CALVERT COUNTY PUBLIC SCHOOLS ANNUAL REPORT 2023





CALVERT COUNTY PUBLIC SCHOOLS WILL PRODUCE GRADUATES

WHO ARE RESPONSIBLE CITIZENS WITH CAREER AND EDUCATIONAL

CHOICES IN THE 21ST CENTURY.

Message from the Superintendent and Board of Education President

December 2023

Dear Calvert County Citizens:

The **2023** *Annual Report* provides a concise overview of our school system. Within this document, we present various facts and figures related to our schools, students, employees, and financial aspects. It highlights both strengths and areas for improvement.

Our primary objective is to facilitate student growth, development, and responsible citizenship. As fiscal resources become scarcer, evaluating our programs and operational efficiency becomes crucial. We strive to enhance student learning and ensure the best possible education for our students.

We would like to thank our county commissioners, local legislator delegation, parents, employees, and community members for their support and contributions. We are proud of the work our employees do to support student learning, and, in these changing times, we remain committed to ensuring that our students receive the best education possible.

Sincerely,

Inez N. Claggett

President

Dr. Andraé Townsel

Superintendent of Schools

About Calvert County Public Schools

Located 35 miles southeast of Washington, D.C. and 55 miles south of Baltimore, Calvert County is a scenic peninsula bordered on the east by the Chesapeake Bay and on the west by the Patuxent River. The county—Maryland's smallest at 213 square miles—is home to over 90,000 people.

Calvert County Public Schools, the 13th largest by enrollment among 24 school systems in the state, consistently ranks among Maryland's top districts based on state assessments. The district includes twelve elementary schools, six middle schools, four high schools, one career and technology academy, and one special education center.

The Calvert County Board of Education ensures excellence in education for our students through meaningful collaboration and engagement of all Calvert County Public Schools stakeholders, including parents, students, staff, and the community.

Our Priorities

- Equity
- Student Outcomes
- Climate and Culture
- Workforce
- Community Engagement



Board of Education



The Board of Education:

- Oversees and approves district policy.
- Selects and oversees the Superintendent.
- Informs the public of district progress and needs.
- Solicits public opinion as it affects district decisions.
- Serves as an advocate on behalf of the district.
- Serves as a liaison between the citizens of the district and the Maryland State Department of Education.

Left to right: (back row) Jana L. Smith-Post; Antoine S. White, Vice-President; Dawn C. Balinski (front row) Lisa M. Grenis, Dr. Andraé Townsel, Superintendent; Inez N. Claggett, President

Our Students

Calvert County Public Schools has established as its mission a commitment to produce graduates who are responsible citizens with career and educational choices in the 21st century.

According to data from the Maryland Report Card, the majority of CCPS students—62% of 2022 graduates—enroll in college within one year of graduation. To prepare for college, over 41% of CCPS high school students enroll in Advanced Placement courses and subsequently have the opportunity to take the national exam and earn college credit. Annually, around 532 students earned college credit while in high school through a dual enrollment program with the College of Southern Maryland.

The Career and Technology Academy (CTA) offers fourteen Career and Technical Education (CTE) programs of study that prepare students for both post-secondary education and employment. During the school year 2022-23, 16% of our graduates earned an Industry Recognized Credential (IRC).

Enrollment

• 16,294 students in pre-kindergarten through 12th grade

Special Services

- ≤5% of students participate in English for Speakers of Other Languages (ESOL)
- 10% of students receive special education services
- 30% of students receive special services free or reducedprice meals

Demographics

- 65% White
- 14% African American
- 10% Two or More Races
- 9% Hispanic
- ≤5% Asian
- ≤5% American Indian
- ≤5% Hawaiian/Pacific Islander



Our Teachers

- 1,064, including deans, school counselors, and library media specialists
- 122 new hires for school year 21-22
- 70% have masters and/or doctorate degrees
- Starting salary with a bachelor's degree: \$51,005
- 4% first year teaching
- 38% have 20 or more years of experience
- 7% have 30 or more years of experience

Staff Highlights

- 38 CCPS teachers have National Board Certification (NBC)
- 88% of CCPS teachers are highly qualified.
- 71% of CCPS teachers have taught over 5 years -- of those teachers 58% have taught more than 10 years.



Rachael Ulmer: 2022 Teacher of the Year

Rachael Ulmer, a life-long learner, and reflective educator, empowers students to become highly effective communicators. She earned an M.A.Ed. in Reading PreK-12 from the University of Nebraska-Kearney (2016) and a BA in English from LSU. Rachael is a Teacher-Consultant for the UMD Writing Project and a collaborative member of Calvert County's secondary ELA leadership team. As her school's Writing Coach, Rachael established a student-led writing center that promotes positive peer relationships and fosters the importance of reading and writing for every student. Her devotion to cultivating critical literacy skills helps students see the connection between education and their future success.



Dana Smith: 2022 Educational Support Professional of the Year

Dana Smith became the school nurse at PPMS in August of 2019. Her nursing experience includes oncology, medical-surgical, cardiac, long-term care, and hospice. She serves as the Wellness Coordinator, encouraging staff and students to gain better overall health. She is also the coordinator of the Mental Health Awareness Committee. She is a volunteer with Chesapeake Cares Food Pantry, delivering groceries to families in need.

She is originally from Oxford, Ohio until going to college at Bowling Green State University in Bowling Green, Ohio receiving a Bachelor of Science in social work in 1999. She then earned an Associate's degree in nursing and found her true passion for helping others achieve optimum health and wellness.



Blueprint for Maryland Schools

In 2021, the Maryland State Legislature passed the Blueprint for Maryland's Future legislation (Blueprint) that codified the recommendations of the Maryland Commission on Innovation and Excellence in Education (Kirwan Commission). This law aims to:

- Transform Maryland's public schools into a world-class system of education by expanding early access to education;
- Remodel teaching into a high-status profession and incentivize teachers to pursue professional development while maintaining focus on classroom instruction;
- Enable most students to achieve college and career readiness by the end of 10th grade;
- Broaden resources to ensure all students are successful, including students with disabilities, students who are English learners, and students living in poverty; and
- Create an accountability framework to evaluate compliance with the Blueprint's mandates, determine effectiveness of student learning, and identify areas where the State can support the local school systems as they implement these programs.

The Blueprint will be implemented over the course of the next 10 years. Calvert County Public School System (CCPS) staff have been meeting since November 2021 to plan how the school system will meet these goals in a manner that is programmatically appropriate and fiscally responsible.

While the promise of the Blueprint for Maryland's Future is immense, there are still many logistical hurdles that will need to be navigated. Not least among those is obtaining sufficient funding to both meet the Blueprint's requirements and provide all students with the quality well-rounded educational opportunities that they and their families have come to expect.

There are five (5) pillars to the Blueprint for Maryland's Future.

Pillar 1 – Early Childhood Education - The Blueprint establishes a significant expansion of free full-day prekindergarten to low-income families so that all children have the opportunity to begin kindergarten ready to learn. Prekindergarten will be free for all 3- and 4-year old students whose parents meet income eligibility requirements and will be available on a sliding scale to all other 4-year old students.

In order to support such expansion, the Blueprint will provide funding to both public and community-based early education programs that meet rigorous quality standards. Expansion will be an ongoing process, as it requires adjustments to early education preparation programs, increases to physical and staff capacity, and demonstration of quality and continuous improvement as measured by a quality rating system.

Pillar 2 – High Quality and Diverse Teachers and Leaders -The Blueprint raises the status of the teaching profession and encourages professional development through a performance-based career ladder with salaries comparable to those in other professional fields with similar education requirements. Local school systems will work with stakeholders to create a career ladder that recognizes effective teachers and school leaders and incentivizes them to stay in the classroom. Advancement up the ladder is based on the acquisition of specified knowledge and skills, rigorous evidence of success as a classroom teacher, and willingness to take on leadership responsibilities.

By increasing the rigor of teacher preparation programs and raising compensation to be more comparable to that expected in other professions, it is hoped that Maryland will create and sustain a teaching faculty that reflects the diversity of the student population.

Teacher salary progression and classroom performance will be linked to teacher achievement of National Board Certification (NBC). CCPS has increased its efforts to support teachers who are pursuing NBC and looks forward to increasing the number of NBC teachers in our classrooms.

Pillar 3 – College and Career Readiness - Maryland public schools will use their internationally benchmarked curricula to facilitate most students achieving "College and Career-Ready" status by the end of 10th grade. CCR status will be aligned with global standards to ensure students have the literacy and mathematics skills to succeed in first-year Maryland community college courses.

Students who achieve CCR will have the opportunity to pursue pathways that include Advanced Placement courses, dual enrollment in college, and career and technology education programs of study. Such pathways will be designed to prepare students to join highly sought and well-paid professions.

Pillar 4 – More Resources to Ensure All Students are Successful - The Blueprint supports all students being successful in school by increasing funding based on the numbers of students with IEPs, who receive ESOL services, and/or who live in poverty. Schools that have high concentrations of poverty, measured by the number of students receiving Free and Reduced Price Meals (FARMs) or through other factors, will be provided additional funding to transform into community schools offering wraparound services for students and their families. These services may include:

- Extended day programs.
- Access to health, vision, and dental services.
- Additional behavioral health supports.
- Family and community engagement programming.

Additional funds are also available to support reading and literacy instruction in Grades K–3 through universal screening and small group tutoring or instruction. Mathematics supports can also be provided for struggling learners in the primary grades.

Pillar 5 – Governance and Accountability - The Blueprint establishes the Accountability and Implementation Board that has the authority to ensure that the Commission's recommendations are successfully implemented and produce the desired results. This board will have a direct role in shaping how the Blueprint is put into action across the state.

CCPS has created a steering committee and five workgroups representing each Blueprint major initiative, which have analyzed the legislation, identified needed clarifications, established timelines for implementation, and begun to budget the fiscal impacts of both the Blueprint's additional funding and its new mandates.

CCPS staff have been collaborating with the Accountability and Implementation Board, the Maryland State Department of Education, the Public School Superintendent's Association of Maryland, the Maryland Association of Boards of Education, and neighboring school systems to build common understandings of the legislation and share best practices and next steps.

District Highlight

CCPS broke ground on the new Beach Elementary School building on November 11, 2021. The building was designed by Smolen Emr Ilkovitch Architects and will be built by Oak Contracting, LLC. The new school will be constructed on-site, to the west of the existing building. Once the new building is complete, the existing school will be demolished to make room for parking, improved bus and vehicular drop off/pick up zones, and a recreational field. The building will seat 578 students and be Calvert County Public Schools' second LEED (Leadership in Energy and Environmental Design) Silver building.

The phased construction of the 74,444 square foot building will be completed in 2023.



Student Achievement

The full-length Maryland Comprehensive Assessment Program (MCAP), which includes tests in English language arts, mathematics, science, and social studies, were administered in the spring of 2022. This year Calvert's students scored 4th in the state for Grades 3-8 in mathematics, 10th in the state for Algebra I, and 1st in the state for Grades 3-8 and 10 in English Language Arts. Additionally, 68% of our students were proficient in Government, and 63.4% of our Multi-lingual Learners (ML) met progress indicators.

Maryland's Accountability System

Maryland's accountability system measures school and school district performance. It provides information to educators, parents, and the public about each school and paves the way for improvement. Through a strong accountability system, stakeholders gain an understanding of how schools are doing and where support is needed for schools to perform better. Every school in the state is assigned a star rating, which highlights the overall performance of the school on academic performance and school quality indicators.

The results of CCPS can be found: Maryland Report Card - ReportCards - ReportCardSchool.

CCPS Star Ratings SY 22 and SY 23								
	2022 Star Rating	2023 Star Rating	Change			2022 Star Rating	2023 Star Rating	Change
Barstow Elementary	3	3	0		Calvert Middle	4	4	0
Beach Elementary	4	4	0		Mill Creek Middle	3	3	0
Calvert Elementary	4	4	0		Northern Middle	5	4	-1
Dowell Elementary	3	4	+1		Plum Point Middle	4	4	0
Huntingtown Elementary	5	4	-1		Southern Middle	3	3	0
Mt. Harmony Elementary	5	5	0		Windy Hill Middle	5	4	-1
Mutual Elementary	4	4	0		willdy fill wilddie	7		-
Patuxent Appeal Campus	3	3	0					
Plum Point Elementary	4	4	0		Calvert High	4	3	-1
St Leonard Elementary	4	3	-1		Huntingtown High	4	4	0
Sunderland Elementary	4	4	0		Northern High	4	4	0
Windy Hill Elementary	4	4	0		Patuxent High	4	4	0

SAT Scores

According to the College Board Annual Report, the Average Sat Score is 1051 with a score of 528 on the Evidence-Based Reading and Writing section and 523 on the Math section. Calvert County students remain in the top scorers even with a decline over the past three years. Each of the two sections of the SAT is scored on a 200- to 800-point scale.

Average Scores of the Graduating Class for the past three years:

	2020	2021	2022	2023
Evidence-Based Reading and Writing	552	547	546	519
Mathematics	542	537	536	501

Graduation Rate

2023 graduates and families were able to celebrate with families, friends, and peers at the Show Place Arena in Upper Marlboro, Maryland.

The four-year adjusted cohort graduation rate has remained consistently high in Calvert County Public Schools. We are committed to graduating students with the skills and knowledge necessary to be successful in college and careers.

Year	2020	2021	2022	2023
Rate	≥ 95	94.72	≥ 95	93.54

Strategic Plan

CCPS continues to focus its efforts on its strategic priority areas of Equity, Student Outcomes, Climate and Culture, Workforce and Community Engagement.

Priority Area: Equity

CCPS has continued its engagement with building-based equity teams that focused on developing an understanding of culturally responsive instruction, facilitated the system-wide learning opportunity, The Big Experience, that focused on ensuring that each learner is a full member of the school community where academic and social emotional needs are met, and expanded No Place for Hate in our schools.

CCPS has continued building system capacity with Inclusive Practices to ensure students with disabilities access, make progress, and achieve grade-level standards as well as receive Special Education services in the general education classroom.

Priority Area: Student Outcomes

CCPS has continued its work with Multi-Tiered Systems of Support by addressing Tier 1 Instruction. Through the work, CCPS has developed a guidebook, aligned professional learning at all levels to increase understanding of tier 1, used universal screeners to provide targeted support, and provided before and after school tutoring and Saturday School supports for students in Reading and Math at the elementary level and Reading, Math, Science, Social Studies, and World Language at the secondary level.



Priority Area: Climate and Culture

CCPS has developed the MTSS guidebook that focuses on Tier 1 supports for behavior and social emotional learning, trained staff in restorative practices and trauma informed instruction, provided counseling supports from school counselors, psychologists, and social workers and increased the wellness and mental health activities at all levels to include calming rooms and corners and mindfulness activities.



Priority Area: Workforce

CCPS continues to recruit high quality staff to fill our open positions in our school system. Through the Maryland Leads program, CCPS has offered additional Teacher Academy of Maryland Scholarships and continued support for program growth, and sessions for Educational Support Professionals to obtain MSDE teacher certification by partnering with colleges and universities.

Priority Area: Community Engagement

CCPS has implemented Raptor to support our volunteer process, collaborated with local businesses to increase work-based learning, internship and mentorship opportunities, expanded the Apprenticeship Maryland Program while seeking additional industries to support Registered Youth Apprenticeship; and collaborated with local workforce development boards. Our Education Foundation continues to support the efforts of our teachers.

During the summer of 2023, CCPS embarked on a new strategic planning process. CCPS is partnering with Hazard, Young, Attea and Associates (HYA), to conduct the strategic planning process. Based in Schaumburg, Illinois, HYA has a 35-year history of partnering with school districts to improve student outcomes.

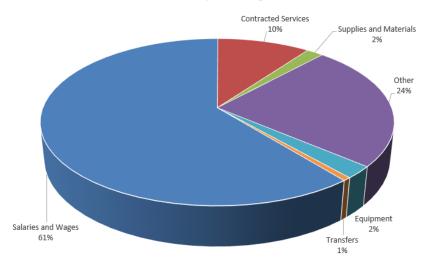
Finances

The FY 23 budget was built upon an expectation that the Maryland General Assembly and the Calvert County Board of Commissioners would provide funding for schools equal to the funding they provided for FY 21. CCPS appreciates the support the Commissioners have consistently shown our schools. CCPS continued its process to align all budget additions with strategic goals. CCPS continues to improve fiscal reporting and accountability.

Allocation of Budgeted Expenditures

Total Expenditures = \$271,375,000





Unrestricted Revenues by Funding Source

Funding Source	Fiscal 2020 Actual	Fiscal 2021 Actual	Fiscal 2022 Actual	Fiscal 2023 Adopted	Fiscal 2024 Proposed	Percent of Total	\$ Change	% Change
State	\$ 87,941,065	\$ 89,640,490	\$ 89,955,650	\$ 101,331,933	\$ 106,399,766	38.9%	\$ 5,067,833	5.0%
Federal	649,548	736,217	710,679	750,000	750,000	0.3%	-	0.0%
Local	1,520,136	1,843,687	1,627,683	3,013,648	510,000	0.2%	(2,503,648)	-83.1%
County Appropriation-Operating Budget	130,589,034	134,705,249	136,005,250	141,305,251	163,715,234	60.3%	22,409,983	15.9%
County Appropriation- Teacher Pension	-	-	-	-	-	0.0%	-	
Transfers	210,499	21,938	16,463			0.0%		0.0%
Total Unrestricted Funds	\$ 220,910,282	\$ 226,947,581	\$ 228,315,725	\$ 246,400,832	\$ 271,375,000	100%	\$ 24.974.168	10.1%

Summary of Positions: Unrestricted and Restricted Funds

Positions in General Fund	Fiscal 2020 Actual	Fiscal 2021 Actual	Fiscal 2022 Adopted	"Fiscal 2022 Adopted"	Fiscal 2023 Adopted	Fiscal 2024 Proposed	Change
Administration	46.30	45.30	44.30	45.70	45.70	53.90	8.20
Mid - Level Administration	145.45	145.45	147.45	148.45	148.45	150.45	2.00
Instructional Salaries & Wages	1,069.77	1,092.17	1,091.17	1,105.55	1,105.55	1,119.05	13.50
Special Education	360.14	359.82	364.05	380.74	380.74	380.74	-
Student Services	21.10	22.10	22.26	22.10	22.10	25.10	3.00
Health Services	28.40	28.40	28.40	28.40	28.40	28.40	-
Student Transportation	40.50	40.50	40.50	40.50	40.50	42.00	1.50
Operation of Plant	184.03	188.75	187.75	187.75	187.75	187.75	-
Maintenance of Plant	40.00	40.00	40.00	40.00	40.00	39.00	(1.00)
Capital Outlay	2.00	2.00	2.00	2.00	2.00	3.00	1.00
Total Positions - Unrestricted Fund	1,937.69	1,964.49	1,967.88	2,001.19	2,001.19	2,029.39	28.20
Total Positions - Restricted Fund	133.16	133.16	156.77	156.77	155.37	201.41	28.20
Total Positions - Unrestricted and Restricted	2,070.85	2,097.65	2,124.65	2,157.96	2,156.56	2,230.80	56.40

School Directory 2022-2023

Elementary Schools

Barstow Elementary School

Principal: Michelle Ward 443-550-9510 Fax: 410-286-4010 295 J.W. Williams Road Prince Frederick, MD 20678 Assistant Principal: Regina Barnes

Beach Elementary School

Principal: Brock Fulton 443-550-9520 Fax: 410-286-4014 7900 Old Bayside Road Chesapeake Beach, MD 20732 Assistant Principal: Alisandra Ravenel

Calvert Elementary School

Principal: Dr. Christy Harris 443-550-9550 Fax: 410-286-4015 1450 Dares Beach Road Prince Frederick, MD 20678 Assistant Principal: Krysten Sneade

Dowell Elementary School

Principal: Jason Patton 443-550-9480 Fax: 410-286-4016 12680 H.G. Trueman Road Lusby, MD 20657 Assistant Principal: Denise Harbaugh

Huntingtown Elementary School

Principal: Eric Ruffo 443-550-9360 Fax: 410-286-4005 4345 Huntingtown Road Huntingtown, MD 20639 Assistant Principal: Nicole Jimney

Mt. Harmony Elementary School

Principal: Charles Treft
443-550-9620
Fax: 410-286-4017
900 West Mt. Harmony Road
Owings, MD 20736
Assistant Principal: Beth Megonigal

Mutual Elementary School

Principal: Stacy Hawxhurst
443-550-9650
Fax: 410-286-4018
1455 Ball Road
Port Republic, MD 20676
Assistant Principals: Melissa Huffman
and Lynn Cunningham

Patuxent Appeal Elementary Campus

Principal: Michelle Beckwith 443-550-9710 Fax: 410-286-4020 35 Appeal Lane Lusby, MD 20657

Assistant Principals: Ryan Crowley,

Cristin Williams

Plum Point Elementary School

Principal: Bea Gonzalez-Wilson 443-550-9730 Fax: 410-286-4021 1245 Plum Point Road Huntingtown, MD 20639 Assistant Principal: Jenean Deahl

St. Leonard Elementary School

Principal: Tammie Rudzinski 443-550-9760 Fax: 410-286-4022 5370 St. Leonard Road St. Leonard, MD 20685 Assistant Principal: Alkeisha Williams

Sunderland Elementary School

Principal: Pamela Kasulke 443-550-9390 Fax: 410-286-4006 150 Clyde Jones Road Sunderland, MD 20689 Assistant Principal: Amanda Merillat

Windy Hill Elementary School

Principal: Kelly Cleland 443-550-9790 Fax: 410-286-4023 9550 Boyd's Turn Road Owings, MD 20736 Assistant Principal: Rebecca Brennan

Middle Schools

Calvert Middle School

Principal: Rebecca Bowen

443-550-8970 Fax: 410-286-4007

655 Chesapeake Boulevard Prince Frederick, MD 20678 Assistant Principal: Chandra Fleet

Mill Creek Middle School

Principal: Rebecca Amstutz

443-550-9190 Fax: 410-286-4024

12200 Southern Connector Blvd

Lusby, MD 20657

Assistant Principal: Matt Deegan

Northern Middle School

Principal: Jaime Webster

443-550-9230 Fax: 410-286-4025 2954 Chaneyville Road Owings, MD 20736

Assistant Principal: Beth Wagner

Plum Point Middle School

Principal: Danielle Swann

443-550-9170 Fax: 410-286-4009 1475 Plum Point Road Huntingtown, MD 20639 Assistant Principal: Eliott Tyler

Southern Middle School

Principal: James Carpenter

443-550-9250 Fax: 410-286-4026 9615 H.G. Trueman Road

Lusby, MD 20657

Assistant Principal: Jamie Smith

Windy Hill Middle School

Principal: Mark Whidden

443-550-9310 Fax: 410-286-4027 9560 Boyd's Turn Road Owings, MD 20736

Assistant Principal: Kristen Ratcliff

High Schools

Calvert High School

Principal: Darrel

Prioleau 443-550-8880 Fax: 410-286-4032 520 Fox Run Boulevard

Prince Frederick, MD

20678

Assistant Principals: Dona Hook, James Rodenhaver, Trey

Sirman

Huntingtown High School

Principal: Beth Morton 443-550-8810 Fax: 410-286-4011 4125 N. Solomons

Island Road Huntingtown, MD

20639

Assistant Principals: Larry Butler, Abbe Gray, Rob Lawrence, Shaina

Brickner

Northern High School

Principal: Stephen
Williams
443-550-8950
Fax: 410-286-4034
2950 Chaneyville Road
Owings, MD 20736
Assistant Principals:
Sarah Bento, Mark

Gladfelter, James Kurtz,

Darrel Prioleau

Patuxent High School

Principal: Anthony

Barone 443-550-8840 Fax: 410-286-4036 12485 Southern Connector Blvd Lusby, MD 20657 Assistant Principals:

Michelle Bell, Francis Forrest, Anne Rickwood

Additional Schools

Calvert Country School

Principal: Racheal Lindauer

443-550-9910 Fax: 410-286-4038 1350 Dares Beach Road Prince Frederick, MD 20678

Career and Technology Academy

Principal: Carrie Akins 443-550-9940 Fax: 410-286-4039 330 Dorsey Road

Prince Frederick, MD 20678 Assistant Principal: Travis Mister

Nondiscrimination Statement

Calvert County Public Schools does not discriminate on the basis of race, color, religion, sex, age, ancestry or national origin, familial status, marital status, physical or mental disability, sexual orientation, gender identity and expression, or genetic information or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

- Director of Student Services
- ➤ Director of Human Resources 443-550-8000

For further information on notice of non-discrimination, visit the Office for Civil Rights Complaint Assessment System at: https://ocrcas.ed.gov or call 1-800-421-3481.

Anti-sexual, Anti-racial and Anti-disability Harassment Statement

Discrimination can manifest itself in behaviors such as bullying, harassment, or intimidation of individuals.

Calvert County Public Schools does not tolerate any form of harassment including, but not limited to, sexual, racial, or disability. Any individual (student, employee, or community member) who believes that he or she has been subjected to any form of harassment is encouraged to report the allegation of harassment. Students, parents and community members may report allegations of harassment to:

Ms. Cecelia Lewis Director of Student Services Calvert County Public Schools 1305 Dares Beach Road Prince Frederick, MD 20678

Employees may report allegations of harassment to:

Mr. Zachary Seawell Director of Human Resources Calvert County Public Schools 1305 Dares Beach Road Prince Frederick, MD 20678

Calvert County Public Schools is committed to conducting a prompt investigation for any allegation of harassment. If harassment has occurred, the individual will be disciplined promptly. Disciplinary actions for students found to have engaged in any form of harassment may result in suspension or expulsion. Disciplinary actions for employees found to have engaged in any form of harassment may result in suspension or termination.

Calvert County Public Schools encourages all students, parents, employees, and community members to work together to prevent any form of harassment.

For further information on notice of non-discrimination, visit the Office for Civil Rights Complaint Assessment System at: https://ocrcas.ed.gov or call 1-800-421-3481.