



Academic Achievement	Family & Community Partnerships				Successful Workforce			Safe & Secure Environment		
Pillar III: Develop and Support a Successful Workforce										
Objective 1: CCPS recruits qualified candidates for all teacher positions.										
Objective 2: CCPS supports staff to build the Blueprint for Maryland's Future career ladder.										
Objective 3: CCPS recruits and retains diverse employees reflective of our student community.										
Objective 4: CCPS maintains class sizes that support learning.										
Priority Focus Areas	2022-2023	2023-2024			2024-2025			2025-2026		
		Year 1			Year 2			Year 3		
	Baseline	Target	Perform.	Met	Target	Perform.	Met	Target	Perform.	Met
By 2026, CCPS will increase the percentage of certificated, non-supervisory employees who are eligible for a Maryland Educator Certificate (Standard Professional Certificate) or applicable state licensure by 3% from the baseline of 94.39% to 97.39% (1% per year).	94.39% 2,070 of 2,193 (staff with SPC or applicable licensure)	95.39%			96.39%			97.39%		
By 2026, CCPS will increase the number of National Board Certified Teachers (NBCTs) by 75% from the baseline of 70 to 124 (25% per year).	70	88			106			124		
By 2026, CCPS will increase the diversity of staff to reflect the diversity of our students as measured by each staff group being within 1% of the student group. The annual target for each staff group below is based on the student group data from the previous school year.	Based on 22-23 staff data	Based on 22-23 student data			Based on 23-24 student data			Based on 24-25 student data		
<b>All CCPS Staff by Race/Ethnicity 2022-2023:</b>		Within 1% of:			Within 1% of:			Within 1% of:		
Black or African American: 99	2.88%	5.06%			TBD			TBD		
American Indian or Alaska Native: 24	0.70%	0.18%			TBD			TBD		
Asian: 33	0.95%	3.45%			TBD			TBD		
Native Hawaiian or Other Pacific Islander: 0	0.00%	0.28%			TBD			TBD		
Hispanic or Latino: 63	1.83%	8.42%			TBD			TBD		
Two or More Races: 3	0.90%	4.13%			TBD			TBD		
White: 3,221	93.55%	78.47%			TBD			TBD		
Total Minority Staff:	222				TBD			TBD		
Percentage of Minority Staff:	6.44%				TBD			TBD		
By 2026, CCPS will maintain class size in the core academic areas that does not exceed the annual targets based on the annual class size report data.	Based on the November 8, 2023 staffing report									
<b>Elementary (K-5) Average Class Size:</b>	22.7	≤ 30			≤ 30			≤ 30		
Number of Elementary Classes ≥ 30 Students: <i>Includes ELA, Math, Social Studies, &amp; Science</i>	0	0			0			0		
<b>Middle (6-8):</b>	25.3	≤ 30			≤ 30			≤ 30		
Number of Middle Classes ≥ 30 Students: <i>Includes ELA, Math, Social Studies, &amp; Science</i>	184	≤ 200			≤ 200			≤ 200		
<b>High (9-12):</b>	22.5	≤ 30			≤ 30			≤ 30		
Number of High Classes ≥ 30 Students: <i>Includes, ELA, Math, Social Studies, Science, and Modern/Classical Languages</i>	147	≤ 225			≤ 225			≤ 225		