

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 1: Comply with federal and state mandates of “No Child Left Behind” guidelines.

Strategy 1: SMCPs will establish, implement, and communicate timelines that comply with standards for certification of teachers who are highly qualified

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Communicate to staff the requirements to meet the standards of ‘highly qualified.’	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Create links to the MSDE Certification website	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No cost		\$ No cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	\$
Yearly Total						\$				

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The percentage of teachers who are identified as highly qualified will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 1: Comply with federal and state mandates of “No Child Left Behind” guidelines.

Strategy 2: SMCPSS will assist all staff to meet the standards of “Highly Qualified.”

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide information regarding necessary courses and tuition reimbursement to assist teachers seeking certification.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$	subtotal	\$	subtotal	\$	subtotal	\$
Activity 2										
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide reimbursement for Praxis to staff pursuing certification	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			J	\$ 10,000.00	J	\$ 5,000.00	J	\$ 10,000.00	J	\$ 10,000.00
<input checked="" type="checkbox"/> Grant: Title II, Part A										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 10,000.00	subtotal	\$ 5,000.00	subtotal	\$ 10,000.00	subtotal	\$ 10,000.00
Activity 3										
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide tuition reimbursement for SMCPSS staff to obtain and maintain the standard(s) of highly qualified	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	H	\$ 315,000.00	H	\$ 335,000.00	H	\$ 355,000.00	H	\$ 375,000.00	H	\$ 395,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal	\$ 315,000.00	subtotal	\$ 335,000.00	subtotal	\$ 355,000.00	subtotal	\$ 375,000.00	subtotal	\$ 395,000.00
Yearly Total		\$		\$ 345,000.00		\$ 360,000.00		\$ 385,000.00		\$ 405,000.00

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The percentage of staff who are identified as highly qualified will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 1: Comply with federal and state mandates of “No Child Left Behind” guidelines.

Strategy 2: SMCPs will assist all staff to meet the standards of “Highly Qualified.”

Budget Narrative 3.1.2

In order to meet the standards of ‘highly qualified’ teachers are required to successfully complete a content Praxis test (Educational Testing Service (ETS) as identified by MSDE. In order to assist teachers who have conditional certificates and those who are required to add an endorsement, reimbursement for the assessment is an incentive. Non-certificated employees who need to meet the standards have the option to successfully complete the ParaPro test (ETS). This allotment allows reimbursement for test which deem both certificated and non-certificated staff in meeting the standards identified in NCLB

In order to obtain and maintain the standard of ‘highly qualified,’ all SMCPs staff is eligible to utilize tuition reimbursement. Teachers are provided \$1,900.00 in the 2004-05 budget to continue their education. Non-certificated staffs, primarily instructional para-educators, are eligible for reimbursement at this level if they are pursuing teacher certification. Para-educators who are seeking to obtain and/or maintain the standards of highly qualified are eligible for tuition reimbursement of \$1,000.00.

Budget Narrative Worksheet 3.1.2

Category/ Object	Line Item	Calculation	Amount	In-Kind	Total
J. Other Contracted Services <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	Praxis Reimbursement Allowable Activity: 3.2 Goal 3.1.2.2		\$ 10,000.00		\$ 10,000.00
Fixed Charges (H) <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	Tuition Reimbursement		\$335,000.00		\$335,000.00
	TOTAL		\$345,000.00		\$345,000.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers

Strategy 1: Provide a variety of recruitment incentives to attract and retain highly qualified teachers, particularly in critical shortage areas.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide recruitment stipends for teachers hired in identified 'critical shortage' areas.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	G	\$ 35,000.00	G	\$ 35,000.00	G	\$ 35,525.00	G	\$ 40,000.00	G	\$ 42,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal	\$ 35,000.00	subtotal	\$ 35,000.00	subtotal	\$ 35,525.00	subtotal	\$ 40,000.00	subtotal	\$ 42,000.00
Activity 2										
Facilitate MSDE funded incentive grants, such as 3.5 or better GPA	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No cost		\$ No cost		\$ No cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 3										
Maintain the local contribution to National Teacher Board Certification stipend pay.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	G	\$ 10,000.00	G	\$ 8,000.00	G	\$ 16,000.00	G	\$ 20,000.00	G	\$ 24,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal	\$ 10,000.00	subtotal	\$ 8,000.00	subtotal	\$ 16,000.00	subtotal	\$ 20,000.00	subtotal	\$ 24,000.00
Yearly Total										
		\$ 45,000.00		\$ 43,000.00		\$ 51,525.00		\$ 60,000.00		\$ 66,000.00

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources Denise Raley, Supervisor of Teacher Recruitment	Increase the number of highly qualified teachers who are hired or retained.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers

Strategy 1: Provide a variety of recruitment incentives to attract and retain highly qualified teachers, particularly in critical shortage areas.

Budget Narrative 3.2.1

Each year MSDE complete a Maryland Staffing Report that identifies the areas of critical shortage in teacher hiring. Traditionally, teachers in the fields of Career and Technology, science, math and special education have been areas that have been difficult to fill with teachers who meet the certification requirements in Maryland as well as meet the standards for ‘highly qualified. In order to address this concern, SMCPS has identified stipends for teachers as an additional incentive when hiring teachers in the identified critical shortage areas.

Teachers who achieve National Teacher Board Certification are recognized by MSDE and SMCPS with a \$4,000.00 yearly pay stipend (\$2,000.00 is contributed by MSDE and \$2,000.00 is contributed by the local school system). During the 2004-2005 school year we have 4 teachers who have achieved this certification.

Budget Narrative Worksheet 3.2.1

Category/ Object	Line Item	Calculation	Amount	In-Kind	Total
G. Non-Staff Development Salary and Wages <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	Recruitment Stipends for Critical Shortage areas Allowable Activity 1.2 Goal 3.2.1.1.	65 stipends x \$500.00	\$ 32,500.00		\$ 32,500.00
Fixed Charges <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	FICA	7.65%	\$ 2,500.00		\$ 2,500.00
Salary and Wages (G) <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	National Board Certification Stipend (Local Contribution)	4 x \$2,000.00	\$ 8,000.00		\$ 8,000.00
	TOTAL		\$ 35,000.00		\$ 35,000.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: SMCPS will strengthen the process of recruiting, hiring and retaining teachers and related service providers.

Strategy 2: Support initiatives for the recruitment, retention and support for special education teachers, and related service providers.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide a series of inservices to new and second year special education teachers	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 11,040.00						
			B	\$ 845.00						
<input checked="" type="checkbox"/> Grant: IDEA Disc. CSPD										
<input type="checkbox"/> Local Fund										
	subtotal		subtotal	\$ 11,885.00	subtotal		subtotal		subtotal	
Activity 2										
Participate in on-going recruitment of special education teachers and related service providers	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			G	\$ 2,500.00						
			J	\$ 2,500.00						
			D	\$ 1,400.00						
<input checked="" type="checkbox"/> Grant: IDEA Disc. CSPD										
<input type="checkbox"/> Local Fund										
	subtotal		subtotal	\$ 6,400.00	subtotal		subtotal		subtotal	
Yearly Total		\$		\$ 18,285.00		\$				

Person Responsible (Name, Title)	Evaluative Measure
Marilyn Mathes, Director of Special Education	Attendance at in-services Increase percentage teachers who remain in SMC beyond year 1 Results of survey

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: SMCPS will strengthen the process of recruiting, hiring and retaining teachers and related service providers.

Strategy 2: Support initiatives for the recruitment, retention and support for special education teachers, and related service providers

Budget Narrative 3.2.2

The Department of Special Education works closely with the Departments of Human Resources and Staff Development to recruit, hire and support new special education staff. In this era of critical shortage of highly qualified teachers, it is critical that school systems recruit aggressively and that newly hired staff receive the level of support they need. Grant funds will be used to advertise in professional journals specific to the special education professional. Additional grant funds will be used to support new teachers when they visit the area to interview and to provide critical need stipends. After hiring staff, grant funds will be used to pay stipends for staff to attend trainings after work hours.

Budget Narrative Worksheet 3.2.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: <u>IDEA Disc.</u> <u>CSPD</u> <input type="checkbox"/> Local Fund	Stipends for staff to attend a series of workshops (3.2.2.1)	30 staff, \$23.00/hr 8 workshops each 2 hrs	\$ 11,040.00		\$ 11,040.00
FICA <input checked="" type="checkbox"/> Grant: <u>IDEA Disc.</u> <u>CSPD</u> <input type="checkbox"/> Local Fund	FICA	.0765 x \$11,040.00	\$ 844.56		\$ 844.56
Other <input checked="" type="checkbox"/> Grant: <u>IDEA Disc.</u> <u>CSPD</u> <input type="checkbox"/> Local Fund	Relocation and critical need stipends (3.2.2.2)	\$350.00/candidate \$500.00/candidate	\$ 2,500.00		\$ 2,500.00
Contracted services <input checked="" type="checkbox"/> Grant: <u>IDEA Disc.</u> <u>CSPD</u> <input type="checkbox"/> Local Fund	Reimbursement for travel expenses for candidates for critical need areas. Advertising to recruit staff in critical areas (3.2.2.2)	\$100.00/candidate	\$ 2,500.00		\$ 2,500.00
D Supplies and materials <input checked="" type="checkbox"/> Grant: <u>IDEA Disc.</u> <u>CSPD</u> <input type="checkbox"/> Local Fund	Materials to support workshops for first and second year teachers Books, Videos, Classroom Materials Refreshments (3.2.2.1)	\$400.00 \$400.00 \$300.00 \$300.00	\$ 1,400.00		\$ 1,400.00
			\$ 18,285.00		\$ 18,285.00

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers

Strategy 3: Implement ‘grow your own’ initiatives that promote an interest in teaching as a career with an emphasis on critical shortage areas.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Support Future Educator of America groups at the secondary level	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	G	\$ 3,600.00	G	\$ 7,200.00	G	\$ 7,200.00	G	\$ 7,200.00	G	\$ 7,200.00
	I	\$ 650.00	I	\$ 650.00	I	\$ 650.00	I	\$ 700.00	I	\$ 750.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal	\$ 4,250.00	subtotal	\$ 7,850.00	subtotal	\$ 7,850.00	subtotal	\$ 7,900.00	subtotal	\$ 7,950.00
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Include teachers as contributors in school career days at elementary, middle, and high schools	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No cost		\$ No cost		\$ No cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide focused educational scholarship information to students and other who are interested in teaching.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No cost		\$ No cost		\$ No Cost		\$ No cost		\$ No cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Yearly Total		\$ 4,250.00		\$ 7,850.00		\$ 7,850.00		\$ 7,900.00		\$ 7,950.00

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources Denise Raley, Supervisor of Teacher Recruitment	The percentage of teachers who graduate from local high schools will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers

Strategy 3: Implement 'grow your own' initiatives that promote an interest in teaching as a career with an emphasis on critical shortage areas.

Budget Narrative Worksheet 3.2.3

As a 'Grow Your Own' initiative, St. Mary's County Public Schools has supported and sponsored Future Educators of America groups at the 3 local high schools. In order to address the need to talk to students about the teaching profession and discuss leadership potential at an earlier age, during 2004-05 SMCPS has included FEA sponsor positions at the middle school level. We anticipate that providing this opportunity at the middle school level will increase the number of students who become interested and enter the teaching profession.

Budget Narrative Worksheet 3.2.3

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
G Extra Pay for Extra Duty <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	Wages for teachers sponsoring FEA	8 positions x \$900.00	\$ 7,200.00		\$ 7,200.00
Supplies and Materials (I) <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	Materials and supplies for FEA groups		\$ 650.00		\$ 650.00
TOTAL			\$ 7,850.00		\$ 7,850.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers.

Strategy 4: SMCPSS will focus efforts to recruit teachers who are highly qualified in all areas who are a reflection of the community.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Attend career fairs that provide representation of minority and male candidates.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	L (7424)	\$ 5,000.00	L (7424)	\$ 5,000.00	L (7424)	\$ 8,000.00	L (7424)	\$ 10,000.00	L (7424)	\$ 12,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal	\$ 5,000.00	subtotal	\$ 5,000.00	subtotal	\$ 8,000.00	subtotal	\$ 10,000.00	subtotal	\$ 12,000.00
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Attend career fairs and focus advertisements in order to recruit teachers in critical shortage areas.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	I (7329)		I (7329)	\$ 5,000.00	I (7329)	\$ 5,000.00	I (7329)	\$ 5,100.00	I (7329)	\$ 5,500.00
	L (7424)		L (7424)	\$ 10,000.00		\$ 10,000.00		\$ 10,000.00		\$ 10,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 15,000.00	subtotal	\$ 15,000.00	subtotal	\$ 15,100.00	subtotal	\$ 15,500.00
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Advertisements, including website advertising, will provide information and recruit teachers	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
	I (7329)	\$	I (7329)	\$ 5,000.00	I (7329)	\$ 5,500.00	I (7329)	\$ 6,000.00	I (7329)	\$ 6,500.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal	\$	subtotal	\$ 5,000.00	subtotal	\$ 5,500.00	subtotal	\$ 6,000.00	subtotal	\$ 6,500.00
Yearly Total		\$ 5,000.00		\$ 25,000.00		\$ 28,500.00		\$ 31,100.00		\$ 34,000.00

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The percentage of minority teachers who are highly qualified will increase. The number of candidates for teaching positions in critical shortage areas will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers.

Strategy 4: SMCPs will focus efforts to recruit teachers who are highly qualified in all areas who are a reflection of the community.

Budget Narrative Worksheet 3.2.4

Recruitment is one of the primary functions of the Department of Human Resources. Ways in which to meet the demands of the requirements identified in ‘No Child Left Behind,’ seeking staff who meet the standard of ‘highly qualified,’ ensure that critical shortage areas are addressed, and address the need for diversity in SMCPs staff. Local funding provides the means to recruit at college and university job fairs, advertise in local and college papers, advertise in publications for specific positions, and advertise at websites that reach a wide range of teaching candidates. In addition, recruitment materials that are published by SMCPs highlight salary, benefits, and opportunities with our system.

Budget Narrative Worksheet 3.2.4

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
L Other Charges <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	Teacher Recruitment (7424)		\$ 15,000.00		\$ 15,000.00
I Supplies and Materials <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	Printing and Advertising (7329)		\$ 10,000.00		\$ 10,000.00
	TOTAL		\$ 25,000.00		\$ 25,000.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers.

Strategy 5: Develop a training program and guidelines for all recruiters.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Design and implement a training program for all recruiters.		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund										
	Subtotal		subtotal		subtotal		subtotal		subtotal	
Yearly Total										

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The percentage of teachers applicants and teachers hired who are identified as highly qualified will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire, and retain teachers.

Strategy 6: Expand and refine data collection regarding recruitment and hiring to improve both processes.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Utilize the data collected in the Human Resources Recruitment and Placement Report in order to focus recruitment.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund										
	Subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Refine and revise information collected in order to improve recruitment efforts.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund										
	Subtotal		subtotal		subtotal		subtotal		subtotal	

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The percentage of teachers who are identified as highly qualified will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire and retain teachers.

Strategy 7 Hire 'highly qualified' teachers in order to reduce class size.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Use grant funding to provide salaries for teachers to reduce class size			G	\$ 367,347.00	G	\$379,652.00	G	\$	G	\$
			H	\$ 112,143.00	H	\$122,978.51	H	\$	H	\$
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund										
	Subtotal		subtotal	\$ 479,490.00	subtotal	\$502,630.51	subtotal	\$	subtotal	\$
Yearly Total				\$ 479,490.00		\$502,630.51				

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	Students' AYP will improve. The number of highly qualified teachers will increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 2: Identify and implement procedures to recruit, hire and retain teachers.

Strategy 7 Hire ‘highly qualified’ teachers in order to reduce class size.

Budget Narrative Worksheet 3.2.7

Class size reduction is a strategy that benefits students’ ability to benefit from instruction. The use of these funds provides for the salary and benefits for nine (9) FTE positions, with a focus on students in the early grades.

Budget Narrative Worksheet 3.2.7

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Instructional Staff Salary and Wages <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	Highly qualified teachers to reduce class size Allowable Activity: 1.3 Goal 3.2.8.1	9 FTE positions	\$367,347.00		\$367,347.00
Fixed Charges <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	Total Fringe Benefits		\$112,143.45		\$112,143.45
	TOTAL		\$479,490.45		\$479,490.45

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 3: SMCPS will strengthen those practices that retain high quality teachers.

Strategy 1: SMCPS will maintain and improve partnerships with colleges and universities to enhance graduate level programs that provide advanced coursework toward certification within the Southern Maryland Higher Education Center.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Collaborate with area colleges and universities to publish (hard copy and online) graduate coursework offered in Southern Maryland.				\$ no cost						
<input type="checkbox"/> Grant: _____										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ no cost	subtotal		subtotal		subtotal	
Yearly Total				\$ no cost		\$				

Person Responsible (Name, Title)	Evaluative Measure
Jeff Maher, Director of Staff Development	Published listing of coursework

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 3: SMCPS will strengthen those practices which retain high quality teachers.

Strategy 2: Focused negotiations will provide a competitive salary and benefits package for certificated and non-certificated staff.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Negotiations with the EASMC and CEASMC associations will occur as needed. (Funding will be contingent on the results of the negotiations).		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost		\$ No Cost
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$	subtotal	\$	subtotal	\$	subtotal	\$
Yearly Total		\$		\$		\$		\$		\$

Person Responsible (Name, Title)	Evaluative Measure
Edward T. Weiland, Director of Human Resources	The retention rate of teachers increase.

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 3: SMCPS will strengthen those practices that retain high quality teachers.

Strategy 3: SMCPS will expand the support system for new teachers from our current mentoring program to one of induction.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Implement the designed 3-year induction program, including differentiated levels of professional development including resources for new teachers.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 4,500.00	A	\$ 3,000.00	A	\$ 5,500.00	A	\$ 6,000.00
			A	\$ 19,000.00	A	\$ 19,000.00	A	\$ 20,000.00	A	\$ 20,000.00
			E	\$ 2,000.00	E	\$ 1,500.00	E	\$ 2,500.00	E	\$ 3,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 25,500.00	subtotal	\$ 23,500.00	subtotal	\$ 28,000.00	subtotal	\$ 29,000.00
Activity 2										
Provide new teachers seminars.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 19,000.00	A	\$ 19,500.00	A	\$ 21,000.00	A	\$ 22,000.00
			D	\$ 4,000.00	D	\$ 3,000.00	D	\$ 5,000.00	D	\$ 5,500.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 23,000.00	subtotal	\$ 22,500.00	subtotal	\$ 26,000.00	subtotal	\$ 27,500.00
Activity 3										
Provide training and support for mentoring.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 8,000.00	A	\$ 10,000.00	A	\$ 9,000.00	A	\$ 9,500.00
			C	\$ 8,000.00	C	\$ 8,000.00	C	\$ 9,000.00	C	\$ 9,500.00
			D	\$ 4,000.00	D	\$ 5,000.00	D	\$ 4,500.00	D	\$ 5,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 20,000.00	subtotal	\$ 23,000.00	subtotal	\$ 22,500.00	subtotal	\$ 24,000.00
Yearly Total				\$ 68,500.00		\$ 69,000.00		\$ 76,500.00		\$ 80,500.00

Person Responsible (Name, Title)	Evaluative Measure
Jeff Maher, Director of Staff Development Denise Raley, Supervisor of Teacher Recruitment	Calendar of activities, sign in sheets, and professional development evaluations Retention report

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 3: SMCPS will strengthen those practices that retain high quality teachers.

Strategy 3: SMCPS will expand the support system for new teachers from our current mentoring program to one of induction.

Budget Narrative Worksheet 3.3.3

Ongoing professional development for new teachers as part of the designed three-year Teacher Induction Program will include workshops and seminars throughout the year, beginning with a week of induction in August, and supported by mentoring.

New teacher orientation as the first step in the induction process includes four days of staff development, of which 3 days are paid at the rate of \$50.00 per day for new teachers (\$19,000.00 local funding). Providing instructors to lead these sessions (\$4,500.00 local funding) includes 15 instructors paid at a rate of \$120.00 per day. Monthly workshops and new teacher seminars will allow for teachers to earn MSDE credit for participating. Targeted sessions will be paid at a rate of \$50.00 per session for up to 80 teachers (\$8,000.00 local fund; \$8,000.00 Title II); Two instructors who lead the credit-bearing sessions will be paid \$1,500.00 each (\$3,000.00 Title II). Mentors will be trained to support induction and to provide ongoing coaching for new teachers, paid for two sessions at \$50.00 each session (\$8,000.00 local funding).

Materials will be provided to support new teacher seminars and mentor training. These materials will include best practices to support induction and new teacher training (e.g., Classroom Instruction That Works!; Differentiated Instruction) (\$4,000.00 local funding) and those related to mentoring and coaching training (\$4,000.00 local fund).

Funding will be provided for mentor training and training for new teachers (\$4,000.00 local fund; \$4,000.00 Title II). Additionally, to build capacity and seek best practices to support the induction program, \$2,000.00 (Title II) has been designated for conferences and conference travel.

Budget Narrative Worksheet 3.3.3

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	New Teacher seminars (3.3.3.2)	40 teachers x 4 sessions x \$50.00	\$ 8,000.00		\$ 8,000.00
	New Teacher seminars (3.3.3.2)	40 teachers x 4 sessions x \$50.00	\$ 8,000.00		\$ 8,000.00
	New Teacher seminars (3.3.3.2)	2 instructors x \$1,500.00	\$ 3,000.00		\$ 3,000.00
	Teacher orientation (3.3.3.1)	15 instructors x 2.5 days x \$120.00	\$ 4,500.00		\$ 4,500.00
	Teacher orientation (3.3.3.1)	Teachers x 3 days x \$50.00	\$19,000.00		\$19,000.00
	Mentor training (3.3.3.3)	80 mentors x 2 sessions x \$50.00	\$ 8,000.00		\$ 8,000.00
Contracted services <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Mentor training (3.3.3.3)	2 days x \$2,000.00	\$ 4,000.00		\$ 4,000.00
	Mentor training (3.3.3.3)	2 days x \$2,000.00	\$ 4,000.00		\$ 4,000.00
Supplies and materials <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	New teacher seminars (3.3.3.2)	100 teachers x \$40.00	\$ 4,000.00		\$ 4,000.00
	Mentor training (3.3.3.3)	100 mentors x \$40.00	\$ 4,000.00		\$ 4,000.00
Other <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Induction Plan (3.3.3.1)	Conferences	\$ 2,000.00		\$ 2,000.00
	TOTAL		\$68,500.00		\$68,500.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 3: SMCPS will strengthen those practices that retain teachers.

Strategy 4: SMCPS will enhance relationships with colleges and universities that provide teacher education programs.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Refine the development of Professional Development Schools (PDS) with St. Mary's college, Towson University, College of Notre Dame and others as identified.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ no cost		\$ no cost		\$		\$		\$
<input type="checkbox"/> Grant: <input type="checkbox"/> Local Fund										
	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Develop and maintain Memorandum of Understandings (MOU's) with Institutions of Higher Education (IHE).	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ no cost		\$ no cost						
<input type="checkbox"/> Grant: <input type="checkbox"/> Local Fund										
	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Develop and maintain Memorandum of Understandings (MOU's) with Institutions of Higher Education (IHE).	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
		\$ no cost		\$ no cost						
<input type="checkbox"/> Grant: <input type="checkbox"/> Local Fund										
	subtotal		subtotal		subtotal		subtotal		subtotal	
Yearly Total		\$		\$		\$		\$		\$

Person Responsible (Name, Title)	Evaluative Measure
Denise Raley, Supervisor of Teacher Recruitment	MOU's established with colleges and universities; documentation of committee meetings and shared professional development activities; documentation of increased number of applicants from PDS in the annual <u>Teacher Recruitment and Hiring Report</u> .

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 4: Build the knowledge and capacity of all staff in SMCPs to engage in continual improvement intended to increase organizational effectiveness and raise student achievement.

Strategy 1: Build the knowledge and capacity of all staff in SMCPs about the Baldrige Integrated Management System (IMS) approach to continual improvement and organizational effectiveness

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Promote full implementation of IMS within 5 years through ongoing professional development for A & S staff.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			C	\$ 3,500.00	C	\$ 2,000.00	C	\$ 4,500.00	C	\$ 5,000.00
			D	\$ 1,500.00	D	\$ 1,000.00	D	\$ 1,800.00	D	\$ 2,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 5,000.00	subtotal	\$ 3,000.00	subtotal	\$ 6,300.00	subtotal	\$ 7,000.00
Activity 2										
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Support IMS schools with materials and ongoing professional development.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 4,000.00	A	\$ 4,000.00		\$ 5,000.00		\$ 5,500.00
			C	\$ 1,500.00	C	\$ 1,000.00		\$ 2,000.00		\$ 2,250.00
			D	\$ 500.00	D	\$ 1,000.00		\$ 600.00		\$ 650.00
<input checked="" type="checkbox"/> Grant: Title II				\$				\$		\$
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 6,000.00	subtotal	\$ 6,000.00	subtotal	\$ 7,600.00	subtotal	\$ 8,400.00
Activity 3										
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Communicate IMS activities and processes to build knowledge and support implementation.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Yearly Total				\$ 11,000.00		\$ 9,000.00		\$ 13,900.00		\$ 15,400.00

Person Responsible (Name, Title)	Evaluative Measure
Theo Cramer, Director of Academic Support	Materials created Implementation plan Leadership committee minutes

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

- Goal #3:** Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
- Objective 4:** Build the knowledge and capacity of all staff in SMCPs to engage in continual improvement intended to increase organizational effectiveness and raise student achievement.

Strategy 1: Build the knowledge and capacity of all staff in SMCPs about the Baldrige Integrated Management System (IMS) approach to continual improvement and organizational effectiveness

Budget Narrative Worksheet 3.4.1

Implementation of the Baldrige IMS process will include ongoing professional development for Administrators and Supervisors as well as support and training for schools.

Administrative and Supervisory training will involve the use of expert consultants to provide workshops and seminars (\$1,500.00 local funding; \$2,000.00 Title II). Consultants will be provided for school-level training as well (\$1,500.00 local fund).

For the school level training, we will provide opportunities for follow-up sessions and professional development for the five IMS schools (\$4,000.00 local funding), which would allow each school to send 8 teachers to two sessions at \$50.00 each.

Materials will be provided for both administrators (\$1,000.00 Title II) and teachers (\$500.00 local funding). To promote IMS money has been budgeted for materials (\$500.00 local fund).

Budget Narrative Worksheet 3.4.1

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	School Prof Dev (3.4.1.2)	40 teachers x 2 sessions x \$50.00	\$ 4,000.00		\$ 4,000.00
Contracted services <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Promote IMS (3.4.1.1)	\$ 1,500.00	\$ 1,500.00		\$ 1,500.00
	A& S training (3.4.1.1)	\$ 2,000.00	\$ 2,000.00		\$ 2,000.00
	School training (3.4.1.2)	\$ 1,500.00	\$ 1,500.00		\$ 1,500.00
Supplies and materials <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Promote IMS (3.4.1.2)	\$ 500.00	\$ 500.00		\$ 500.00
	School training (3.4.1.2)	\$ 500.00	\$ 500.00		\$ 500.00
	A & S Training (3.4.1.1)	\$ 1,000.00	\$ 1,000.00		\$ 1,000.00
	TOTAL	\$11,000.00	\$11,000.00		\$11,000.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.
Objective 4: Build the knowledge and capacity of all staff in SMCPS to engage in continual improvement intended to increase organizational effectiveness and raise student achievement.
Strategy 2: Develop and strengthen professional development intended to support school improvement planning and to strengthen professional learning communities.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Utilize school improvement plans to develop and provide professional development.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 3,500.00	A	\$ 3,500.00	A	\$ 4,000.00	A	\$ 4,500.00
			C	\$ 13,202.63	C	\$ 4,000.00	C	\$ 4,500.00	C	\$ 4,500.00
			D	\$ 500.00	D	\$ 500.00	D	\$ 1,000.00	D	\$ 1,000.00
<input checked="" type="checkbox"/> Grant: Title II			E	\$ 3,000.00	E	\$ 3,500.00	E	\$ 3,500.00	E	\$ 4,000.00
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 20,202.63	subtotal	\$ 11,000.00	subtotal	\$ 13,000.00	subtotal	\$ 14,000.00
Activity 2										
Develop a reporting system to monitor and evaluate high quality professional development.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			K	\$ 2,500.00	K	\$ 2,500.00	K	\$ 3,000.00	K	\$ 3,500.00
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 2,500.00	subtotal	\$ 2,500.00	subtotal	\$ 3,000.00	subtotal	\$ 3,500.00
Activity 3										
Provide materials and professional development to promote study groups.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			D	\$ 2,000.00	D	\$ 1,500.00	D	\$ 2,500.00	D	\$ 3,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 2,000.00	subtotal	\$ 1,500.00	subtotal	\$ 2,500.00	subtotal	\$ 3,000.00
Activity 4										
Develop and implement a plan for support staff training to support school and system efforts.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund										
Yearly Total				\$ 24,702.63		\$ 15,500.00		\$ 18,500.00		\$ 20,500.00

Person Responsible (Name, Title)	Evaluative Measure
Jeff Maher, Director of Staff Development	Schedule of activities Professional Development evaluations School improvement plan professional development activities

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Budget Narrative Worksheet 3.4.2

Exploration and professional development through Professional Learning Communities will continue with a focus on designing, implementing, and evaluating high quality professional development, as defined by *No Child Left Behind*.

Stipends for professional development will be provided (\$3,500.00 local funding) and online support systems will be utilized under contracted services to provide and monitor professional development as it is aligned with school improvement plans (\$4,000.00 local funding). Equipment to support evaluative processes (\$2,500.00 Title II) will be purchased. Materials to support this professional development (\$500.00 local funds) will be provided, and additional materials will be provided for schools to participate in study groups (\$500.00 local funding; \$1,500.00 Title II). Travel and conference registration is included to support master plan goals and school improvement objectives (\$3,000.00 local funding).

Budget Narrative Worksheet 3.4.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Prof dev to support school imp. (3.4.2.1)	\$ 3,500.00	\$ 3,500.00		\$ 3,500.00
	Prof dev support (online) (3.4.2.1)	\$ 4,000.00	\$ 4,000.00		\$ 4,000.00
Contracted services <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Systemwide Training (3.4.2.1)	\$ 9,202.63	\$ 9,202.63		\$ 9,202.63
	Prof dev to support sch imp (3.4.2.1)	\$ 500.00	\$ 500.00		\$ 500.00
Supplies and materials <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Support study groups (3.4.2.3)	\$ 500.00	\$ 500.00		\$ 500.00
	Support study groups (3.4.2.3)	\$ 1,500.00	\$ 1,500.00		\$ 1,500.00
Other <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Conferences (3.4.2.1)	\$ 3,000.00	\$ 3,000.00		\$ 3,000.00
Equipment <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Evaluation (3.4.2.2)	\$ 2,500.00	\$ 2,500.00		\$ 2,500.00
	TOTAL	\$24,702.63	\$24,702.63		\$24,702.63

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.

Objective 5: Provide ongoing professional development for all teachers.

Strategy 1: Provide ongoing professional development for all teachers that is in alignment with the federal requirement of No Child Left Behind, resulting state requirements, local system initiatives, and the Teacher Performance Assessment System (TPAS).

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Offer multiple sessions of MSDE reading courses that are required to obtain and/or maintain certification.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 18,000.00	A	\$ 12,000.00	A	\$ 21,000.00	A	\$ 21,000.00
			D	\$ 2,000.00	D	\$ 2,311.00	D	\$ 2,500.00	D	\$ 3,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 20,000.00	subtotal	\$ 14,311.00	subtotal	\$ 23,500.00	subtotal	\$ 24,000.00
Activity 2										
Offer multiple opportunities for the development of technology skills using Maryland Teacher Technology Standards (MTTS) as a guide for program offerings.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 1,500.00	A	\$ 1,500.00	A	\$ 3,000.00	A	\$ 3,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 1,500.00	subtotal	\$ 1,500.00	subtotal	\$ 3,000.00	subtotal	\$ 3,000.00
Activity 3										
Maintain and expand new teacher professional development with regard to certification requirements and orientation to the Teacher Performance Assessment System.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 3,000.00	A	\$ 3,000.00	A	\$ 3,000.00	A	\$ 4,500.00
			D	\$ 1,500.00	D	\$ 1,500.00	D	\$ 1,500.00	D	\$ 4,500.00
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 4,500.00	subtotal	\$ 3,000.00	subtotal	\$ 4,500.00	subtotal	\$ 9,000.00

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 5: Provide ongoing professional development for all teachers.

Strategy 1: Provide ongoing professional development for all teachers that is in alignment with the federal requirement of No Child Left Behind, resulting state requirements, local system initiatives, and the Teacher Performance Assessment System (TPAS).

Activity 4	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide MSDE CPD opportunities for teachers to refine teaching strategies in content and pedagogy (e.g., differentiated instruction, UbD) using data analysis for all subgroups.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 9,000.00	A	\$ 3,000.00	A	\$ 3,000.00	A	\$ 4,500.00
			B	\$ 459.00						
			D	\$ 125.00						
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$9,584.00	subtotal	\$ 3,000.00	subtotal	\$ 3,000.00	subtotal	\$ 4,500.00
Activity 5										
Focus collaborative planning and professional development to staff regarding TPAS and its implementation.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 23,223.00	A	\$ 23,223.00	A	\$ 23,223.00	A	\$ 30,000.00
			B	\$ 1,777.00	B	\$ 1,777.00	B	\$ 1,777.00		
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 25,000.00	subtotal A	\$ 25,000.00	subtotal A	\$ 25,000.00	subtotal	\$ 30,000.00
Yearly Total				\$ 60,584.00		\$ 56,000.00		\$ 59,000.00		\$ 70,500.00

Person Responsible (Name, Title)	Evaluative Measure
Jeff Maher, Director of Staff Development	Listing of courses Syllabi Professional development evaluations

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 5: Provide ongoing professional development for all teachers.

Strategy 1: Provide ongoing professional development for all teachers that is in alignment with the federal requirement of No Child Left Behind, resulting state requirements, local system initiatives, and the Teacher Performance Assessment System (TPAS).

Budget Narrative Worksheet 3.5.1

In meeting the certification and professional development needs of staff aligned with NCLB, state and local requirements, system and school goals, and TPAS, courses will be provided for teachers and administrators. These courses will be offered and instructors will be paid at \$500.00 per credit, or \$1,500.00 per 3-credit course. 12 three-credit reading courses will be offered (\$4,500.00 local funding; \$13,500.00 Title II); three credits for technology integration, aligned with the Maryland Teacher Technology Standards (\$1,500.00 local funding); two three-credit content and pedagogy courses, especially in mathematics and science (\$3,000.00 local funding); and an additional two courses aligned with school and school system priorities (\$3,000.00 Title II). Stipends in the amount of \$1,000.00 per school (25 schools) will be provided for collaborative planning in support of TPAS (\$25,000.00 Title II).

Materials and supplies will be provided to support these courses (\$3,500.00 Title II).

Budget Narrative Worksheet 3.5.1

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Reading Courses (3.5.1.1)	3 instructors x \$1,500.00	\$ 4,500.00		\$ 4,500.00
	Reading Courses (3.5.1.1)	9 instructors x \$1,500.00	\$13,500.00		\$13,500.00
	Technology Courses (3.5.1.2)	1 instructor x \$1,500.00	\$ 1,500.00		\$ 1,500.00
	Content and pedagogy courses (3.5.1.4)	2 instructors x \$1,500.00	\$ 3,000.00		\$ 3,000.00
	Other courses 3.5.1.3)	2 instructors x \$1,500.00	\$ 3,000.00		\$ 3,000.00
	Collaborative planning for TPAS (3.5.1.5)	25 schools x \$1,000.00	\$25,000.00		\$25,000.00
	Unit Planning Course (3.5.1.4)	50 participants x \$120.00	\$ 6,000.00		\$ 6,000.00
Fixed Charges <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	FICA	7.65% x \$5,250.00	\$ 459.00		\$ 459.00
Supplies and materials <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Reading Courses (3.5.1.1)	\$2,000.00	\$ 2,000.00		\$ 2,000.00
	Other courses (3.5.1.3)	\$1,500.00	\$ 1,500.00		\$ 1,500.00
	UbD Course (3.5.1.4)	\$125.00	\$ 125.00		\$ 125.00
	TOTAL		\$60,459.00		\$60,459.00

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 5: Provide ongoing professional development for all teachers.

Strategy 2: Offer opportunities for professional development to promote cultural diversity and multicultural awareness using the Education That Is Multicultural (ETM) core competencies as a guide to program offerings.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Implement required course, “Education that is Multicultural” that will be offered to all SMCPS employees.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 3,000.00		\$ 3,000.00		\$ 3,000.00		\$ 3,000.00
			D	\$ 500.00		\$ 500.00		\$ 500.00		\$ 500.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 3,500.00	subtotal	\$ 3,500.00	subtotal	\$ 3,500.00	subtotal	\$ 3,500.00
Activity 2										
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Implement Professional Development plan for Diversity Conscious Education, a set of required trainings intended to promote cultural diversity, cross cultural understanding, and other aspects of multicultural education. Develop and implement a plan to enhance awareness of staff to the “Practical Guide to Accelerating Student Achievement through Education That is Multicultural to use as a monitoring tool at the school level.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			D	\$ 500.00	A	\$ 1,500.00	A	\$ 1,500.00	A	\$ 1,500.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 500.00	subtotal	\$ 1,500.00	subtotal	\$ 1,500.00	subtotal	\$ 1,500.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.

Objective 5: Provide ongoing professional development for all teachers.

Strategy 2: Offer opportunities for professional development to promote cultural diversity and multicultural awareness using the Education That Is Multicultural (ETM) core competencies as a guide to program offerings.

Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Continue ongoing system-wide professional development focused on eliminating the achievement gap.			A	\$ 3,000.00		\$ 3,000.00		\$ 3,000.00		\$ 3,000.00
			C	\$ 15,000.00		\$ 15,000.00		\$ 15,000.00		\$ 15,000.00
			D	\$ 2,000.00		\$ 2,000.00		\$ 2,000.00		\$ 2,000.00
<input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 20,000.00	subtotal	Continue ongoing system-wide professional development focused on eliminating the achievement gap.	subtotal	\$ 20,000.00	subtotal	\$ 20,000.00
Yearly Total		\$		\$ 24,000.00		\$ 25,000.00		\$ 25,000.00		\$ 25,000.00

Person Responsible (Name, Title)	Evaluative Measure
Theo Cramer, Director of Academic Support	Schedule of activities Professional Development evaluations School improvement plan professional development activities

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 5: Provide ongoing professional development for all teachers.

Strategy 2: Offer opportunities for professional development to promote cultural diversity and multicultural awareness using the Education That Is Multicultural (ETM) core competencies as a guide to program offerings.

Budget Narrative Worksheet 3.5.2

Training through the Education That is Multicultural (ETM) course will continue, offered once in the fall and once in the spring. The course instructor will be paid \$1,500.00 for each 3-credit course (\$3,000.00 local funds). Materials for this course will be budgeted at \$500.00 (local funds), with an additional \$500.00 (local funds) to be dedicated to the purchase of materials and supplies for the development of further staff development activities in diversity.

The March system-wide Professional Development Day will continue its focus on Closing the Achievement gap. In-house workshop session leaders will be paid \$100.00 for planning, with funding being provided for 30 instructors (\$3,000.00 local funding). Materials for this activity will be \$2,000.00 (local) and \$3,000.00 for consultants will be allotted (local).

Budget Narrative Worksheet 3.5.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	ETM course(3.5.2.1)	2 courses x \$1,500.00	\$ 3,000.00		\$ 3,000.00
	March Prof Day (3.5.2.3)	30 workshop leaders x \$100.00	\$ 3,000.00		\$ 3,000.00
Contracted services <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	March Prof Day (3.5.2.3)	Consultants 5 @ \$3,000.00	\$15,000.00		\$15,000.00
Supplies and materials <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	ETM Course (3.5.2.1)	Materials	\$ 500.00		\$ 500.00
	ETM materials (3.5.2.2)	Materials	\$ 500.00		\$ 500.00
	March Prof Day (3.5.2.3)	Materials	\$ 2,000.00		\$ 2,000.00
TOTAL			\$24,000.00		\$24,000.00

Goal #3: Each child who is educated by St. Mary's County Public Schools will be instructed by highly qualified teachers.

Objective 6: Provide ongoing professional development for all administrators.

Strategy 1: Develop appropriate professional development for central office staff and school site administrators aligned with the Administrative and Supervisory Performance Assessment System (ASPAS).

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Expand the menu of professional development offerings for administrators and make certain they are articulated into a coherent program or set of programs aligned with SMCPS mission and goals.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			E	\$ 5,812.00	E	\$ 1,400.00	E	\$ 2,500.00	E	\$ 3,000.00
			C	\$ 3,000.00	C	\$ 3,000.00	C	\$ 3,500.00	C	\$ 4,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 8,812.00	subtotal	\$ 1,400.00	subtotal	\$ 6,000.00	subtotal	\$ 7,000.00
Activity 2	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Develop and implement a long-range plan for leadership development, including differentiated levels of professional development (e.g., aspiring leaders, assistant principals, new leaders, experienced leaders)	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			C	\$ 5,000.00	C	\$ 3,516.00	C	\$ 6,000.00	C	\$ 6,500.00
			D	\$ 3,000.00	D	\$ 2,500.00	D	\$ 3,500.00	D	\$ 4,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 8,000.00	subtotal	\$ 6,016.00	subtotal	\$ 9,500.00	subtotal	\$ 10,500.00
Activity 3	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide Leadership Seminars (4 per year) for all A & S staff.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			C	\$ 5,000.00	C	\$ 5,000.00	C	\$ 5,500.00	C	\$ 6,000.00
<input checked="" type="checkbox"/> Grant: Title II										
<input type="checkbox"/> Local Fund	subtotal	\$	subtotal	\$ 5,000.00	subtotal	\$ 5,000.00	subtotal	\$ 5,500.00	subtotal	\$ 6,000.00
Yearly Total		\$		\$ 21,812.00		\$ 12,416.00		\$ 21,000.00		\$ 23,500.00

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.

Objective 6: Provide ongoing professional development for all administrators.

Strategy 1: *Develop appropriate professional development for central office staff and school site administrators aligned with the Administrative and Supervisory Performance Assessment System (ASPAS).*

Activity 4	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
Continue to implement, refine, and provide professional development for the Administrative and Supervisory Assessment System (ASPAS).				\$ no cost		\$		\$		\$
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund										
Person Responsible (Name, Title)			Evaluative Measure							
Jeff Maher, Director of Staff Development			Leadership Development Plan Listing of activities							

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 6: Provide ongoing professional development for all administrators.

Strategy 1: Develop appropriate professional development for central office staff and school site administrators aligned with the Administrative and Supervisory Assessment System (ASAS).

Budget Narrative Worksheet 3.6.1

Administrative and supervisory development will continue to be aligned with NCLB, State and school system requirements, and ASAS.

To provide professional development for differentiated levels of administrative experience and training, seminars will be developed. Consultants for these workshops will be provided (\$5,000.00 Title II). Consultants will also be utilized to train all administrators in appropriate leadership strategies, including evaluation and alignment with teacher expectations, accountability systems, and integrated management (\$3,000.00 Title II). 4 seminars will be offered (\$5,000.00 local funding).

Materials for these workshops and seminars will be provided matching the outcomes for the sessions and to promote administrative study groups (\$3,000.00 Title II).

Funding for ongoing professional growth for travel and conferences is also included (\$2,000.00 Title II).

Budget Narrative Worksheet 3.6.1

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Contracted services <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Leadership Development (3.6.1.2)		\$ 5,000.00		\$ 5,000.00
	Leadership Development (3.6.1.2)		\$ 5,000.00		\$ 5,000.00
	Leadership Development (3.6.1.1)		\$ 3,000.00		\$ 3,000.00
Supplies and materials <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	Leadership Development (3.6.1.2)		\$ 3,000.00		\$ 3,000.00
	Leadership (conference) Development Plan (3.6.1.1)		\$ 2,000.00		\$ 2,000.00
Other <input checked="" type="checkbox"/> Grant: Title II <input checked="" type="checkbox"/> Local Fund	ASCD Conference (3.6.1.1)		\$ 3,812.00		\$ 3,812.00
	TOTAL		\$21,812.00		\$21,812.00

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 7: Provide ongoing professional development for instructional resource teachers, department chairpersons, and mentor teachers.

Strategy 1: Develop a program of professional development for instructional resource teachers, mentor teachers and department chairpersons.

Activity 1	2003-2004 Budget		2004-2005 Budget		2005-2006 Budget		2006-2007 Budget		2007-2008 Budget	
Provide ongoing professional development to Instructional Resource Teachers aligned with their role as coaches, staff developers, and instructional support.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			C	\$ 2,000.00		\$ 1,000.00		\$ 3,000.00		\$ 3,500.00
			D	\$ 3,000.00		\$ 1,500.00		\$ 4,000.00		\$ 4,000.00
<input type="checkbox"/> Grant:										
<input checked="" type="checkbox"/> Local Fund	subtotal		subtotal	\$ 5,000.00	subtotal	\$ 2,500.00	subtotal	\$ 7,000.00	subtotal	\$ 7,500.00
Activity 2										
Provide ongoing professional development for mentors (see 3.3.3)	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
<input type="checkbox"/> Grant:										
<input type="checkbox"/> Local Fund	subtotal		subtotal		subtotal		subtotal		subtotal	
Activity 3										
Provide ongoing professional development for department chairs, teachers-in-charge, and other classroom instructional leaders.	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount	Category	\$ Amount
			A	\$ 10,000.00	A	\$ 2,400.00	A	\$ 3,000.00	A	\$ 3,000.00
			B	\$ 535.00	B	\$ 200.00				
			D	\$ 225.00						
<input checked="" type="checkbox"/> Grant: Title II			\$							
<input type="checkbox"/> Local Fund	subtotal		subtotal	\$ 10,760.00	subtotal	\$ 2,600.00	subtotal	\$ 3,000.00	subtotal	\$ 3,000.00
Yearly Total				\$ 15,760.00		\$ 5,700.00		\$ 10,000.00		\$ 10,500.00

Person Responsible (Name, Title)	Evaluative Measure
Jeff Maher, Director of Staff Development Denise Raley, Supervisor of Teacher Recruitment DOI Supervisors	Listing of Professional Development Activities Attendance rosters Professional development evaluation

Quarterly progress reports due to the Executive Team on activity implementation and budget: October, January, March, June

Goal #3: Each child who is educated by St. Mary’s County Public Schools will be instructed by highly qualified teachers.
Objective 7: Provide ongoing professional development for instructional resource teachers, department chairpersons, and mentor teachers.

Strategy 1: Develop a program of professional development for instructional resource teachers, mentor teachers and department chairpersons.

Budget Narrative Worksheet 3.71

To support teacher leaders, including mentors, department chairpersons, and teachers-in-charge, training and professional development will be provided. Monthly sessions for groups such as Instructional Resource Teachers will offer professional development, including consultants (\$2,000.00 Title II) and materials to support professional development (\$3,000.00 Title II). Professional development for teacher leaders, including summer professional development, will include stipends for 25 teachers-in-charge, at \$120.00 for one day of training (\$3,000.00 Title II).

Budget Narrative Worksheet 3.71

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Salaries and Wages <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	Teachers-in-charge training (3.7.1.3)	25 x \$120.00	\$ 3,000.00		\$ 3,000.00
	Stipends for dept chairs (3.7.1.3)	50 x \$140.00	\$ 7,000.00		\$ 7,000.00
Fixed Charges <input checked="" type="checkbox"/> Grant: Title II <input type="checkbox"/> Local Fund	FICA	7.65% x \$7,000.00	\$ 535.00		\$ 535.00
Contracted services <input type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	IRT Training (3.7.1.1)	\$2,000.00	\$ 2,000.00		\$ 2,000.00
Supplies and materials <input checked="" type="checkbox"/> Grant: <input checked="" type="checkbox"/> Local Fund	IRT Training (3.7.1.1)	\$3,000.00	\$ 3,000.00		\$ 3,000.00
	Supplies/food for dept chair TITLE II	\$225.00	\$ 225.00		\$ 225.00
	TOTAL		\$15,760.00		\$15,760.00