St. Mary's County Public Schools

OUR ROAD TO RECOVERY

LETTER FROM THE SUPERINTENDENT

The 2020-2021 school year is unlike any other. As the COVID-19 global pandemic continues to impact our communities, education looks a lot different than our traditional model. Most learning occurs online. We have all been working through the most challenging time in public education and we have done so together and remain undaunted. For all the obstacles facing us, teachers and students have pushed forward and made the best of our virtual learning environment. Moreover, they have done so with creativity, care, and commitment. While we have all honed our technology skills, each person in our educational community - our students, our parents and guardians, our teachers and staff, our community members - has worked together.

The 2020 Annual Report reflects the work underway throughout this year on our Road to Recovery. From the beginning of this crisis, stakeholders from across our community came together to develop a roadmap to guide our safe return to school. Moving forward, decisions have been guided by this instrumental Recovery Plan and our local health metrics. The health and safety of our students and staff is paramount. Protocols for cleaning, physical distancing, and facial coverings are embedded in our plan and our daily routines. Each step is dependent on our community, emphasizing more than ever that we are all in this together.

With online learning and hybrid learning as the new norm, technology has become the linchpin of learning - connecting our students and staff. St. Mary's County Public Schools has deployed devices at new heights, with enough laptops and tablets to reach a 1:1 ratio. Additionally, working with the county government, we are well on the road to full broadband access for our students and families. Bridging the technology gap for our students is paramount to ensure equity and access for all students.

We know our support for our students is deeper than the tools they use to learn. We know students' learning is jeopardized with the stressors that come with this pandemic, so caring for their mental health and primary needs is critical. Meals for our students are provided free of charge with "grab-and-go" breakfast, lunch, and dinner that can be picked up at all of our sites throughout the week. Additionally, mental health supports are deployed with both online resources and staffing support.

The St. Mary's County Public Schools community is strong and united in its commitment to support our students. As we move forward, we will emerge fortified by our resolve and our dedication to our students, our staff, and our community.

James Scott Smith
Superintendent of Schools

Recovery Plan Report

The SMCPS Safe Return to School plan provides a roadmap for planning. This plan is guided by the work of the Safe Return to School Planning Committee, and based on direction by the Maryland Roadmap to Recovery, the MSDE Maryland Recovery Plan for Education, and guidance by the CDC and St. Mary's County Health Department.

Guiding Principles for SMCPS Safe Return to School Planning

In the transition to returning students to school safely, actions are guided by key principles:

Health and Safety
The first priority is ensuring the safety of our students and staff who come to school. St. Mary's County Public Schools will make decisions based on the best available information provided by the Health Department, and guided by the direction provided by the Maryland State Department of Education (MSDE).

Equity and Access
As we work to provide educational opportunities for all students, a key element in our planning process is ensuring that learning is both available and accessible for all students. Our planning and implementation gives special attention to diversity, equity, and inclusion goals. The particular access and support required for one student or group may be different from that needed by others. All plans are reviewed through an equity and inclusion lens.

Communication and Engagement
Creating a new school structure requires that we consider the different experiences our students and families have. To that end, giving voice to students, staff, and our families is essential.

Engaging and High Quality Instruction
Instruction looks different. The SMCPS instructional plan provides for both the live, in-classroom instructional delivery process, as well as asynchronous online learning connected to that classroom learning. Instruction is designed to ensure students work toward mastery of the instructional outcomes for their grade level and content.

Technology and Resource Support
In a blended or online learning environment, technology is critical. Students must have a way to access and interact with material, instruction, their fellow students, and teachers.

Meets the diverse learning needs
Multi-model instructional designs will be employed to provide options and resources for students with varying needs through specially designed instruction.

Planning Process & Stakeholder Involvement

This extensive plan involved stakeholders from across the system as well as critical community partners. In total, over 90 stakeholders were involved in the planning process throughout the summer of 2020, representing:
- Parents
- Students
- Teachers
- Education Association Members
- Administrators
- Central Office Staff
- SMC Health Department

These stakeholders participated in four workgroups: Instruction, Services for Students, Supporting Services, and Organizational Support.

Using the Maryland Together roadmap, St. Mary's County Public Schools developed its Fall 2020 Safe Return to School plan based on four pillars: Instruction/Teaching & Learning, Student Services, Supporting Services, and Organizational and System Support.

Cross-Cutting Themes

The foundation of these pillars is the assurance of three key elements that cross each pillar's planning elements:

- Equity: Assuring equity has been addressed as a component piece of each planning element.
- Staff Development: Providing ongoing support for staff in the transition to new processes.
- Stakeholder Input: Providing multiple opportunities for stakeholders (students, staff, families) to provide input throughout the planning process.

Pillar 1 Instruction - Teaching & Learning

- Addressing learning gaps and developing a plan for success and recovery
- Ensuring the alignment of curriculum and instruction to State standards
- Providing ongoing professional development for staff
- Developing plans for the continuation of student programs

Pillar 2 Student Services

- Developing a system for monitoring attendance in blended and online environments, where needed
- Ensuring Special Education/504/ADA support for students
- Providing counseling and mental health services
- Coordinating with the Health Department for safe practices

Pillar 3 Supporting Services

- Ensuring clean and healthy environments
- Providing ongoing food and nutrition services
- Developing multiple transportation plans
- Developing plans for the deployment of instructional technology
- Developing plans for athletics and student performance groups

Pillar 4 Organization and System Support

- Providing ongoing communications and messaging
- Creating healthy environments
- Developing multiple models for scheduling
- Developing plans for substitute and staffing support

The health and safety of our students and staff is our primary focus. We will rely on the guidance provided by the CDC and our local Health Department to make sure students and staff are safe when entering school buildings.

These include:

HAND WASHING
Promoting frequent hand washing throughout the day, especially before and after meals.

PHYSICAL DISTANCING
Emphasizing increased spacing in the building and in classrooms with fewer students in spaces, and reducing the number of students/staff congregating as appropriate.

CLEANING
Cleaning and disinfecting facilities, buses, with an emphasis on frequently touched areas.

FACE COVERINGS
Wearing masks during the school day and on buses.

HAND SANITIZER
Providing hand sanitizer and hand sanitizing stations, as appropriate, at building entrances and in classrooms and shared spaces.

TRAINING
Providing ongoing training on COVID-19 prevention practices, including social distancing and face-covering use. Signage and ongoing communication will supplement and reinforce training.

Collaboration with Health Department

SMCPS will coordinate its response with the local Health Department. Exclusion, quarantine and return to school for a person with laboratory-confirmed COVID-19 or persons with symptoms of COVID-19 like illness is based on CDC and Maryland Department of Health/Maryland State Department of Education guidance and is to be implemented by local school systems in collaboration with the local Health Department.

Phased-in Scheduling

SMCPS is implementing a multi-stage process for phasing in the scheduling of students to safely return to schools for the 2020-2021 school year.

Stages include:
- Beginning with online learning with consideration for students receiving specialized services
- Sequencing bringing in grade-level groups starting with Kindergarten, 6th, 9th, 12th grade
- Monitoring and adding additional grades until all levels are back Pre K-12.

Initially, the school year began with a virtual-only instructional model given the current public health conditions. This allowed time to safely begin instruction with the online platform, to plan for the needs of our families, and to provide sufficient support and training for staff and students on new COVID-19 protocols.

From this point, SMCPS provided for a phased-in process for students to re-enter, following alternating schedules as described below.

Decision Making:
Phases are reviewed periodically to determine next steps for each grade level or age transition.

Phases are adjusted based on changing public health conditions and implementation experience.

Sequencing:
Students in specific special education programs and students new to a school level (Prekindergarten, Kindergarten, 6th, and 9th) are the first returning to school.

Phase 1
Regional Programs: SAIL, COMPASS

Students in these programs continue with their regular schedule with in-person instruction being delivered each school day (Monday-Thursday). They remain in this 4 day/week schedule throughout the following phases as well.

Phase 2
Students by grade cohort return: Head Start and PreK, Grades K, 1, 6, 9, 12

Head Start and PreK return with AM and PM sessions for in-person instruction Monday-Thursday.

Grades K, 1, 6, 9, and 12 begin the hybrid model with in-person instruction 2 days per week with the A group attending Monday and Wednesday and the B group attending Tuesday and Thursday. Fridays will remain an online work day with dedicated office hours and opportunities for intervention and enrichment as well as professional development and instructional planning.

Phase 3
All remaining students return.

Head Start and PreK continue with AM and PM sessions-for in-person instruction Monday-Thursday.

All grades, K-12, begin in-person instruction 2 days per week with the A group attending Monday and Wednesday and the B group attending Tuesday and Thursday. Fridays remain an online work day with dedicated office hours and opportunities for intervention and enrichment as well as professional development and instructional planning.

Key Metrics to Guide Reopening

The Maryland Department of Health and the Maryland State Department of Education have presented county-specific benchmarks to guide conversations among local officials regarding in-person instruction. They are based on metrics that, taken together, reflect the levels of community transmission, including test positivity and case rates. Schools retain flexibility to make decisions that best meet the educational needs of their students while taking into account the level of community spread and their capacity to implement the guidelines.

Throughout the reopening process, SMCPS has used the metrics and guidance provided by the Governor's office and MSDE to determine the progression of each phase of in-person and hybrid learning.

These metrics include the testing positivity rate and the new case rate, per 100,000.

The graphic below provides health metrics to guide school reopening decisions.
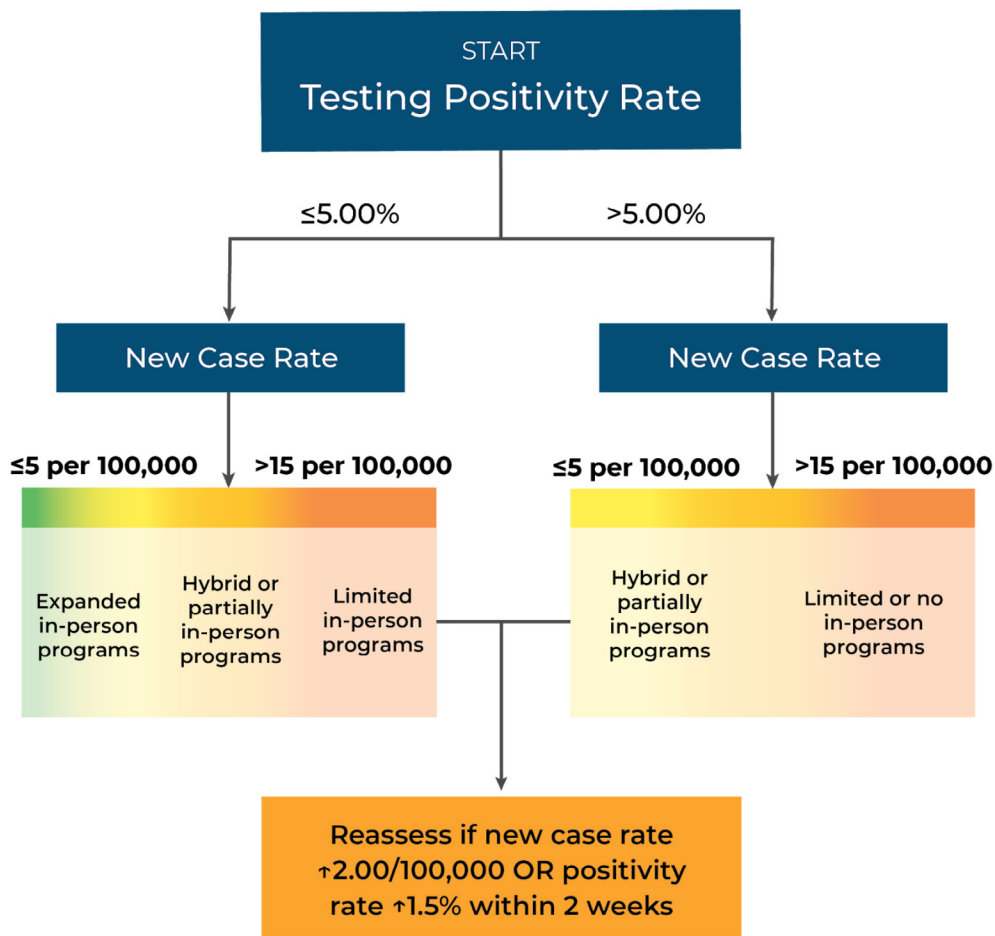
Online Learning

Instruction is designed with online learning as its backbone using the Schoology Platform.
Schoology is the Learning Management System being used by SMCPS for the 2020-2021 School Year.

Schoology provides students with personalized learning experiences. It allows students to keep resources and school materials available to access online, at any time. It also provides students with the opportunity to engage in their classes no matter where their learning is taking place.

Quality Instruction

SMCPS has aligned all course materials to the Maryland College and Career Ready Standards PreK-12 in all content areas and state frameworks have been followed and utilized for each content area. The Maryland College and Career Ready Standards (MCCRS) are essential in ensuring that students have a strong command of the skills and understandings which are critical to building the foundational knowledge needed for the success of students. The following are specific details about how each content area in St. Mary's County Public Schools has worked to align their content. Schoology courses have embedded assessments, both formative and summative, to help teachers determine where students are instructionally to identify gaps in learning and intervene, remediate, and recursively teach content in "real time".

Hybrid Classroom Learning

As students return to school, the hybrid learning model includes a rotational schedule for in-person learning with reduced class sizes and reduced numbers of students in the buildings.

To provide for social distancing measures in classrooms, scheduling provides for reduced capacity. The rotational schedule includes two groups - A-Day and B-Day - that will be split in each school alphabetically. Each school roster is reviewed based on where this alphabetical split will be based on numbers, grade level, and families.

97% OF STUDENTS LOG IN TO SCHOOLOGY

Digital Learning

While online, each teacher's class is taught through a closed classroom environment. Online learning includes both face-to-face video instruction, screencasts, provided by the teacher, and interactive instructional activities.

Two key platforms that students access in digital learning are Schoology and Google Meets.

Google Meets

During virtual learning, students engage in synchronous instruction via Google Meets. Google Meets is an online, video conference program that links to students Google accounts. Teachers lead live, interactive instructional sessions with their students. Students can participate in class dialogue, chats, or in breakout rooms. Google Meets can also be linked to Schoology.

Schoology

Schoology is an online learning platform bridging the home-school connection that provides for both "live" (synchronous) instruction, as well as on-demand (asynchronous) instruction. Schoology is the comprehensive Learning Management System (LMS), allowing teachers to build content that can be accessed and delivered in the classroom, while also allowing students the ability to access it from home.

Hybrid Learning

During hybrid learning, teachers continue to have all of the virtual opportunities available and are mastering how best to use the tools to facilitate learning. Teachers instruct students in-person M-Th. Each lesson looks different; simultaneously instructing students virtually for every lesson will be challenging. Teachers can check progress in multiple ways such as Google Meets, email communication, or monitoring progress in Schoology.

Equity and Access

Equity is a guiding principle for our work to ensure that learning is both available and accessible for all students, with special attention to diversity, equity, and inclusion goals. The particular access and support required for one student or group may be different from that needed by others. With that in mind, decisions are reviewed through an equity and inclusion lens.

Our focus is providing access and support in the safest way possible to ensure all students are able to achieve the academic outcomes for their content and grade.

Community Partners

SMCPS welcomes community partners in support of our schools and student programs. The contributions and dedication of our community partners help our students thrive. Business and community partnerships are mutually beneficial: just as our students and staff reap the benefits of relationships with partners, those who provide services and supports also benefit greatly.

Joint Resolution

A Joint Resolution was signed and entered into by and between the St. Mary's County Sheriff's Office, St. Mary's County Public Schools, and the St. Mary's County Health Department. This formalized a parnership to advance equity and racial justice in St. Mary's County.

Technology Deployment

All efforts are made to provide devices and access for students. For students without technology or access, SMCPS has deployed both devices and access points to help our students connect.

SMCPS partnered with St. Mary's County Government to enhance infrastructure supports across the area to connect homes that lacked high speed internet.

DEVICE DEPLOYMENT

- Over 15,000 deployed
- Over 2,000 iPads deployed,
- Over 450 WiFi hotspots deployed

SMCPS Connect

Free WiFi access is now available to all students and staff in the parking lots of nine St. Mary's County Public Schools (SMCPS). Access is restricted to individuals with an official SMCPS email address.

Available SMCPS Connect Locations:

Chopticon HS	Evergreen ES	Leonardtown HS
Dr. JA Forrest Center	GW Carver ES	LM Dent ES
Dynard ES	Great Mills HS	Ridge ES

Mental Health Supports

With schools closed for extended time due to COVID-19, St. Mary's County Public Schools recognizes this time may be a cause of stress and anxiety for both students and their families. SMCPS remains committed to providing you information on available community-based mental and behavioral health resources to assist during this time and has provided resources for students, staff, and families.

Tiered Supports

Mental Health and Social/Emotional Learning Supports are scaffolded based on students needs.

TIER 3

- 1:1 Ongoing Counseling Support
- Referrals to Community-Based Supports

TIER 2

- Lunch Groups
- Skill-Based Groups
- Trauma Groups

TIER 1

- All students can access Social/Emotional Learning Supports
- All counselors are providing counseling support in the virtual and in-person environments
- Google Sites for all students

Staff Support

SMCPS, in partnership with the St. Mary's County Health Department, provides support for students. SMCPS Social Workers provide needed support for students and their families through three paths: 12-Week Program, After Care, and Crisis Intervention/Walk-In Support.

2019-2020
- 561 students accessed services
- 235 completed 12 week program
- 49 aftercare students

Online Resources

As we manage all that 2020 has brought us, SMCPS recognizes our students, our co-workers, and even ourselves have been through a lot during these last few months. Online resources have been developed and shared to provide a one-stop location for information on Mental Health & Wellness. Specific sites for students, parents, and staff include short presentations, videos, and support suggestions to assist each person.

Conscious Discipline

A series of LIVE virtual Conscious Discipline parent workshops taught by Master Instructors, are available in both English and Spanish to provide specific self regulation strategies and support for parents and families.

Meals for Students

The Department of Food & Nutrition Services is dedicated to supporting the students of St. Mary's County Public Schools during this pandemic. It is our goal that no student experience food insecurity during this difficult time while maintaining the budget in a financially responsible manner.

Meal Pickups

As a result of waiver extensions from USDA, breakfast, lunch, supper, and snack pick-up service is offered to all children 18 years of age and under free of charge until June 31, 2021. Meals are offered at all school locations for pick-up.

Two day's worth of meals (breakfast, lunch, supper, and snack) can be picked up on Monday and Wednesday and one day of meals on Friday. Online pre-orders for meals are encouraged but same-day pick-up will be available. Allergy modifications can be made to the daily menu to meet children's dietary requirements. All menus are posted on the SMCPS Food and Nutrition website and on our Nutrislice App.

FACILITIES AND TRANSPORTATION

Transportation

Student transportation capacity is reduced during hybrid learning, with students attending on A and B days. Student seating is dispersed with only one student per seat, and staggared seating. Additionally, all students wear masks througout the bus ride to and from school. High touch areas are cleaned after each route, and all surfaces are cleaned each day.
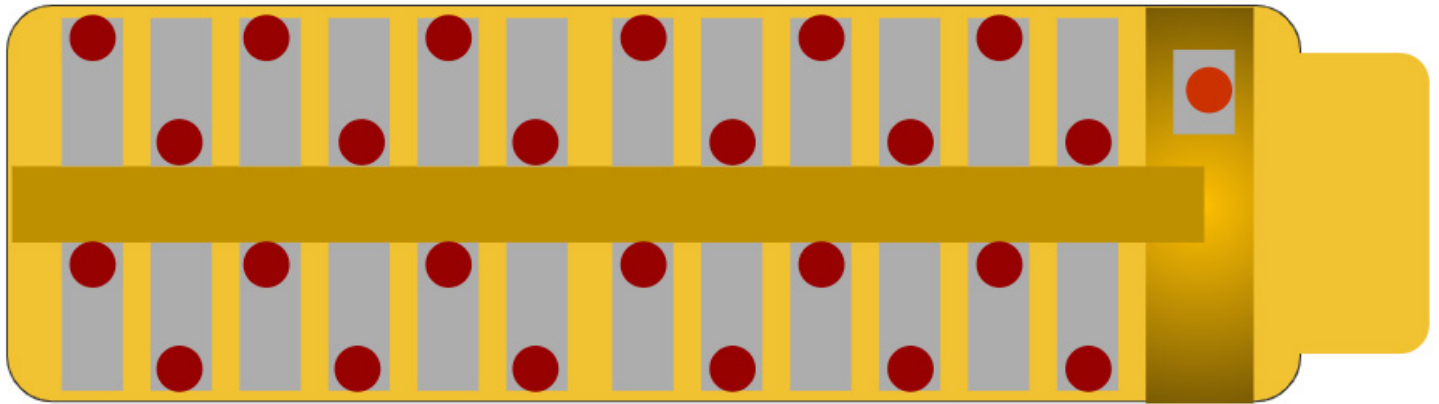
Daily Cleaning

The CDC recommends cleaning and disinfecting frequently touched surfaces within the school and on school buses at least daily or between use as much as possible. In our buildings, areas are cleaned multiple times per day based on staff availability and access to areas, including:

- Doorknobs and push bars
- Light switches
- Soap and paper towel dispenser handles
- Handrails
- Refrigerator handles, vending machine buttons, refrigerator and microwave buttons
- Sink and bathroom fixtures
- Water fountains

Areas cleaned at least once per day include:
- Tables and desks
- Countertops
- Playgrounds
- Trash cans and lids

28 Schools	
Elementary	18
Public Charter	1
Middle	4
High	3
Career & Technology Center	1
Fairlead Academy	1
Enrollment	**17,244***
White	62.7%
African - American	18.33%
Hispanic	7.6%
Asian	<5%
American Indian/Alaska Native	<5%
Native Hawaiian/Pacific Islander	<5%
Two or More Races	8.51%
Students Receiving Special Services	
Title I (Elementary only)	13.48%
Limited English Proficient	<5%
Free/Reduced Meals	34.64%
Special Education	10.52%
Attendance	
Attendance—Elementary	94.4%
Attendance—Middle	93.7%
Attendance—High	92.8%
Student Mobility (SY19)	
Elementary	19.8%
Middle	15.8%
High	14.4%
Our Staff	
Professional Staff	1,491
Classified Staff	780
Teachers' average years of service	13.1

*unofficial

Average Class Size	
Grade Pre-K	17
Grade K	18
Grades 1-2	18
Grades 3-5	20
Grades 6-8	23
Grades 9-12	25.5
Educational Pathways Enrollment*	
Chesapeake Public Charter - Grades K-8	477
Fairlead Academy - I: Grades 9-10	130
II: Grades 11-12	131
J.A. Forrest Center - Grades 9-12	1,044
Academy of Finance - Grades 9-12	100
Academy of Visual & Performing Arts - Gr. 9-11	80
Global & International Studies - Grades 9-12	122
STEM Academies - Grades 4-12	414
Class of 2020	
Graduation Rate (four-year cohort) (Class of 2019)	94.3%
Dropout Rate	3.9%
Attend a 4-year College	35%
Attend a 2-year College	46%
Attend a Trade/Technical School	1%
Enter the Workforce	11%
Enter Military	7%
ELL Program	
Approximately 278 students participate in the program for English Language Learners (ELL)	
Early Childhood	
There are 165 spaces in Head Start, a federally funded early learning program for income eligible 3 and 4-year-olds. There are 810 Pre-K spaces with 760 spaces for half-day and 50 for full-day spaces. There are 68 half day spaces for Pre-K 3. Full day Kindergarten is currently held at all St. Mary's County public elementary schools.	

Maintenance	
Staff	39.85
Work Orders Processed	23,273
Maintenance Dollars Per sq. ft.	$1.34
Sq. ft. of Building Maintained	2,571,404
FY 20 Projects Completed	$1.1 M
Projects in Progress	$1.4 M
Operations	
Staff	136.5
Sq. ft. to building service worker ratio	19,724
Customer Satisfaction Survey Rating	94.1%
Design and Construction	
Staff	4
Projects in Design	6
Projects Under Construction	8
Completed Projects	13
FY 20 Projects Completed	$1.3 M
Transportation	
Staff	9
Buses, Including Field Trip	283
Bus Contractors	42
Miles Traveled Per Year	4,200,000
Food and Nutrition Services	
Staff	125
Breakfasts Served	681,165
Lunches Served	971,982
Capital Planning	
Staff	3.5
State Capital Funds (FY 2020)	$5,380,981
Local Capital Funds (FY 2020)	$12,734,346
Utility Cost Per sq. ft.	$1.98

Supporting Services

Staff of the Division of Supporting Services has worked collaboratively through the local capital improvements program to develop annual funding for replacement of building components that extend the life-cycle of major systems and improve the learning environment. This collaboration has reduced the deferred maintenance of these systems from five years to two years, resulting in improved facilities for our students and staff.

Information Technology Services	
ITS Staff	26
Help Desk Tickets Processed (annually)	11,702
Physical Data Capacity	1,185 Terabytes
Physical Data Used	778 Terabytes
Desktops and Laptops	24,294
Apple iPads	6,062
Internet Bandwidth	4.1 Gbps
Average Wireless Clients (daily)	4,502
Physical and Virtual Servers	370

STAFF HIGHLIGHTS

EXCEPTIONAL STAFF

Each year we not only thank our teachers, but principals, administrative and support staff as well. Every employee makes an important contribution to the success of our students. Presented here are five of our celebrated and hard working staff members from the 2019-2020 school year.

JAKE HEIBEL
Principal
of Great Mills High School
2019-2020 SMCPS
Washington Post
Principal of the Year

ALMA SHEARIN
Instructional Resource Teacher,
Lexington Park Elementary School
2019-2020 SMCPS
Washington Post
Teacher of the Year

KEVIN WRIGHT
Supervisor
of Instruction for Social Studies
2019-2020 SMCPS
Leader of Excellence

DEANETH BROWN-TAYLOR
English/Language Arts Teacher,
Spring Ridge Middle School
2019-2020 SMCPS Maryland
Teacher of the Year

CONGRATULATIONS TO OUR TALENTED STAFF!

CHARLES HERBERT
Building Service Manager,
Leonardtown Middle School
2019-2020 SMCPS
Educational Support Professional
of the Year

Excellence in Online Teaching

Our staff has gone above and beyond during this very challenging time. To recognize our teachers, SMCPS created the Excellence in Online Teaching program.

Throughout the fall, people from across our school communities - parents, staff, and students - submitted nominations of Excellence in Online Teaching.

Nominated staff are highlighted during Board of Education Meetings and through the bi-weekly online newsletter for SMCPS employees - *The Signal.*

1200+ NOMINATIONS

Over 700 Elementary Teacher nominations
Over 500 Secondary Teachers nominations

Over 700 submitted by parents/guardians
Over 300 submitted by students

THANK YOU TO ALL STAFF!

St. Mary's County Public Schools

Fiscal Year 2021 Adopted Budget

Revenues			
Summary of Revenues	FY2021 Unrestricted Revenues	FY2021 Restricted Revenues	FY2021 Total Revenues
Local	$115,661,601	$70,000	$115,731,601
State	111,126,805	8,120,357	119,247,162
Federal	2,745,000	22,571,322	25,316,322
Other	1,537,200	3,764,046	5,301,246
Total Unrestricted and Restricted Funds	**$231,070,606**	**$34,525,725**	**$265,596,331**

Expenditures			
Summary of Expenditures by Object	FY2021 Unrestricted Expenditures	FY2021 Restricted Expenditures	FY2021 Total Expenditures
Salaries & Wages	$134,892,616	$14,800,948	$149,693,564
Contracted Services	24,228,502	6,870,836	31,099,338
Supplies and Materials	6,597,515	5,119,773	11,717,288
Other Charges	6,889,378	1,706,950	8,596,328
Land, Buildings, and Equipment	157,259	227,064	384,323
Transfers	2,131,180	749,349	2,880,529
Fixed Charges	56,174,156	5,050,805	61,224,961
Total Unrestricted and Restricted Funds	**$231,070,606**	**$34,525,725**	**$265,596,331**

Note: Includes Chesapeake Public Charter School

UNRESTRICTED FUNDS

Pie chart 1: 1% Federal, 50% Local, 1% Other, 48% State

● Federal ● Local ● Other ● State

Pie chart 2: 1%, 3%, 3%, 11%, 24%, 58%

● Salaries ● Fixed Charges ● Contracted ● Other ● Supplies ● Transfers
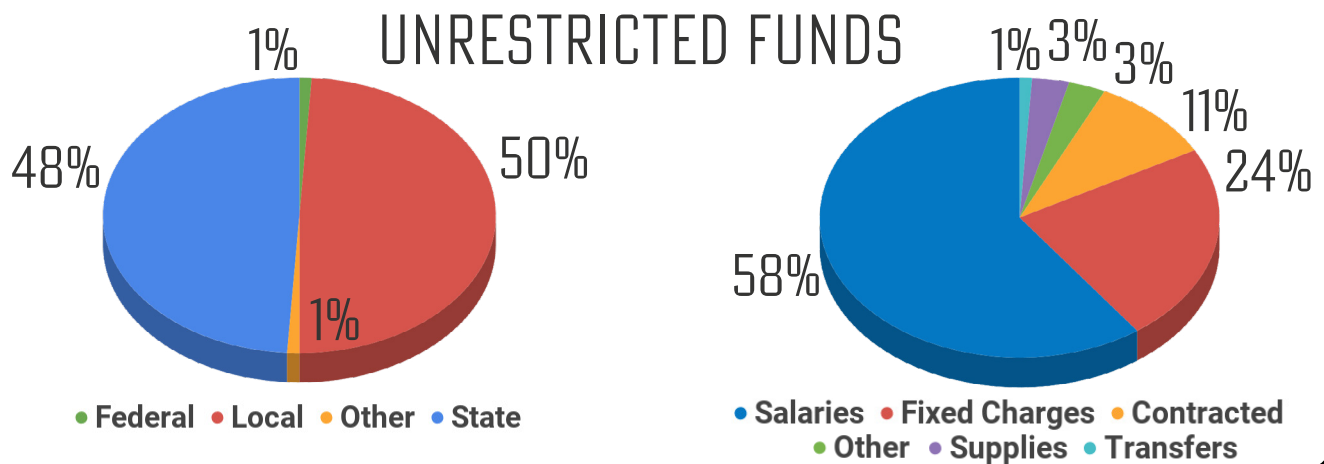
Mrs. Karin M. Bailey
Chairman
District 03
Term Expires 2022

Mrs. Cathy Allen
Vice Chairman
At-Large
Term Expires 2024

Mrs. Mary M. Washington
Member
District 04
Term Expires 2024

Mr. James J. Davis
Member
District 02
Term Expires 2024

Mrs. Rita Weaver
Member
District 01
Term Expires 2022

Ms. Naggena Ohri
Student Member
Term Expires 2021

Dr. J. Scott Smith
Secretary/Treasurer
Superintendent of
Schools

For many current residents, history was made in December 1996, when the county-elected school Board took the helm, ending a long tradition of operating under an appointed Board. St. Mary's County Public Schools is governed by a Board of Education consisting of five members and a nonvoting student representative. The Board of Education of St. Mary's County's power and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the school system. Board of Education members are guardians of the public trust. Through the policies they make, Board members are ultimately responsible for the success or failure of local public education. The Board serves as the advocate for educational excellence for the community's youth and puts those interests first. The policies Boards of Education make dictate the standards and philosophies by which schools are run and the criteria used to judge whether they are being run well.

COMMITTED TO EXCELLENCE
COMMITTED TO ACTION
COMMITTED TO STUDENTS

St. Mary's County Public Schools

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