



The Blueprint for Maryland's Future Update for the Board of Education of Calvert County

June 9, 2022



Recent Updates: Accountability & Implementation Board

The Blueprint for Maryland's Future Implementation Planning Series

- On May 20th, AIB announced the Blueprint for Maryland's Future Implementation Planning Series
 - Series of meetings to:
 - Build a common understanding of the Blueprint law and requirements
 - Assist the AIB in developing the Comprehensive Implementation Plan
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Recent Updates: Accountability & Implementation Board

General agenda for June meetings

- Expert speaker provides key research and international best practices
- Kirwan Commission member(s) provide background information on Commissions recommendations and intent
- AIB staff present materials by Pillar (Content Area)
- Discussion to clarify expectations, sequencing, timeline, implementation metrics, and milestones

June 2022 Meetings

- **June 16, 1:30 p.m.**
 - Pillar 3: College & Career Readiness (including CTE)
 - Pillar 5: Governance & Accountability
- **June 23, 1:30 p.m.**
 - Pillar 1: Early Childhood
 - Pillar 4: More Resources for Students Who Need Them
- **June 30, 1:30 p.m.**
 - Pillar 2: High-Quality & Diverse Teachers and Leaders

Recent Updates: Accountability & Implementation Board

General agenda for July/August meetings

- Serve as follow-up work sessions focused on informing the draft Comprehensive Implementation Plan
- AIB staff, MSBE/MSDE, LEA's and many other stakeholders will:
 - review differences in interpretation of the Blueprint law
 - Discuss what good implementation looks like
 - Develop solutions to issues raised but not yet resolved
 - Identify any issues that may require a recommendation for statutory change

July/August 2022 Meetings

- Generally, Thursdays at 1:00 p.m.

Recent Updates: AIB Blueprint Advisory Committees

- The AIB is actively seeking stakeholder applications for advisory committees for Pillars 1-4
- The purpose of the advisory committees is:
 - To channel input from stakeholders representing the rich diversity of Maryland
 - To identify problems, challenges, and barriers that may arise and provide suggestions on how to address them
 - To provide updates to the AIB on how implementation of the Blueprint is progressing
- Each advisory committee will have five stakeholder members
- Advisory committee members serve two-year terms
- Individuals interested in serving on an advisory committee must apply no later than midnight on June 20, 2022
- The link to apply is <https://forms.gle/aJ6647b9nBZaXBSMA>

Five Policy Areas for The Blueprint

Early childhood development and education

Preparation of high-quality and diverse teachers and leaders

Rigorous college and career pathways

Funding to ensure all students are successful

Effective governance and accountability



Goals for Today

Introduce Pillar #2: High Quality
and Diverse Teachers and Leaders


National Board Certification

Progress of the CCPS Blueprint
Pillar #2 Workgroup


Next steps

Pillar #2: High Quality and Diverse Teachers and Leaders

The Maryland Commission on Innovation and Excellence in Education recommended the following:



Making teaching a high-status profession by raising the pay and status of teachers, including a performance-based career ladder, a minimum statewide salary, and salaries comparable to similarly educated professionals



A redesign of schools to be a place where teachers are treated as professionals with a system of incentives and support – a career ladder – to continuously improve their professional practice and the performance of their students

What Are the Guiding Principles for a Career Ladder in the Blueprint?

Progression of teachers in a manner that incentivizes teachers to stay on the teacher track rather than move to the administrator track;

A teacher salary that attracts new teachers to the profession;

A teacher salary that incentivizes existing teachers to opt into the career ladder;

Teacher salary progression as performance increases as demonstrated by a teacher achieving National Board Certification (NBC); and

Incentives that are successful in all school systems

Levels of the Career Ladder

- Level One is a state certified teacher
- Level Two is a teacher pursuing: (i) a Master's Degree; (ii) 30 credits of a program of study approved by the state board, in consultation with the Professional Standards and Teacher Education Board; or (iii) NBC.
- Level Three is: (i) an NBC teacher; (ii) if there is no assessment comparable to NBC for the teacher's subject area, a teacher with an advanced professional certificate or a Master's Degree in the teacher's subject area; or (iii) an assistant principal
- Level Four is: (i) a teacher on the teacher leadership track, in the following tiers: 1. Lead Teacher; 2. Master Distinguished Teacher; or 3. Professor Master Distinguished Teacher; or (ii) a teacher on the administrator track, in the following tiers: 1. Licensed Principal; or 2. Master Distinguished Principal



National Board Certification (NBC)

- NBC means a National Board Certification issued by the National Board for Professional Teaching Standards
- NBC Teacher means a teacher who holds an active National Board Certification

What Is National Board Certification?

- Founded in 1987 by the National Board for Professional Teaching Standards
- NBC is recognized as the "gold standard" in teacher certification
- Five core propositions of NBC:
 - Teachers are committed to students and their learning
 - Teachers know the subjects they teach and how to teach those subjects to students
 - Teachers are responsible for managing and monitoring student learning
 - Teachers think systematically about their practice and learn from experience
 - Teachers are members of learning communities



NATIONAL BOARD
CERTIFICATION


National Board Certification Prerequisites

- Bachelor's degree from an accredited institution
 - Career and Technical Education candidates are not required to hold a bachelor's degree in Maryland
- Three years of successful teaching in one or more early childhood, elementary, middle, or secondary school
 - World Languages candidates must obtain **ATCFL** certificates with ratings of Advanced Low or higher for ACTFL's speaking and writing proficiency assessments
- Valid Maryland professional teaching certificate

NBC Fee Support

- Maryland public school teachers interested in pursuing an NBC will receive funding to cover the cost associated with their National Board candidacy if they meet the eligibility requirements
- This is a shared cost program between the local school system and MSDE
- MSDE will cover 2/3 of program costs and a local school system will cover 1/3 of program costs (unfunded mandate)

Calvert County and NBC Certification

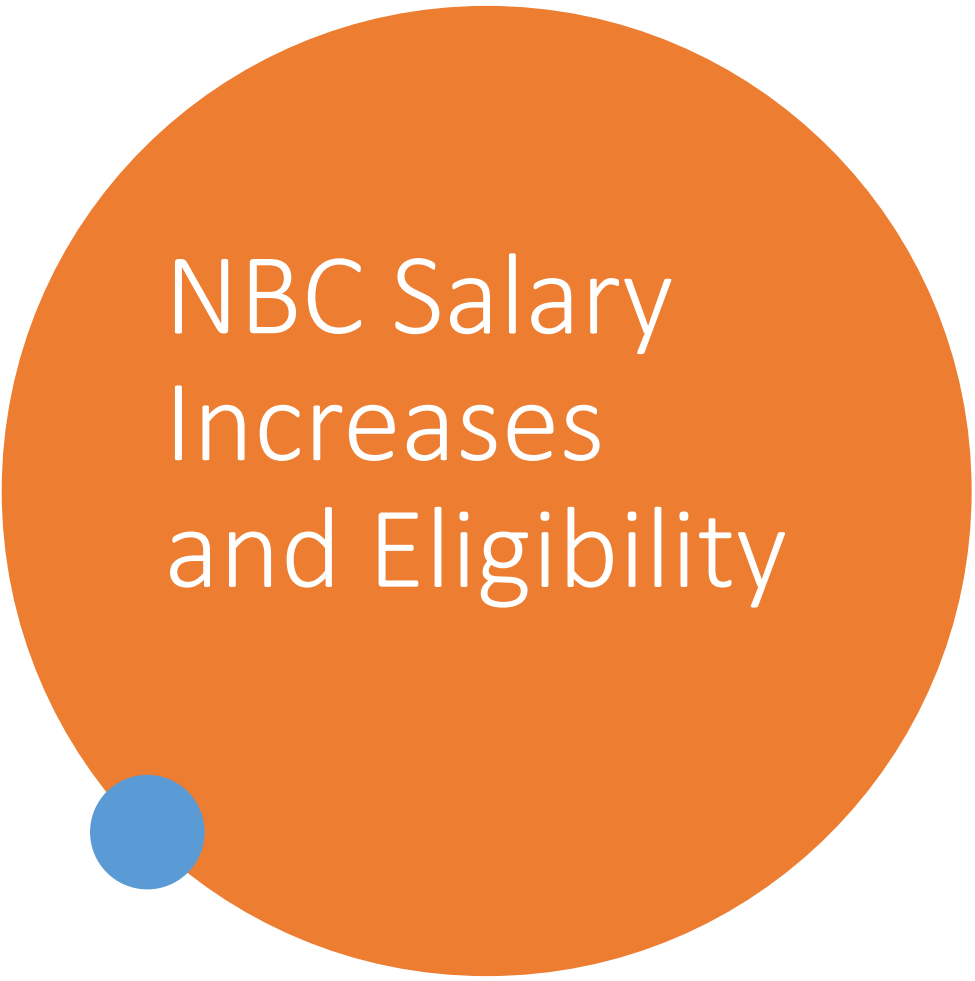
- On October 4, 2021, CCPS held a National Board Certification information session
 - Review of the Blueprint
 - What is National Board Certification
 - Review of the National Board Certification process, including
 - Eligibility prerequisites
 - NBC certification areas
 - Costs
 - Timeline
 - There are currently 54 CCPS teachers pursuing NBC
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MSDE Guidance (Definitions) on Teachers Eligible for NBC salary increases

- **“Teacher”**: a certified public-school employee who is *primarily responsible and accountable* for teaching students in the class.
- **“Certificated”**: an individual holding a Maryland professional teaching certificate
- **“Primarily Responsible and Accountable”**: a teacher of record, or co-teacher (including special education or ESOL teacher) who delivers instruction and is responsible for a student’s or group of student’s academic progress in a Pre-K-12 public school setting, subject to local school interpretation.


MSDE Guidance- Continued

- All teachers in a co-teaching model (including special education or ELL teachers) who may not be a “teacher of record” for the class may be eligible for the NBC salary increase so long as they meet all other eligibility criteria.



NBC Salary Increases and Eligibility

- Eligible NBC teachers shall receive a \$10,000 salary increase effective July 1, 2022
- As NBC incentives are a component of the Career Ladder, NBC teachers will be required to opt into the Career Ladder, effective July 1, 2024
- Career Ladder involves NBC salary increases along with evolving job responsibilities



CCPS Workgroup for Pillar 2

- Analyzing Pillar 2 including an outline of implementation requirements
- Compare requirements of Pillar to our current practices
- Determine what we need to do to address the requirements
- Understand reporting requirements

QUESTIONS

