



Charles County Public Schools

Strategic Plan Update

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Maria Navarro, Ed.D.

Chris Mulhollan Miller

Goals



| GOAL 1 | GOAL 2 | GOAL 3 | GOAL 4 |
|--|--|--|---|
| <p>Equip every student with the knowledge and skills needed for success in college, career, and beyond.</p> <ul style="list-style-type: none"> 1.1 Ensure consistent application of high-quality instructional practices across the system 1.2 Monitor instructional quality through the collection of classroom observations and student data 1.3 Implement collaborative planning protocols across all schools that addresses student work, curriculum, and data 1.4 Strengthen the Multi-Tiered System of Support (MTSS) for math and reading to ensure consistent, data-driven instruction and interventions at all schools 1.5 Increase student participation in programs such Advanced Placement (AP), early college, career and technical education (CTE), and other college- and career-preparatory programs 1.6 Increase the availability and reach of dual language programs to promote bilingualism and academic success | <p>Foster safe, inclusive, and healthy learning environments where every student and staff member feel valued, supported, and empowered to thrive.</p> <ul style="list-style-type: none"> 2.1 Enhance age appropriate "See Something, Say Something" initiatives for elementary students 2.2 Improve response protocols for all staff members 2.3 Build and strengthen impactful partnerships with local and national school security professionals 2.4 Provide targeted support during key transition points for students and families 2.5 Strengthen, align, and deliver cohesive mental and behavioral health supports to ensure targeted, consistent, and accessible care for all students 2.6 Increase representation of specific subgroups of students in extra-curricular activities | <p>Attract, develop, and retain a diverse and highly effective team of professionals who are committed to continuous growth and to supporting student success across every role in our schools.</p> <ul style="list-style-type: none"> 3.1 Strengthen diverse teacher recruitment by building partnerships with preparation programs and IHEs that lead to licensure 3.2 Implement a differentiated professional learning framework to personalize growth opportunities for all teachers in alignment with career ladder 3.3 Provide meaningful learning opportunities for staff that support career growth and align with CCPS goals 3.4 Develop career pathway programs for students as future employees to CCPS 3.5 Enhance new staff success and retention through robust coaching programs | <p>Build strong, collaborative partnerships with families and the community to support student learning, well-being, and success.</p> <ul style="list-style-type: none"> 4.1 Strengthen family partnerships to support student learning, recognizing that informed and engaged families make a lasting impact on student success 4.2 Enhance the involvement of families and students in district and school decision-making processes by fostering their active participation in advisory committees, leadership roles, and engagement opportunities 4.3 Broaden and customize engagement opportunities to connect with community partners and families in their preferred settings—whether through volunteering, service contributions, or other forms of active participation within the district |

Goal 1- Metrics and Implementation



GOAL 1- Equip every student with the knowledge and skills needed for success in college, career, and beyond.

What are we doing?

Developing shared tools to consistently monitor instructional quality and using that data to guide ongoing improvement in teaching practices and student learning outcomes.

How will we know we are successful?

- Year-to-year cohort improvement results in iReady
- Increase in Acadience (and/or Kindergarten Readiness Assessment)
- 4% annual increase in student proficiency in MCAP ELA and Mathematics assessments
- Close achievement gaps in all measures above

2025-2026 Mid-Year Update

- I-Ready data from fall to winter showed increase in placement for mid or above level and a decrease for students two and more grade levels below
- KRA data from March meeting
- Acadience scores

| | 24-25 | 25-26 |
|-------|-------|-------|
| Below | 29.9 | 27.1 |
| At | 12.5 | 12.7 |
| Above | 57.6 | 60.2 |
| N | 1664 | 1680 |

Goal 1- Metrics and Implementation



GOAL 1- Equip every student with the knowledge and skills needed for success in college, career, and beyond.

| What are we doing? | How will we know we are successful? | 2025-2026 Mid-Year Update |
|---|--|---|
| <p>Continuing the work of the first strategic plan that focused on ensuring 100% of students are college and career ready</p> | <ul style="list-style-type: none"> • Increase in AP enrollment/scores • Expansion of early college & dual enrollment opportunities • Increase in CTE options/completion • Career plans for all students with college and career pathways. • Increase in bilingual students via advanced World Language completion & achievement & seal of biliteracy. | <ul style="list-style-type: none"> • AP enrollment <ul style="list-style-type: none"> • Course Enrollment (1 or more courses) = 2354 (up 329) • Course Enrollment (Number of AP Courses-repeats allowed) = 4573 (up 418) • Xello core lesson completion up to 74% from 43% in Oct. • 80 students registered for seal of biliteracy with 84 tests taken, representing 12 different languages |

Goal 2- Metrics and Implementation



GOAL 2- Foster safe, inclusive, and healthy learning environments where every student and staff member feels valued, supported, and empowered to thrive.

| What are we doing? | How will we know we are successful? | 2025-2026 Mid-Year Update |
|--|--|---|
| <p>Strengthening our approach to safety by empowering students, clarifying emergency procedures for staff, and partnering with security experts to ensure a safe and supportive environment for everyone</p> | <ul style="list-style-type: none">• Increase awareness of See Something, Say Something in elementary schools.• Improvements in Security and Safety drill assessments (starting with secondary schools).• National certification for Youth Engagement Advocates (YEAs). | <ul style="list-style-type: none">• Audit of three middle and three high schools• Increasing awareness of See Something, Say Something at sporting events, physical locations, etc.• YEA certifications |

Goal 2- Metrics and Implementation



GOAL 2- Foster safe, inclusive, and healthy learning environments where every student and staff member feels valued, supported, and empowered to thrive.

| What are we doing? | How will we know we are successful? | 2025-2026 Mid-Year Update |
|---|---|--|
| <p>Deepening our commitment to student engagement by providing focused support during key transition years, strengthening mental and behavioral health services, and ensuring all students see themselves represented in extracurricular activities</p> | <ul style="list-style-type: none">• Design & implement transition support summer programs for at risk students & monitor impact.• Expand action research aimed at measuring rates of bullying and improve response.• Decreased risk ratio for students• Increased participation of students in extra-curricular activities, with a gap reduction for under-represented students. | <ul style="list-style-type: none">• Investigating potential programs for transition supports in other districts• Initial indications of action research for bullying indicates that the "severity" of student concern is less after six weeks of interventions provided by the school team.• Collecting data for extra-curricular participation<ul style="list-style-type: none">• Increase in fall sports participation, especially for females |

Goal 3- Metrics and Implementation



GOAL 3- Attract, develop, and retain a diverse and highly effective team of professionals who are committed to continuous growth and to supporting student success across every role in our schools.

What are we doing?

How will we know we are successful?

2025-2026 Mid-Year Update

Creating differentiated pathways for CCPS staff that lead to career growth and simultaneously address school system needs

- Increase in percentage of conditional teachers achieving licensure
- Increase staff that reflects students' demographics
- Increase in the number of teachers eligible to advance on the career ladder
- Increase in non-licensed staff seeking licensure of certifications
- Increase in retention rates for staff

- Grow Your Own grant
 - Registered Teacher Apprentice, Para-to-Teacher, TAM, Approved Alternative Licensure Program
- Building Service Staff Mentoring Program
- Retention rate

| Year | Number | Attrition | Percent |
|------|--------|-----------|---------|
| 2025 | 1958 | 263 | 87% |
| 2026 | 2034 | 245 | 88% |

Goal 4- Metrics and Implementation



GOAL 4- Build strong, collaborative partnerships with families and the community to support student learning, well-being, and success.

| What are we doing? | How will we know we are successful? | 2025-2026 Mid-Year Update |
|--|--|--|
| Expanding opportunities for families and the community to support student learning | <ul style="list-style-type: none">• Increase the percentage of schools with active family or student advisories.• Increase in student and parent voice on school and district committees.• Increase in family satisfaction ratings on accessibility and inclusiveness of engagement efforts.• Creation and expansion of entry points for community and family engagement. | <ul style="list-style-type: none">• Family Climate Survey in Fall 2026 and Spring 2027• Collection of school specific data including PTSO, events, workshops, conferences, etc. |



Commitments :

- **Identify largest gaps/biggest need/highest impacted in every goal.**
- **Report annually disaggregated data to the BOE and the community at large on progress for each goal.**
- **Based on progress adjust outcomes/metrics to ensure continuous improvement.**



Strategic Plan Website

<https://www.ccboe.com/academics/strategic-plan-2025-2029>



HOME > ACADEMICS > STRATEGIC PLAN 2025-2029

Strategic Plan 2025-2029

The 2025-2029 Charles County Public Schools (CCPS) strategic plan was developed by Superintendent of Schools María V. Navarro, Ed.D, with input from several Charles County stakeholder groups including parents, teachers, staff, Board of Education of Charles County members and students.

The plan includes four focal areas and will guide the work of CCPS through the next four years: student achievement and ensuring students are college and career ready; supporting safe and inclusive learning environments; employee recruitment and retention; and strengthening family and community engagement.





QUESTIONS

