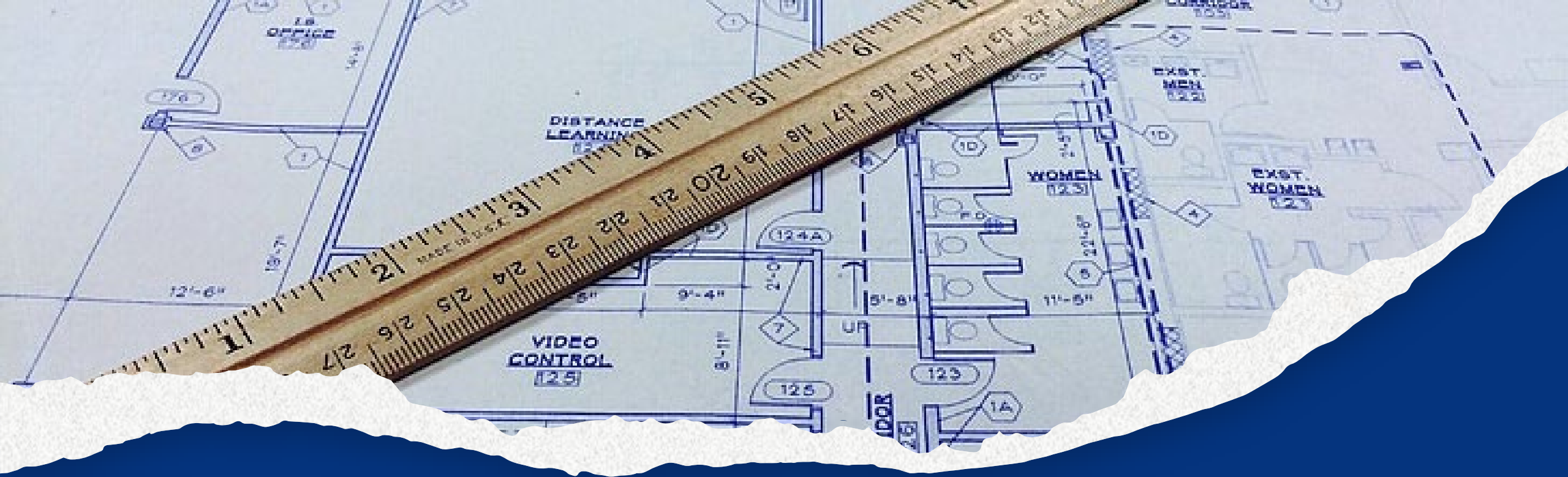


Blueprint for Maryland's Future

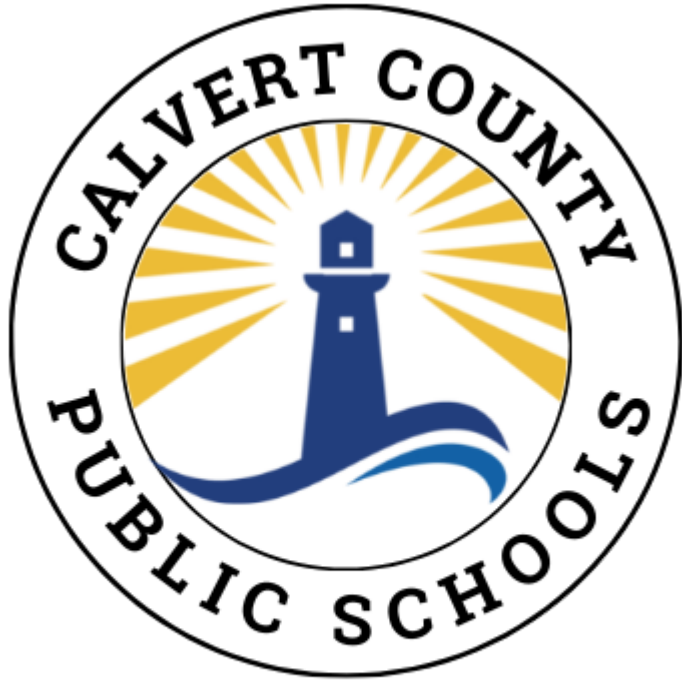
Calvert County Blueprint Committee Meeting

August 6, 2025



Purpose

- Provide an overview and update of Calvert County's Blueprint for Maryland's Future progress and submissions
- Share information regarding Pillar 2



Blueprint Overview and Update



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



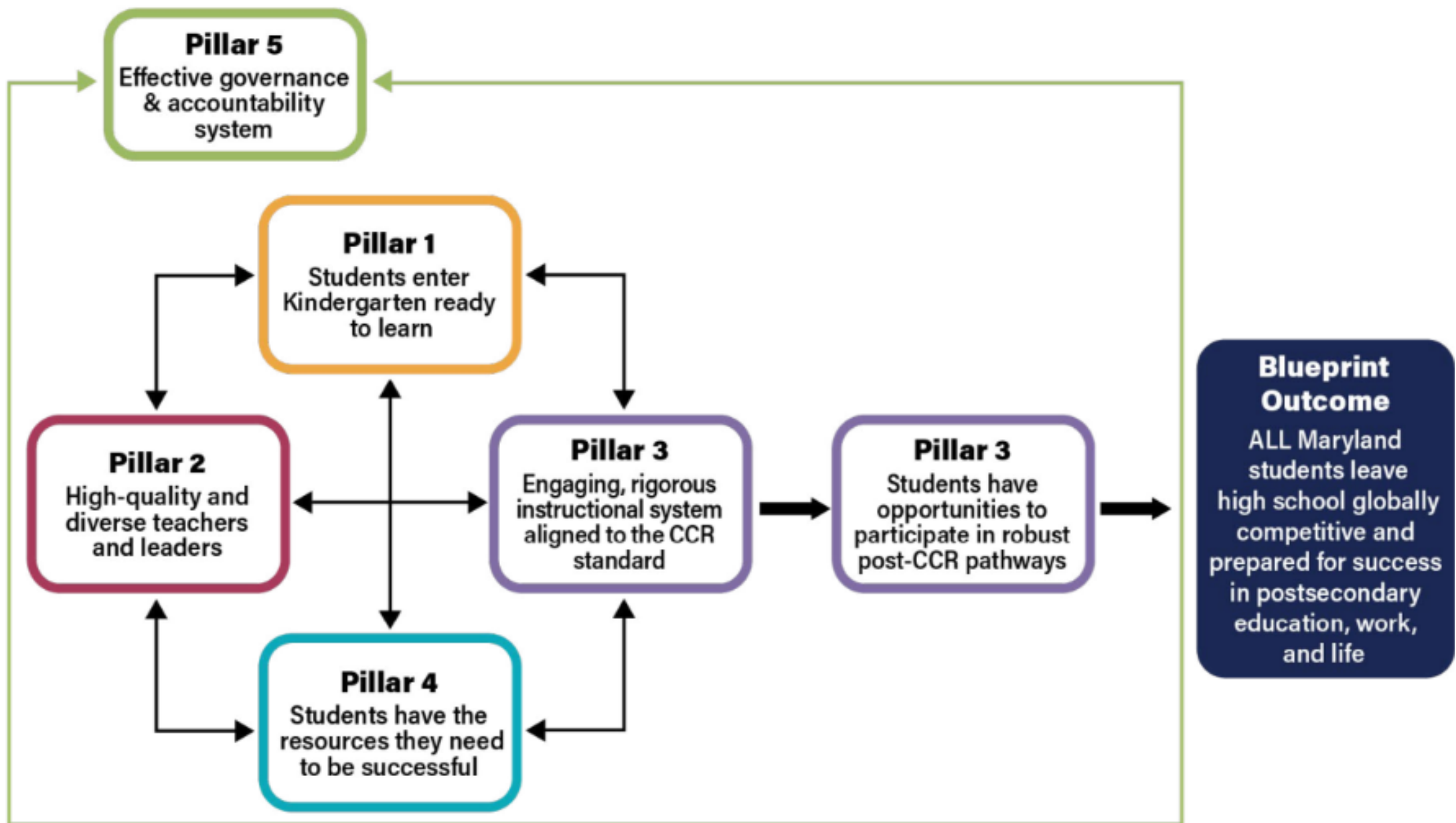
Pillar 4
More Resources
for Students to
be Successful



Pillar 5
Governance &
Accountability



Calvert County Public Schools
Academics - Athletics - The Arts



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



Calvert County Public Schools
Academics - Athletics - The Arts

Progress Monitoring Conference with AIB

- CCPS conference to be held in October.
- AIB will provide focus areas for each Pillar as well as metrics that will be discussed.



Blueprint Submissions



Career Counseling Report



Career Clusters Introduced: All middle and high schools embedded career cluster exploration across grades.

Student Engagement: Increased participation in:

- Career assessments
- College & career fairs
- Individual student planning meetings



Career Counseling Report

Key Highlights

- Individual Career Plans (ICPs)
- Senior Interviews
- Internships & Work-Based Learning
- Career Counseling Lessons
- Targeted Outreach
- Partnerships & Collaboration

Looking Ahead (2025–2026 Priorities)

- Expand internship opportunities and dual enrollment access
- Implement a digital career portfolio system
- Enhance family engagement and career night events



CDA Exemption Documentation

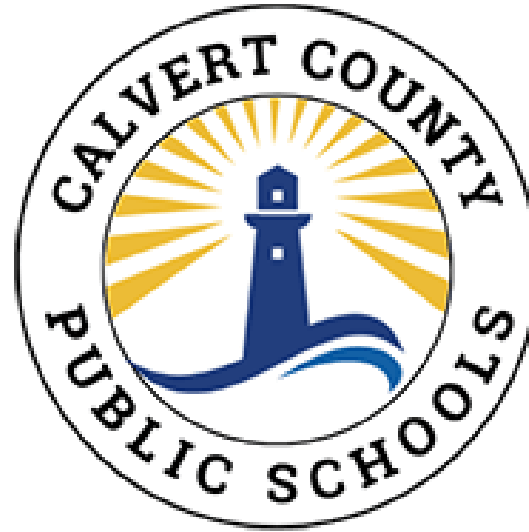
- The Blueprint requires teaching assistants in PreK to earn an associate's degree or a Child Development Associate (CDA) credential.
- MSDE offered a one-time exemption for the CDA requirement for any staff who qualify.
- CCPS identified 8 current staff members who meet this exemption.



Career Ladder Submission



Career Ladder Submission



Strong Schools for a Stronger Calvert



CCPS received notification that our Career Ladder submission met all technical requirements!



Career Ladder July 1, 2025 Submission Requirements

- I. Roles and Responsibilities
- II. Movement Up the Career Ladder Requirements
- III. Salary Information Requirements
- IV. Technical Submission Requirements



Career Ladder July 1, 2025 Submission Requirements Deferred

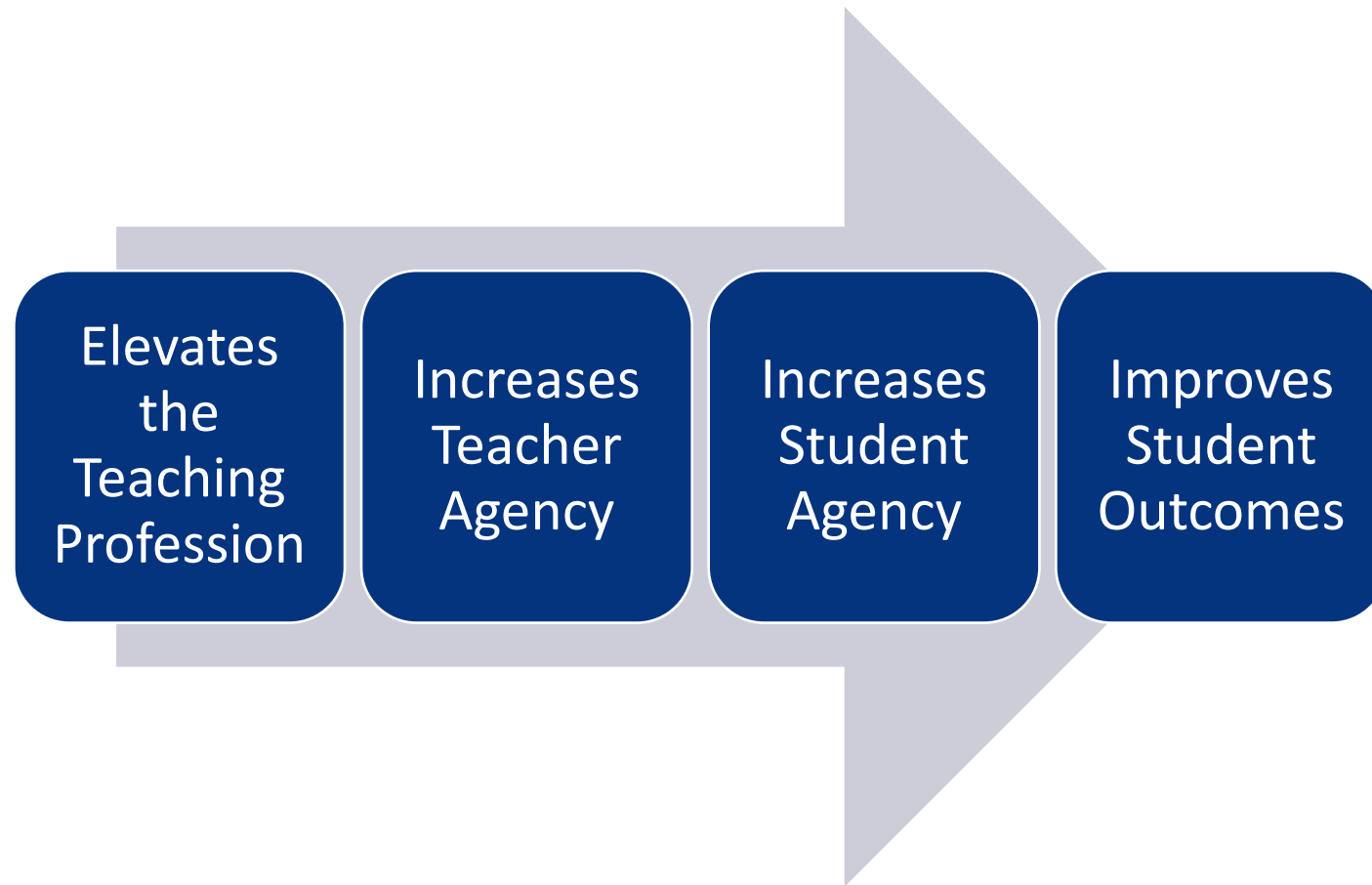
Components deferred to a later date (TBD):

- 8-year plan to phase in collaborative time
- Professor Distinguished Teacher on the Teacher Leadership Track, Level 4
- Teacher evaluation and Peer Assistance and Review (PAR) system
- Level 3 Assistant Principal requirements
- School Leader/Administrator Track



Career Ladder Submission Highlights

- Four Priorities:



Teacher Leadership Philosophy

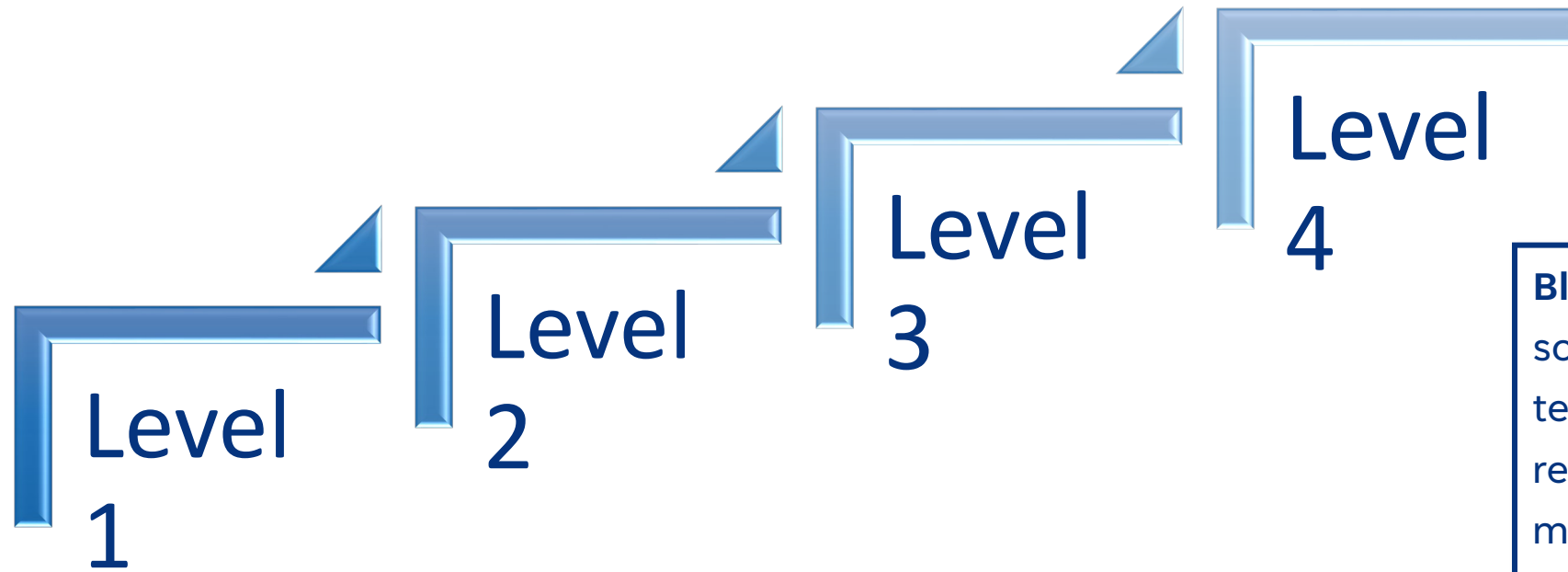


CCPS believes that teacher leadership is critically important to our students' overall success and achievement. Teacher leadership begins in the classroom and increases as teachers become competent within their discipline, implement instructional approaches, analyze data, and foster a learning culture. Teacher leadership expands to support the growth of all teachers within the school and throughout the district. The journey of a teacher leader goes beyond their classroom

to have an increased impact on student outcomes.

Ultimately, the journey of teacher leadership transcends their own classroom, significantly impacting student outcomes on a larger scale.

Roles and Responsibilities



Blueprint Pillar 2: LEAs and school leaders shall give teachers increased authority, responsibility, and autonomy for making school-level decisions as teachers move up the career ladder and receive effective evaluations.



CALVERT COUNTY PUBLIC SCHOOLS



Level 3 and Level 4 Teacher Core Competencies

Student Excellence

Competency: Exhibits the instructional expertise, mindset, and pedagogical strategies required to ensure high levels of learning for all students.

Growth Mindset

Competency: Demonstrates a commitment to continuous improvement, reflective practice, and resilience in pursuit of professional and student excellence.

Culture & Belonging

Competency: Fosters and sustains a learning environment where every student and staff member feels valued, respected, and supported.

Community Engagement

Competency: Develops and maintains meaningful partnerships with families, colleagues, and the broader community to support student learning and well-being.

Professional Attributes

Competency: Consistently demonstrates integrity, reliability, sound judgement, and professionalism in all interactions and responsibilities.

Movement Up the Career Ladder



LEVEL



PROFESSIONAL
STANDARDS AND
COMPETENCIES



PROFESSIONAL
LEARNING
OPPORTUNITIES



CRITERIA FOR
MOVEMENT WITHIN
LEVEL



CRITERIA FOR
MOVEMENT TO THE
NEXT LEVEL



Calvert County Public Schools
Academics - Athletics - The Arts

Committee Reflection



How can we elevate the teaching profession?



What contributes to teachers feeling professional valued?



What are the conditions and opportunities that ensure that teachers are valued, supported, and can continue to grow professionally?



Pillar 2 – Elevating the Teaching Profession





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



Elevating Teachers



RAISE THE STATUS
AND PAY OF
TEACHERS



ENHANCE
TEACHER
PREPARATION



REDESIGN
SCHOOLS FOR
PROFESSIONALISM



DEVELOP STRONG
LEADERSHIP



PROMOTE
DIVERSITY AND
ONGOING
DEVELOPMENT



Calvert County Public Schools
Academics - Athletics - The Arts

Recognizing the Importance of Educators

Hanushek et al. (2005, 2011)

- Increased student achievement, reduced social costs, lower crime rates, better public health outcomes

Chetty, Friedman, & Rockoff (2014)

- Higher lifetime incomes, stronger life trajectories, stronger local economies

Kraft & Grace (2021)

- Social and emotional outcomes, civic minded and informed citizens

Pianta, Hamre, & Allen (2012)

- Teacher Student Relationships improve engagement and achievement, foster resilient citizens who contribute positively to community

Bryk & Schneider (2002)

- Community stability and trust



Community Benefits

**Higher Property
Values**

Economic Growth

**Lower Crime
Rates**

**Improved Health
Outcomes**

**Stronger Social
Cohesion**

**Intergenerational
Benefits**

**Attraction and
Retention of
Families**



Benefits of Teacher Retention

Improved Student Outcomes

Stronger School Culture and Community

Cost and Operational Efficiency

Professional Growth and Leadership

Community and Family Engagement



Teacher Retention

74%

State
retention of
teachers
over 3 years
(2023-24)

Source: <https://www.marylandpublicschools.org/about/Pages/aligned-metrics.aspx>

64%

State
retention of
new
teachers
over 3 years
(2023-24)

89.5%

CCPS
retention of
teachers
(2023-24)

Source: <https://marylandpublicschools.org/about/Pages/DEE/educator-dashboard.aspx>



CCPS Elevating the Teaching Profession



Recruitment and Retention of staff



Increase NBC teachers



Promote Career Ladder movement opportunities



Feedback and Questions

