

Blueprint for Maryland's Future

Board of Education Meeting

November 13, 2025

Blueprint Progress Monitoring Conference with AIB & MSDE

- CCPS team shared progress, highlights, challenges, and next steps for each Blueprint Pillar. [CCPS Progress Report](#)
- CCPS self-assessment of progress for each Pillar: “Meeting expected progress to Blueprint outcomes.”
- AIB will provide a meeting summary and any recommendations to consider.



Pillar 1 – Early Childhood

- Progress Highlights
 - Expansion PreK-4 Programs
 - Strengthened Head Start Partnership
 - Maryland EXCELS Accreditation Progress
 - Curriculum Implementation and Professional Learning
 - Credentialing of Educators and Paraprofessionals
 - Student Readiness and Data Monitoring
 - PreK Expansion Grant
 - Family and Community Engagement



Pillar 1 – Early Childhood

- Challenges
 - Limited physical space to expand
 - Few approved private providers
 - Growing student needs in social-emotional and behavior regulation
- Next Steps
 - Hire and assign full-time behavior technicians for each elementary school
 - Expand restorative practices and professional learning in trauma-informed instruction
 - Increase collaboration with families
 - Continue outreach to private providers



Pillar 2 – High-Quality & Diverse Teachers & Leaders

- Progress Highlights
 - Leadership Philosophy and Career Ladder Development
 - Defining Teacher Roles and Responsibilities
 - Core Competencies and Professional Growth
 - Support for National Board Certification
 - Professional Learning Structures
 - Mentoring and Teacher Support Systems
 - Impact on Teacher Recruitment and Retention



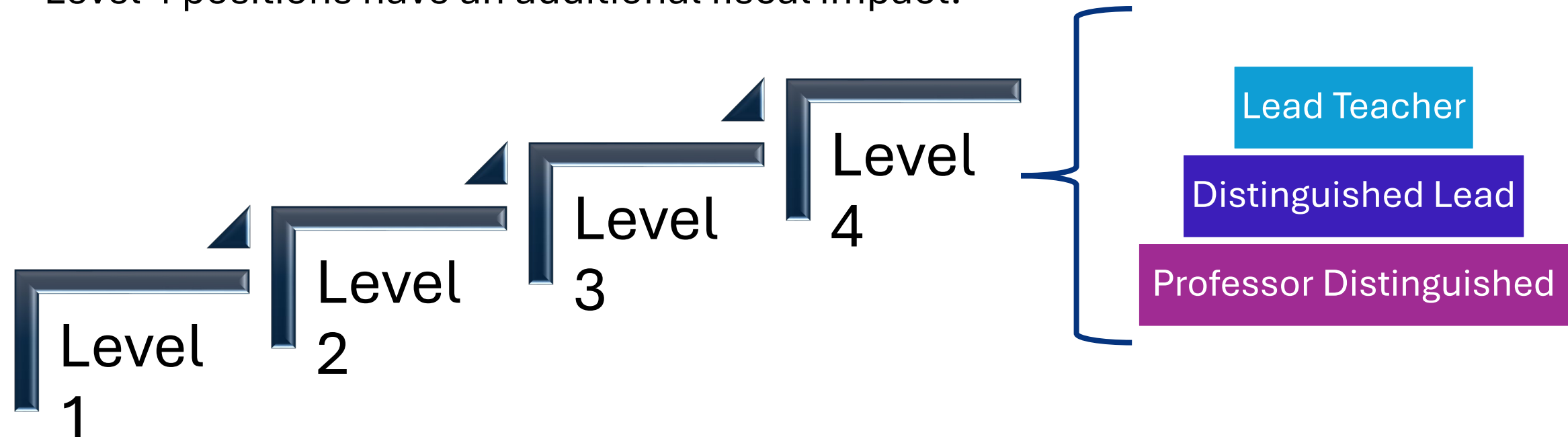


Pillar 2 – High-Quality & Diverse Teachers & Leaders

- Challenges
 - Recruitment challenges due to teacher shortages
 - Limited success with some IHE partnerships
 - Need for increased diversity among NBC candidates
- Next Steps
 - Increase recruitment on investment tracking
 - Continue NBC marketing and outreach
 - Finalize and launch PAR program
 - Expand collaboration structures

Pillar 2 – Career Ladder Submission

- CCPS received feedback on the July 1, 2025 Career Ladder Submission.
 - CCPS met all technical requirements for submission.
 - Minor revisions were requested. These will be completed and submitted for AIB approval in November.
- Teachers on Career Ladder = 60/40% (teaching/collaborating) workday.
- Level 4 positions have an additional fiscal impact.



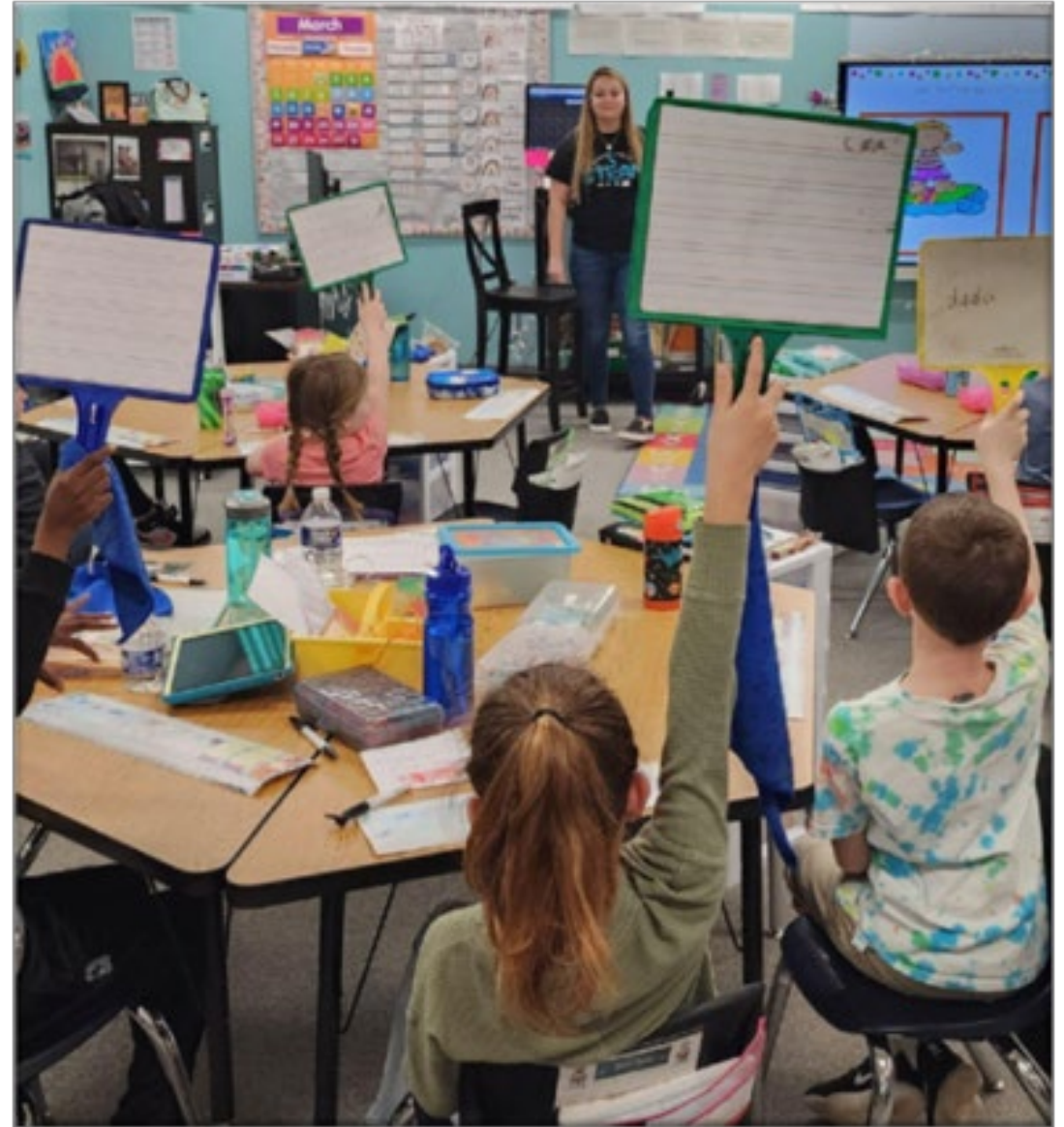
Pillar 3 – College & Career Readiness

- Progress Highlights
 - Literacy Advancement
 - Elementary and Secondary Literacy Success
 - Mathematics Innovation
 - CTE Expansion
 - Early College and Advanced Placement Opportunities
 - Student Support Systems and Monitoring
 - Equity Focus



Pillar 3 – College & Career Readiness

- Challenges
 - Overlapping MSDE policy changes create implementation strain
 - Resource limitations
 - Persistent achievement gaps
- Next Steps
 - Implement Panorama platform to improve progress monitoring
 - Refine Tier 1 mathematics instruction and 300-minute middle school math requirement
 - Continue literacy integration
 - Grow Early College and AP access opportunities



Pillar 4 – More Resources for Students

- Progress Highlights
 - ESOL Programming Strengthened
 - Multilingual Family Engagement Enhanced
 - Expansion of MTSS
 - Trauma-Informed and Restorative Practices Trainings
 - Partnership with Maryland Consortium on Coordinated Community Supports
 - Chronic Absenteeism Supports




Pillar 4 – More Resources for Students

- Challenges
 - Time constraints for professional learning and coordination of supports
 - Staff turnover impacting collaborative structures to support students with disabilities
- Next Steps
 - Place Restorative Practices Facilitators in every school
 - Expand training in Mindset Safety, SDI, and Trauma-Informed strategies
 - Strengthen district coordination of support services across departments



2021-2025 CHRONIC ABSENTEEISM PERCENT BY LEVEL

	2021	2022	2023	2024	2025
Elementary	9.4	29.8	20.4	16.1	14.8
Middle	9.7	27.9	19.6	18.3	15.8
High	9.1	32.8	23.3	21.9	21.7



Pillar 5 – Governance & Accountability

- Progress Highlights
 - Blueprint Implementation Plan and Oversight
 - Financial Systems and Cost Allocation
 - Minimum School Funding Requirements
 - Community and Shareholder Engagement

Pillar 5 – Governance & Accountability

- Challenges
 - Complexity of Financial Tracking
 - Capacity Challenges
 - Revenues to Implement Requirements
- Next Steps
 - Streamline Cost Allocation Process
 - Strengthen Cross-Department Collaboration
 - Maintain and Expand Accountability Structures
 - Increase Stakeholder Transparency



Minimum School Funding (MSF)

- Focuses on how per-pupil funding reaches individual schools. Requires LEAs to allocate:
 - 75% of funding (8 programs), and
 - 100% of Concentration of Poverty and private PreK funding directly to the schools where those students are enrolled.
- A waiver process is available.



Questions

