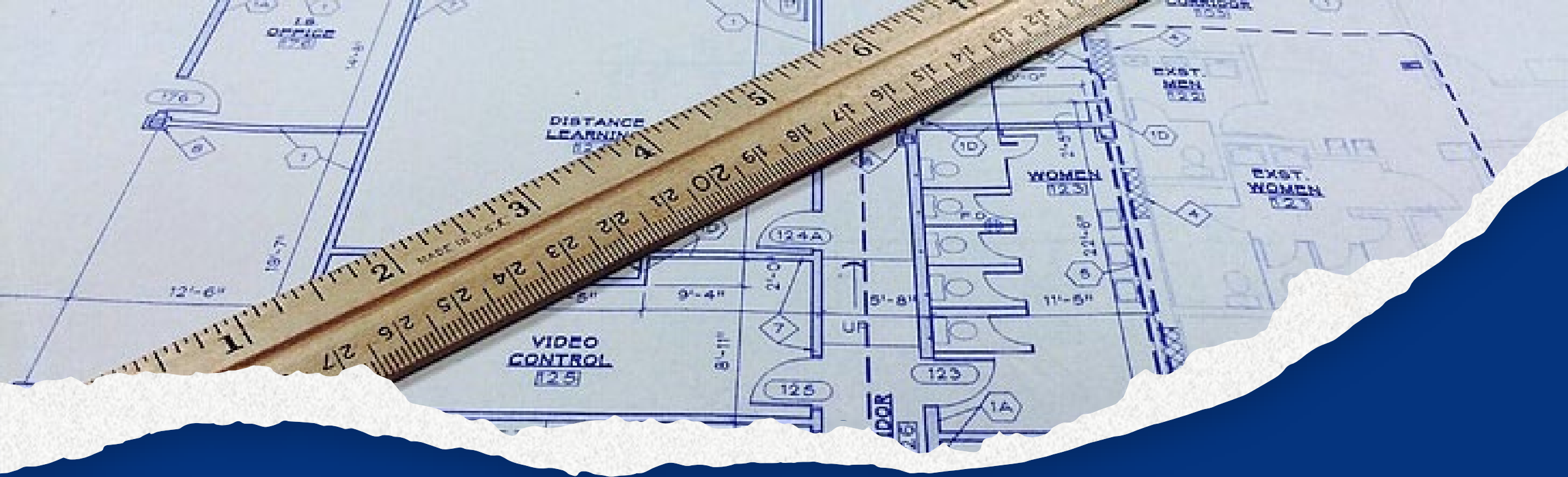# Blueprint for Maryland's Future

Calvert County Blueprint Committee Meeting

March 5, 2025

Purpose

To provide an update of Calvert County's Blueprint for Maryland's Future progress

Pillar 1
Improving Early Childhood Education

Pillar 2
Cultivating High-Quality and Diverse Teachers and Leaders

Pillar 3
Ensuring that all students are College and Career Ready

Pillar 4
More Resources for Students to be Successful

Pillar 5
Governance & Accountability

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Early Childhood

- **Aim**: *To have a system where all young children and families receive the health, mental health, financial and social supports they need to ensure that students who arrive at the school door are healthy and ready to learn.*

High Quality and Diverse Teachers and Leaders

- **Aim**: *To have a system that elevates the teaching profession to the high status that it deserves in which students are taught by teachers with strong content knowledge who have apprenticed with and been mentored by exceptional teachers to hone their craft.*

Ensuring all Students are College and Career Ready

- **Aim**: *To have an engaging and rigorous K–12 instructional system that enables all students to reach a college and career readiness standard by 10th grade, and no later than high school graduation, to ensure their success in the State's community colleges without the need for remediation.*

More Resources for Students to be Successful

- **Aim**: *To ensure that all students, especially those that may need the most support, have access to non-academic, academic, and special education support needed to be successful – so that students are healthy and able to learn and participate fully in school.*

Governance and Accountability

- **Aim:** *To have governance and accountability that supports the effective functioning of the education system and monitors how schools and the system are implementing the blueprint policies and the impact they have on student and system performance.*

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Source: AIB Blueprint for Maryland's Future Comprehensive Implementation Plan, August 2023

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CCPS Implementation Teams

Pillar 1
- Early Childhood Education

Pillar 2
- Teacher Preparation
- Professional Learning
- Career Ladder

Pillar 3
- Core Instruction
- MTSS/Tiered Supports
- CCR Pathways

Pillar 4
- Multilingual Learners
- Instruction for Special Education Students
- Behavior and Social Emotional Learning
- Community Schools

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# Blueprint Career Ladder Submission Updates

- Career Ladder Plan Submission
  - July 1, 2025 requirements
    - Level 4 Teacher
    - Requirements for moving up the CL
    - Salary Information
    - Technical submission requirements
  - Deferred components
    - 8-year plan for collaborative time
    - Professor Distinguished Teacher
    - Teacher evaluation and PAR system
    - AP requirements
    - School Leader/Administrator Track
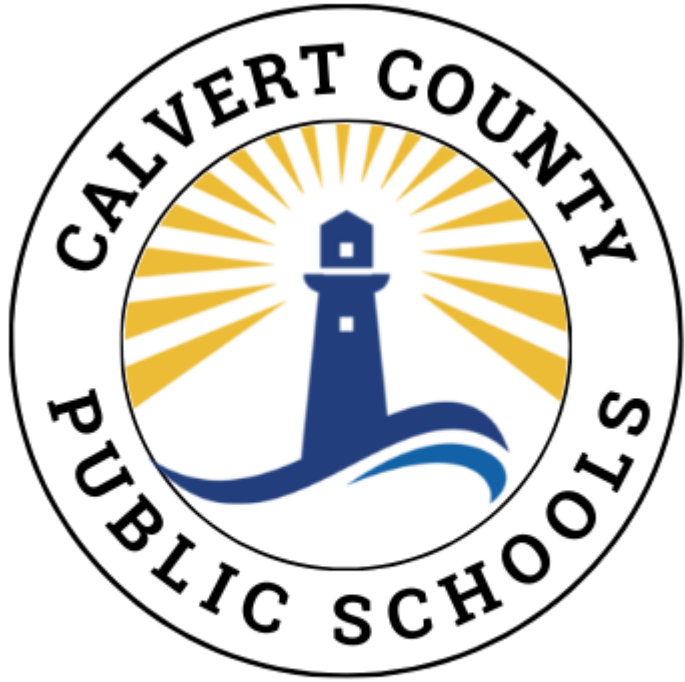
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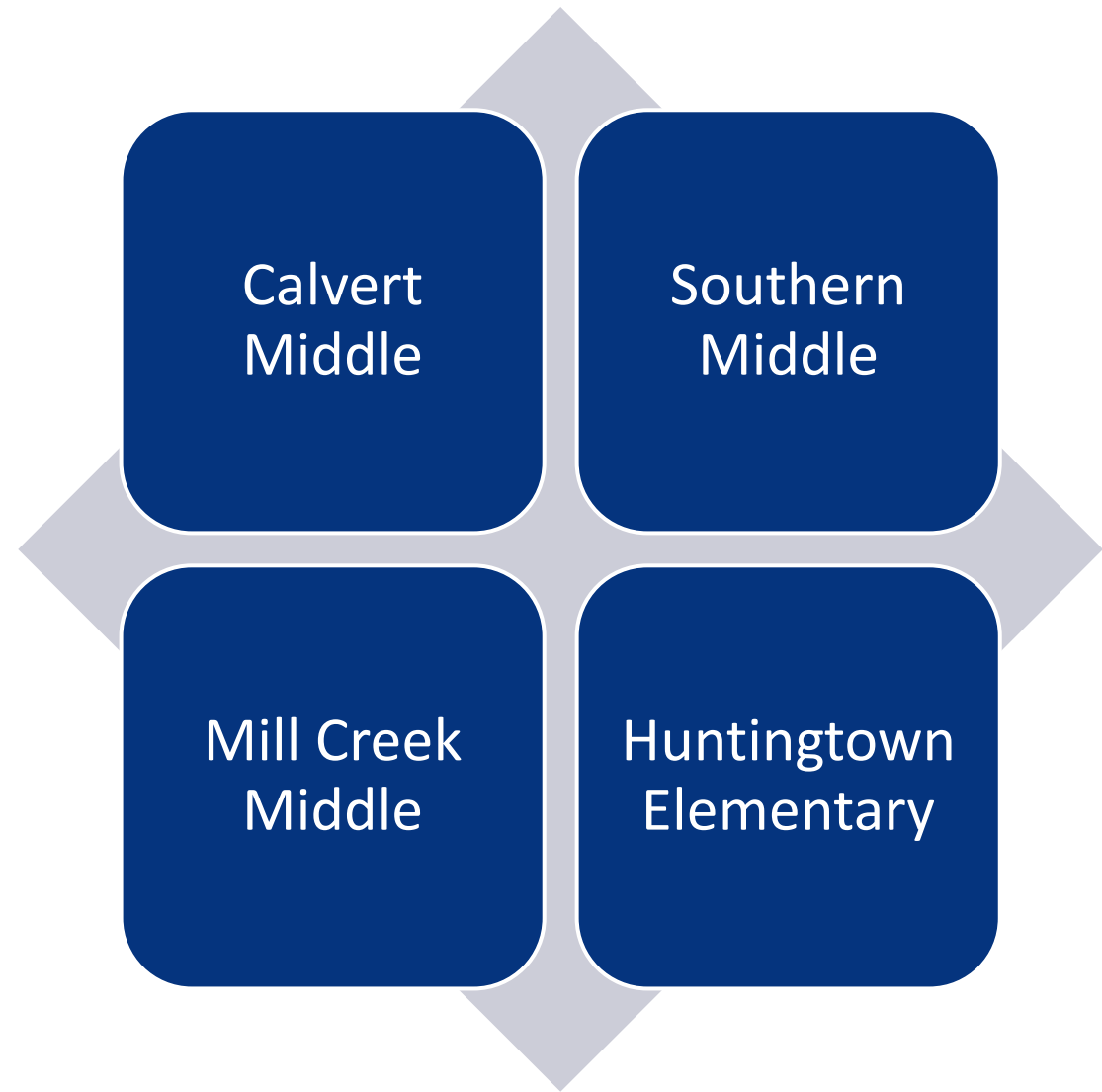
Feedback and Questions
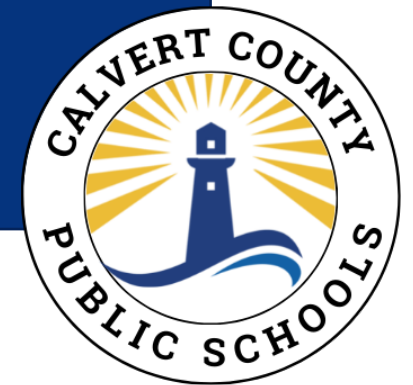
Piloting and Profiling Practices to Support Blueprint Implementation

Strategic Objectives:

1. To document models and exemplars of teaming structures, leadership and teacher roles, professional learning, and tiered system of supports that leverage the career ladder and that meet adult and student's needs – to inform district-level planning and implementation of Blueprint policies.

2. To inform, support, and enhance school-based implementation of teaming structures, leadership, and processes that support instructional improvement and tiered/individualized support for students.

Piloting and Profiling Practices to Support Blueprint Implementation School Sites

Calvert Middle

Southern Middle

Mill Creek Middle

Huntingtown Elementary

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What are we learning?

Teaming Structures and Schedules to support Professional Learning

- How are teacher teams organized and structured (e.g., schedules and staffing)?

Teaming Content and Focus

- What is the content, focus, and purpose of teaming and related collaborative planning time?

What are we learning?

Teaming Structures and Schedules to support Professional Learning

Teachers are organized in grade-level or content teams, characterized by strong norms and expectations for collaboration; teachers meet together almost daily during collaborative time and often during their shared (individual) preparation time.

Teaming Content and Focus

District (and school leaders) have established effective routines for what teacher teams work on and how they collaborate – such as planning core instruction, differentiating and scaffolding instruction for all students (working with special educators), and using productive "kid-talk" to inform how they address student-specific issues.

Yet this is also an area for growth that builds upon Blueprint initiatives.

What are we learning?

Leadership roles related to teaming and collaborative planning.

- How are leadership teams and leaders supporting teaming, collaborative planning, and instruction?

MTSS and tiered supports for student to achieve academically and social/emotionally.

- How are teams organized to ensure that all students receive the support they need to succeed?

What are we learning?

Leadership roles related to teaming and collaborative planning.

Administrators have set and reinforce goals for student growth and support teacher teams; and most teacher teams have "teacher leaders" who dually work with school leadership and with their colleagues on grade-level goals and teaming practices.

This is an area where the career ladder and its focus on "lead teachers" can be woven together as Blueprint implementation proceeds.

MTSS and tiered supports for student to achieve academically and social/emotionally.

In middle schools, having a dedicated "advisory and student support" period provides time for additional enrichment/acceleration and flexible targeted academic support. Schools are proactively experimenting how to use this time to address school- and student-specific issues (e.g., improving writing, proactively addressing math skills, student goal setting).

Schools are using their Improvement Plan and establishing overarching "MTSS leadership teams" to plan, design, and monitor continuous improvement efforts and goals.

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Feedback and Questions