Partnership for Assessment of Readiness for College and Careers (PARCC) assessments in 2018. 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.

Maryland is transitioning to the Maryland Comprehensive Assessment Plan (MCAP), which will include math, English language arts, science, and social studies assessments.



Maryland's Accountability System

Maryland's accountability system measures school and school district performance. It provides information to educators, parents, and the public about each school and paves the way for improvement. Through a strong accountability system, stakeholders gain an understanding of how schools are doing and where support is needed for schools to perform better. Every school in the state is assigned a star rating, which highlights the overall performance of the school on academic performance and school quality indicators.

In the first year of Every Student Succeeds Act (ESSA) reporting, Calvert County had two three-star schools, eleven 4-star schools, and 9 five-star schools.

Detailed information for each school may be found at www.mdreportcard.org.

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 class of 2018 scored higher on both the Evidence-Based Reading and Writing and math portions of the test, surpassing their peers in Maryland and nationwide. Among 2018 graduates, 815 students—or 66% of the class—took the SAT. Each of the two sections of the SAT is scored on a 200- to 800-point scale.

	2017	2018	Change
Evidence-Based Reading and Writing	556	568	+12
Mathematics	548	557	+9



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.

Year	2014	2015	2016	2017	2018
Rate	94.09	94.19	94.48	94.62	93.94

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

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.

Priority Area: Equity

In support of this area, CCPS has:

- Enhanced our building-level Equity Teams;
- Created a 5-year plan to address cultural proficiency;
- Continued to build understanding of culturally responsive instruction; and
- Incorporated Social Justice Standards into curricula.

Priority Area: Student Outcomes

In support of this area, CCPS has:

- Expanded all curricula to include scaffolds and extensions to meet the needs of all students;
- Conducted Learning Focused professional development; and
- Allowed autonomy in schools to utilize staff, implement alternative scheduling, implementing research-based programs for academics, social/emotional, relationship building efforts, supplemental grants.

Priority Area: Climate and Culture

In support of this area, CCPS has:

- Implemented district-wide social emotional learning program for all elementary schools, with targeted interventions for secondary schools;
- Studied climate survey results and discipline and academic data to institute targeted services;
- Created a wellness coordinator position at each school to maintain a healthy school environment; and
- Continued to focus on school safety, including participation in a statewide alert system, to enhance the safety of students, staff, and our community, as well as differentiated staff development on dealing with a school crisis.

Priority Area: Workforce

In support of this area, CCPS has:

- Offered contracts to individuals in high need areas;
- Developed a pool of candidates to be considered for future positions from the on-site recruitment fairs;
- Explored a partnership with CSM that will support the “Grow Our Own” initiative; and
- Continued recruitment efforts at colleges and universities.



Priority Area: Community Engagement

In support of this area, CCPS has:

- Conducted the Online Partners in Education Questionnaire;
- Built relationships with local businesses and organizations to provide benefits, incentives, and resources for students and staff;
- Provided equity training for leaders of parent organizations;
- Provided community members opportunities to meet with Board members; and
- Held regular meetings of the Citizen Advisory Committee.

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.

The strategic plan contains 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.



The first annual update to the Board of Education about progress toward meeting the goals of the Strategic Plan is available on the district website: www.calvertnet.k12.md.us.

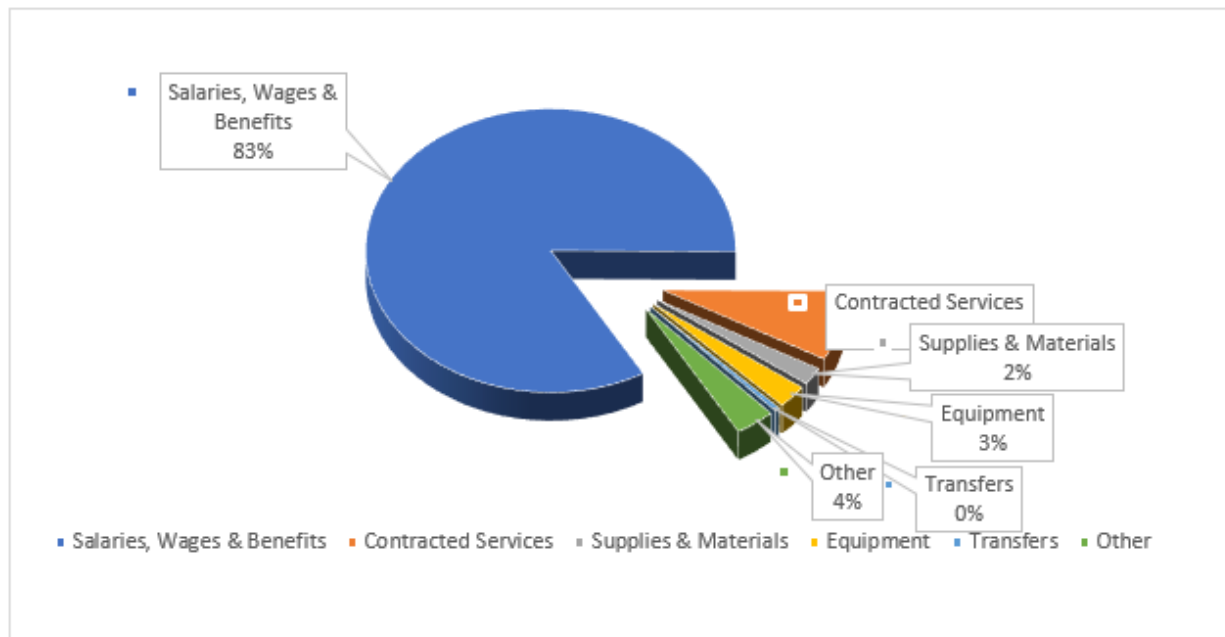
Finances

The Board of Education set four goals when developing the budget for FY 2020. They are:

- Fully funding employee contracts, which call for a step and a 1% COLA;
- Supporting the five priorities of our Strategic Plan;
- Increasing support for schools with more challenging populations; and
- Funding year two of a three-year plan to put a laptop in the hands of each student in grades 3-12.

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

Unrestricted Expenditures by Account



For the eighth year in a row, Calvert County Public Schools was recognized for energy conservation through participation in the Demand Response Program, jointly sponsored by CPower, a demand-side energy management company, and the Southern Maryland Electric Cooperative (SMECO). The school system received nearly \$90,000 in rebates and bill credits for reducing energy consumption.

Unrestricted Revenues and Expenditures by Category

Unrestricted Revenue	Fiscal 2018 Adopted	Fiscal 2019 Adopted	Amount Inc/(Dec)	Percent of Total
State	\$ 80,092,426	\$ 80,192,426	\$ 100,000	38.3%
Federal	605,000	575,000	(30,000)	0.3%
Local	1,054,424	1,657,155	602,731	0.8%
County Appropriation-Operating Budget	115,675,821	121,344,519	5,668,698	57.9%
County Appropriation- Teacher Pension	4,994,291	5,023,147	28,856	2.4%
Transfers	<u>650,000</u>	<u>702,000</u>	<u>52,000</u>	<u>0.3%</u>
Total Unrestricted Revenue	\$ 203,071,962	\$ 209,494,247	\$ 6,422,285	100.0%

Unrestricted Expenditures by Category	Fiscal 2018 Adopted	Fiscal 2019 Adopted	Increase/(Decrease)
Administration	\$ 6,226,065	\$ 6,373,962	\$ 147,897
Mid - Level Administration	11,178,755	11,447,194	268,439.00
Instructional Salaries & Wages	79,843,150	81,929,703	2,086,553
Textbooks & Instructional Supplies	2,345,928	2,903,857	557,929
Other Instructional Costs	2,230,368	2,694,063	463,695
Special Education	22,702,682	23,250,897	548,215
Student Services	1,634,390	2,037,974	403,584
Health Services	1,446,318	1,459,013	12,695
Student Transportation	14,507,077	14,487,301	(19,776)
Operation of Plant	14,943,875	15,413,714	469,839
Maintenance of Plant	3,306,316	3,241,086	(65,230)
Fixed Charges	41,995,489	43,430,947	1,435,458
Capital Outlay	<u>711,549</u>	<u>824,536</u>	<u>112,987</u>
Total Unrestricted Expenditures	\$ 203,071,962	\$ 209,494,247	\$ 6,422,285





School Directory

Elementary Schools

Barstow Elementary School

Principal: Michelle Ward
443-550-9510
Fax: 410-286-4010
295 J.W. Williams Road
Prince Frederick, MD 20678
Assistant Principal: Jenean Deahl

Beach Elementary School

Principal: Michael Shisler
443-550-9520
Fax: 410-286-4014
7900 Old Bayside Road
Chesapeake Beach, MD 20732
Assistant Principal: Beatriz Wilson

Calvert Elementary School

Principal: Joe Sampson
443-550-9550
Fax: 410-286-4015
1450 Dares Beach Road
Prince Frederick, MD 20678
Assistant Principal: Eric Ruffo

Dowell Elementary School

Principal: Jason Patton
443-550-9480
Fax: 410-286-4016
12680 H.G. Trueman Road
Lusby, MD 20657
Assistant Principal: Stacy
Hawxhurst

Huntingtown Elementary School

Principal: Brock Fulton
443-550-9360
Fax: 410-286-4005
4345 Huntingtown Road
Huntingtown, MD 20639
Assistant Principal: LaNisha
Robinson

Mt. Harmony Elementary School

Principal: Charles Treft
443-550-9620
Fax: 410-286-4017
900 West Mt. Harmony Road
Owings, MD 20736
Assistant Principal: Brigitt
McGuinness

Mutual Elementary School

Principal: Donna House
443-550-9650
Fax: 410-286-4018
1455 Ball Road
Port Republic, MD 20676
Assistant Principal: Sherry
Mansfield

Patuxent Appeal Elementary Campus

Principal: Karen Vogel
443-550-9710
Fax: 410-286-4020
35 Appeal Lane
Lusby, MD 20657
Assistant Principals: Margo Gross,
Suzanne McGowan

Plum Point Elementary School

Principal: Beth Morton
443-550-9730
Fax: 410-286-4021
1245 Plum Point Road
Huntingtown, MD 20639
Assistant 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
Assistant Principal: Alkeisha
Williams

Sunderland Elementary School

Principal: Pamela Kasulke
443-550-9390
Fax: 410-286-4006
150 Clyde Jones Road
Sunderland, MD 20689
Assistant Principal: Tammie
Rudzinski

Windy Hill Elementary School

Principal: Kelly Cleland
443-550-9790
Fax: 410-286-4023
9550 Boyd's Turn Road
Owings, MD 20736
Assistant Principal: Lisa Morgan

Middle Schools

Calvert Middle School

Principal: Zachary Seawell
443-550-8970
Fax: 410-286-4007
655 Chesapeake Boulevard
Prince Frederick, MD 20678
Assistant Principal: Craig Jewett

Northern Middle School

Principal: Jamie Webster
443-550-9230
Fax: 410-286-4025
2954 Chaneyville Road
Owings, MD 20736
Assistant Principal: Danielle Swann

Southern Middle School

Principal: Mandy Blackmon
443-550-9250
Fax: 410-286-4026
9615 H.G. Trueman Road
Lusby, MD 20657
Assistant Principal: Bryan Sammons

Mill Creek Middle School

Principal: Rebecca Bowen
443-550-9190
Fax: 410-286-4024
12200 Southern Connector Blvd
Lusby, MD 20657
Assistant Principal: Trisha Porter

Plum Point Middle School

Principal: Kelley Adams
443-550-9170
Fax: 410-286-4009
1475 Plum Point Road
Huntingtown, MD 20639
Assistant 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
Assistant Principal: Kimberleigh Booros

High Schools

Calvert High School

Principal: Steve Lucas
443-550-8880
Fax: 410-286-4032
520 Fox Run Boulevard
Prince Frederick, MD
20678
Assistant 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
Assistant 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
Assistant 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
Assistant Principals:
Francis Forrest, Mark
Gladfelter, Anne
Rickwood

Additional Schools

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
Assistant 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 for Civil Rights Complaint Assessment System at: <http://ocracas.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 for Civil Rights Complaint Assessment System at: <http://ocracas.ed.gov> or call 1-800-421-3481.

Members of the Board of Education

Dawn C. Balinski
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Vice President

Inez N. Claggett
Member

Pamela L. Cousins
Member

Tracy H. McGuire
Member

Thomas S. Ridenour
Student Member

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Secretary-Treasurer and Superintendent of Schools