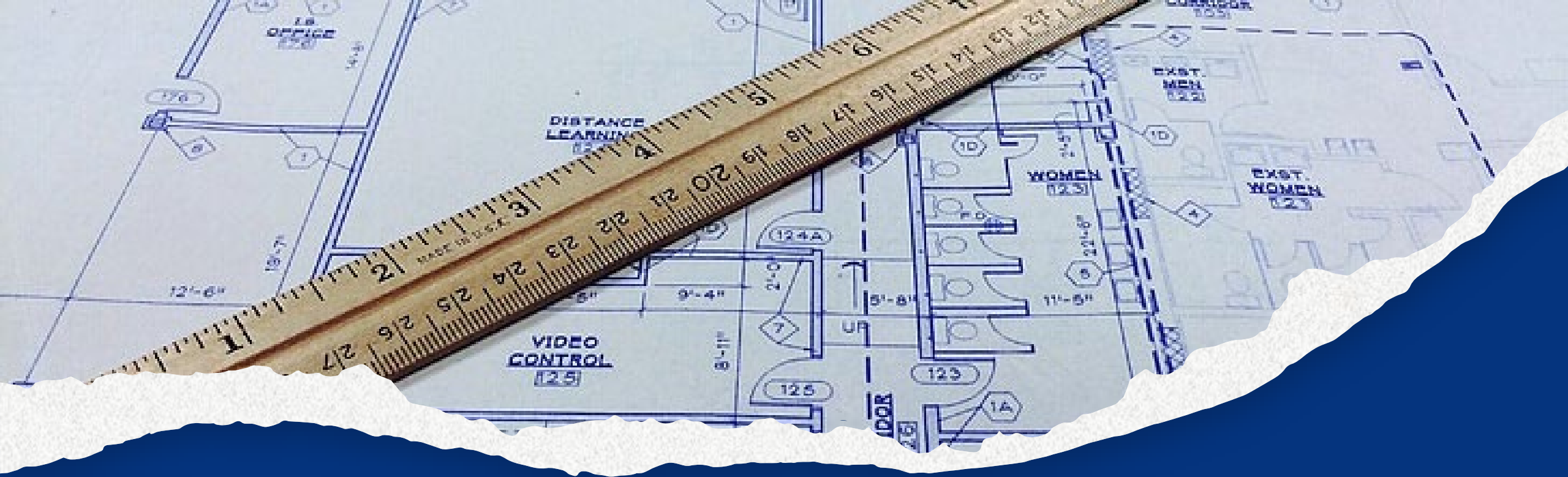


# Blueprint for Maryland's Future

Calvert County Blueprint Committee Meeting

April 2, 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



## Pillar 2, Objective 1

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

## Pillar 2, Objective 2

- Increase rigor of teacher preparation programs and licensure requirements

## Pillar 2, Objective 3

- Implement comprehensive in-service educator training

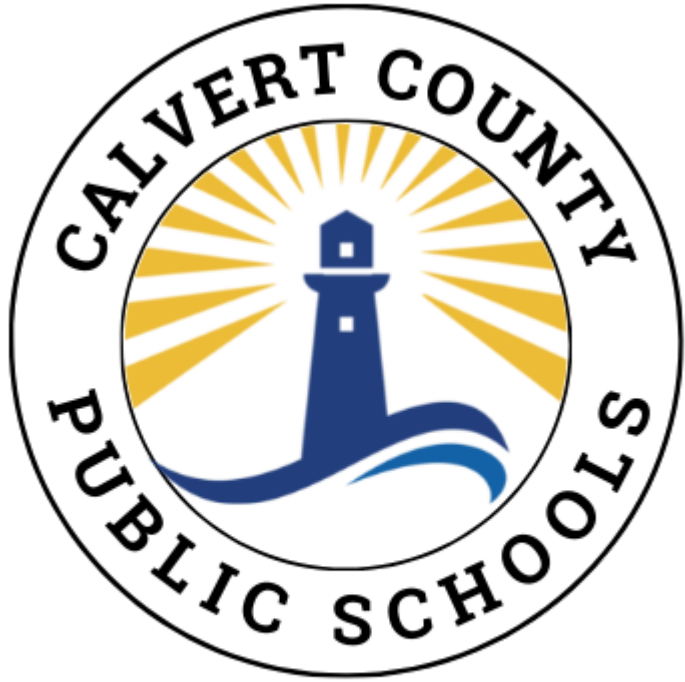
## Pillar 2, Objective 4

- Establish new statewide educator career ladder and professional development system

## Pillar 2, Objective 5

- Improve educator compensation





# Southern Maryland Summit 2025: The Teacher Preparation Pipeline

# The Southern Maryland Summit: Teacher Preparation Pipeline **2**

*A Tri-County Effort to Develop the  
Next Generation of Our Teachers*



**March 28, 2025**





# Our Goal

*Create a sustainable and mutually beneficial partnership between local public school systems and higher education partners to address the workforce challenges facing our educational systems and prepare our teachers to be effective leaders in the classroom.*



Charles County  
Public Schools

*Working together to achieve excellence for every student.*



**Southern Maryland Summit: Teacher Preparation Pipeline - *Live Here. Teach Here.***

# Southern Maryland Summit: Teacher Preparation Pipeline - *Live Here. Teach Here.*



Charles County

Public Schools

Working together to achieve excellence for every student.



UNIVERSITY OF  
MARYLAND



NOTRE DAME  
OF MARYLAND  
UNIVERSITY



PSSAM

Public School Superintendents' Association  
OF MARYLAND



COLLEGE of  
SOUTHERN  
MARYLAND

ST MARY'S  
COLLEGE of MARYLAND



MHEC

ENGAGE | INFORM | SUPPORT



Maryland

DEPARTMENT OF LABOR



Maryland

STATE DEPARTMENT OF EDUCATION



Educator Registered  
Apprenticeship Intermediary

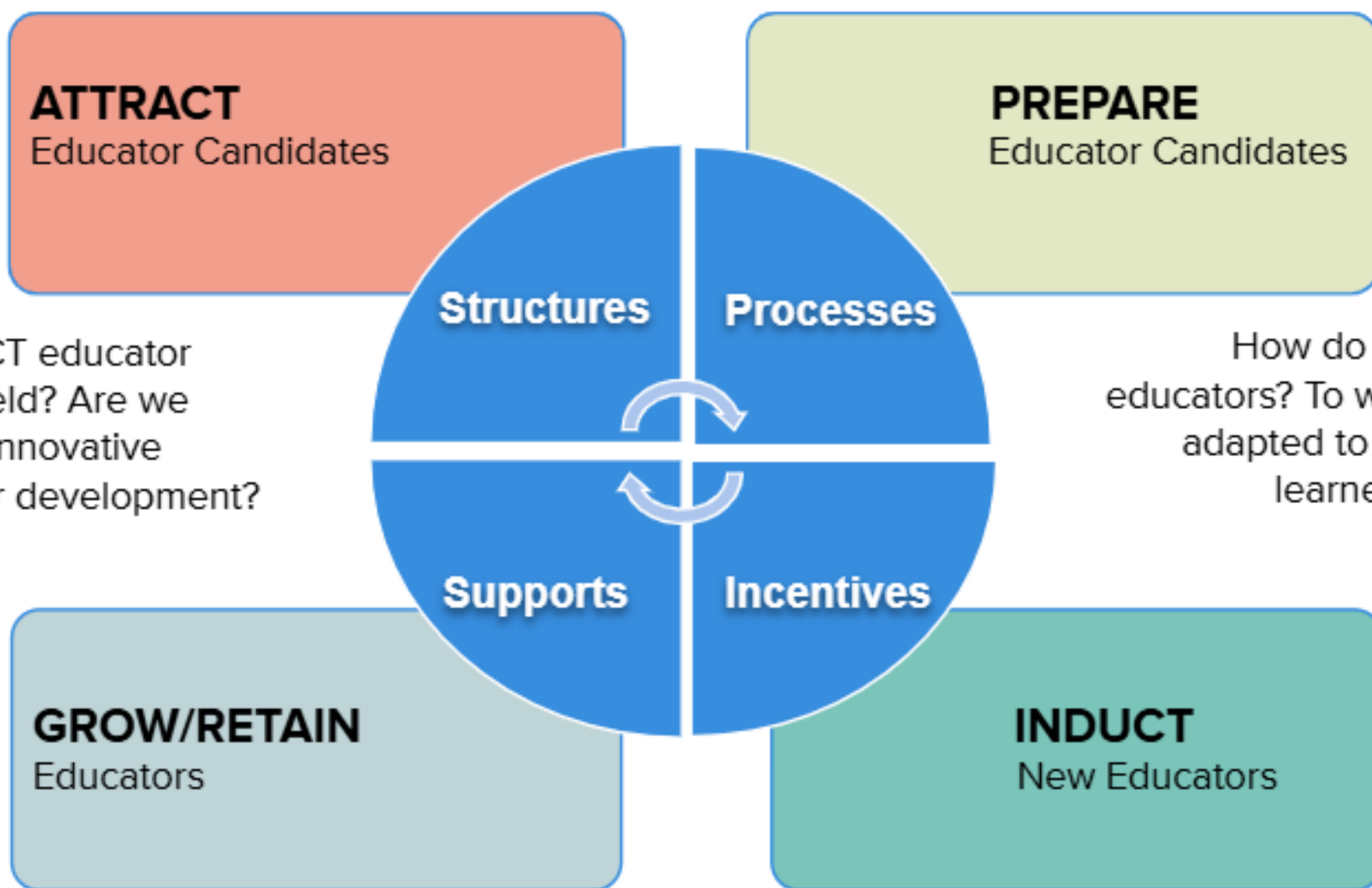




# The Challenge

Fewer teacher candidates and  
an ongoing teacher shortage

How do we improve the quantity,  
quality, and representation of our  
educator workforce?



How do we ATTRACT educator candidates to the field? Are we exploring new and innovative pathways of teacher development?

How do we PREPARE future educators? To what extent have we adapted to new generations of learners with different life experiences?

How do we GROW AND RETAIN our educators? In what ways do we provide ongoing professional development to help our educators feel supported in their work?

How do we INDUCT our newest educators? What strategies do we employ to help our newest teachers feel supported, successful, and dedicated to staying?



# Collaborative Solutions

Tri-county efforts to enhance  
the teacher pipeline in  
Southern Maryland



# How can we tap into the potential of various experiences?

- Career Changers
- Paraprofessionals
- Conditional Teachers
- TAM Teacher Candidate
- Associate in the Art of Teaching Candidates
- Traditionally Licensed Teachers



Charles County  
Public Schools

*Working together to achieve excellence for every student.*



# Five Multi-Sector, Cross-Institutional Work Teams

- **High School Student to Teacher Strategy:**
  - to develop a **coherent and aligned strategy** for attracting our tri-county youth to the teaching profession and engaging them in **high-quality, cost-effective teacher preparation** within the region that culminates with a bachelor's degree and teacher licensure.
- **Conditional Teacher Licensure Strategy:**
  - to develop a **coherent and aligned strategy** for engaging conditional teachers in job-embedded, **high-quality, cost-effective teacher preparation** programs that acknowledge and are responsive to the context - including opportunities and challenges - within which conditional teachers function.
- **Support Personnel to Teacher Strategy:**
  - to develop a **coherent and aligned strategy** for engaging currently employed support staff in **high-quality, cost-effective teacher preparation** according to current and projected staffing needs.



## Five Multi-Sector, Cross-Institutional Work Teams

- **Public Relations/Communications:**

- to develop a **public relations and communications plan** for attracting and preparing teacher candidates, as well as retaining current educators.

- **Resource Mapping:**

- to fully inventory and annotate - in a manner that is **designed for easy access and navigation** - the available and desired resources related to teacher candidate recruitment, preparation, and continuous learning relevant to aspiring, new and experienced teachers, and the people who support them.

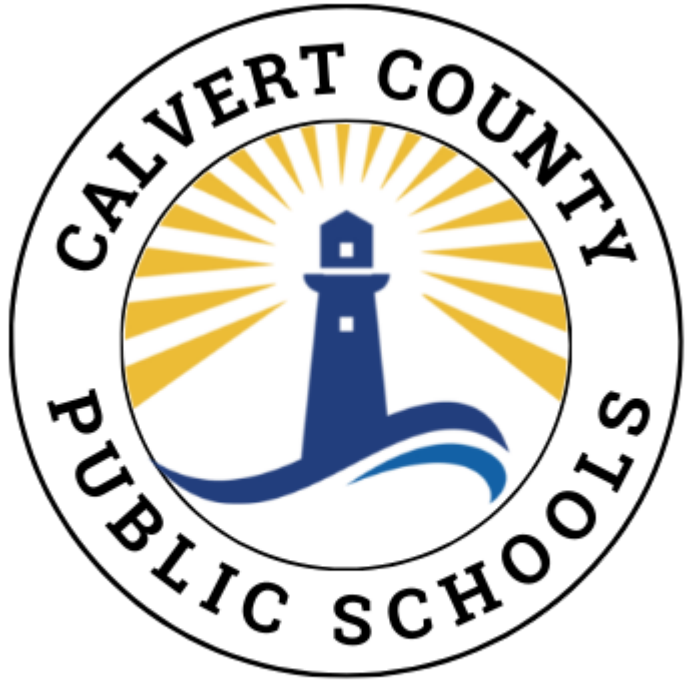


- Teacher Academy of Maryland
- 2+2 Programs
- Registered Apprenticeship
- Supporting Conditionally Licensed Teachers

# Pathway Review and Deep Dives

- During the work sessions, participants:
  - reviewed the key elements, successes and highlights, and collaborative partnerships for the pathway
  - Participated in dialogue and collaborative planning including:
    - Discussion of Desirable Program Design Elements
    - What current conditions challenge/impede these design elements?
    - What current/future conditions accelerate/enhance these design elements?
    - Action steps





# System of Professional Development tied to the Career Ladder

# Pillar 2, Objective 4, Task 3

Major Subtask		Requirements/Guidance for Implementation
Subtask 2.4.3(b)	LEAs shall implement a new system of professional development tied to the career ladder by ensuring that experienced educators in higher rungs of the career ladder have received training to effectively support their colleagues.	<p>LEAs shall implement the new system of professional development for the existing teacher workforce by 6/30/26.</p> <p>Beginning 7/1/26, LEAs shall implement the new system of professional development for all new teachers no later than one year after the teacher begins teaching.</p> <p>LEAs shall regularly evaluate professional development offerings provided to teachers to ensure alignment with the Blueprint and research-based best practices.</p>







Calvert County Public Schools  
Academics - Athletics - The Arts

# System of Professional Learning Grant

- Purpose
  - This grant provides funding to design and implement a system of professional learning tied to the career ladder for teachers to build their capacity in various educational areas to advance the goals of the Blueprint for Maryland's Future.
  - Application Due April 10, 2025.
  - Funding = Base Grant (\$15,000) + Formula-Based Supplement (LEA Statewide Percentage of Teachers)
    - Calvert = may be awarded up to \$40,153.14
  - Notification week of April 21, 2025



# Feedback and Questions

