

Blueprint for Maryland's Future

Implementation Plan Status – Pillars 1 and 2

February 23, 2023

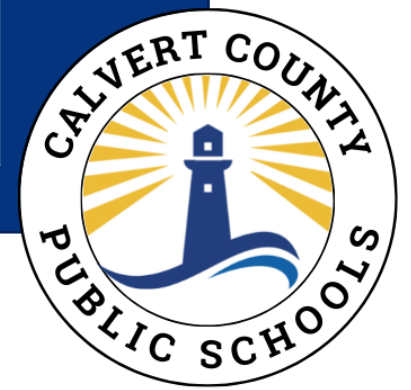
Pillar 1 – Early Childhood Education

Objective 1: Expand high-quality and publicly funded full-day Pre-K

Objective 3: Expand family supports



<p>1.1.1 and 1.1.2: Expand access to full-day pre-K for Tier I 3- and 4-year-old children and Tier II 4-year-old children</p>	<p>Challenges – Communication, Space, Shift in Programming Short/Long Term Changes – Moving to full day and hiring staff, Logistics of 3-year-old program</p>
<p>1.1.3: Implement a high-quality mixed-delivery (public and private) Pre-K system</p>	<p>Challenges – Lack of Providers, Lack of Qualified Private Provider Staff Strategy – Professional learning for private providers, collaboration with private providers to determine data structures</p>
<p>1.1.4: LEAs shall enter a memorandum of understanding (MOU) with MSDE, each eligible private provider participating in a publicly funded Pre-K in the county, and other applicable government agencies</p>	<p>Identified partners can expect an agreement to focus on appropriate services, protocols, resources, professional learning and costs</p>



1.1.5: MSDE shall require public and private providers to meet high-quality standards to receive public funding

Work with providers and county agencies to ensure access to comprehensive services.

Partner with Head Start, College of Southern Maryland and other colleges in recruiting

Support Instructional Assistants with credentialing requirements

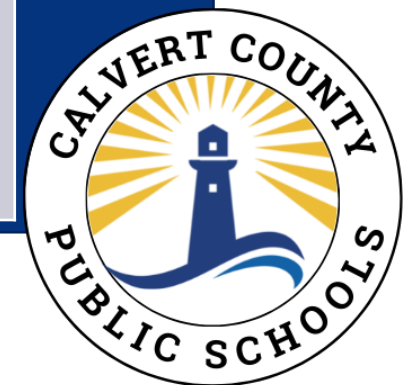
1.2.1: Administer an unbiased Kindergarten Readiness Assessment to all incoming kindergarten students

Ensure steps for staff to receive necessary training

1.5.1: Judy Centers

Currently addressing this with 2 existing Judy Centers

Exploring possibility of an additional site



Pillar 2 – High Quality and Diverse Teachers and Leaders

Objective 1: Recruit and support high-quality and diverse teachers to meet workforce needs

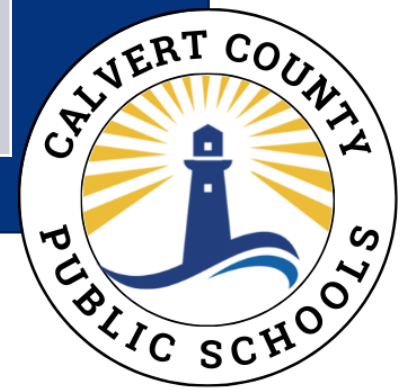
Objective 2: Increase rigor of teacher preparation programs and licensure requirement

Objective 3: Establish new statewide educator career ladder and professional development system

Objective 5: Improve educator compensation



<p>2.1.5: Monitor the quality and diversity of State teacher candidates and existing teacher workforce</p>	<p>Utilize hiring data from previous years, indicates difficulty hiring teachers in secondary math and science, and all special education. Strategy – work with IT Department to report comparison data to track hiring diversity</p>
<p>2.2.2: Revise teacher prep programs to meet new requirements</p>	<p>Responsibility of the college/university CCPS has contacted teachers regarding supporting student-teachers and earning continuing credits</p>
<p>2.2.6: Develop and implement pathways for paraprofessionals to become certified teachers</p>	<p>Teacher Academy of Maryland CTE program offered at all high schools Future Education Professionals conference annually Support staff in their efforts to become certified</p>



2.4.1: LEAs and MSDE shall implement a new program to support and encourage teachers to obtain and maintain NBC, particularly teachers from historically underrepresented populations

Collaborate with other counties to expand our NBC support program

Work with HR to identify teachers to survey and actively recruit for NBC

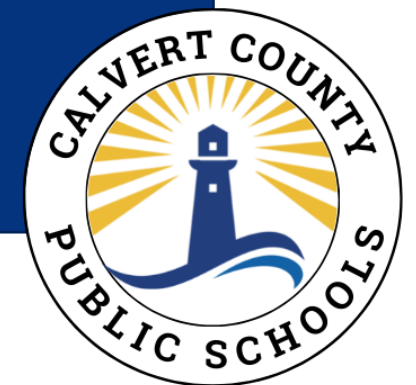
2.4.2: LEAs shall implement an educator career ladder on or before 7/1/24

Established a Career Ladder Development Board to set standards for teachers to achieve each tier of the Career Ladder

2.4.6: LEAs shall encourage teachers to obtain Master's degrees in fields that require special expertise, have shortage areas, and enhance the teacher's professional skills and qualifications so that teachers are able to teach dual-enrollment courses as adjunct faculty at postsecondary institutions, including by providing additional compensation as appropriate and through collective bargaining

Current agreement with College of Southern Maryland supporting dual enrollment courses taught by CCPS teachers.

Challenges include the increased staffing needs and development of a negotiated salary schedule that ultimately will impact the operation of our schools.



2.5.4: Implement initial 10% salary increase for teachers by 6/30/24

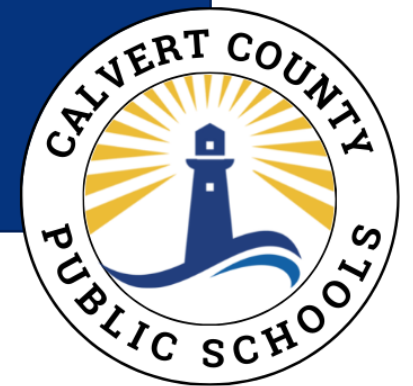
CCPS and CEA have agreed upon the salary increases that will satisfy this Blueprint mandate.

2.5.5: Implement minimum \$60,000 starting teacher salary by 7/1/26

CCPS and CEA will conduct negotiations during the 2023-2024 school year to agree upon a salary schedule that will implement a \$60,000 starting salary for teachers.

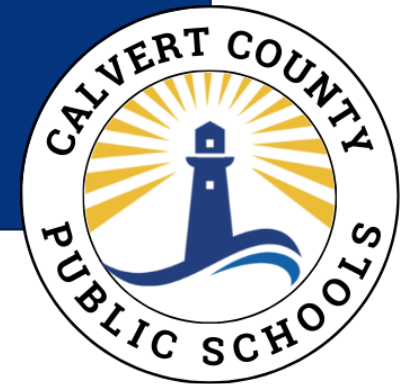
Stakeholder Engagement

Development Board, County Commissioners, Bargaining Units, Blueprint Messaging



Next Steps

- BOE Presentation – March 9 (Pillars 3, 4, 5)
- Town Hall Meeting – February 28
- Pillar Videos - March
- Pillar Information and Feedback Sessions
 - P1- March 6
 - P2- March 1
 - P3- March 7
 - P4- March 10
 - P5- March 13
- Plan Submission – March 15



Questions?

