

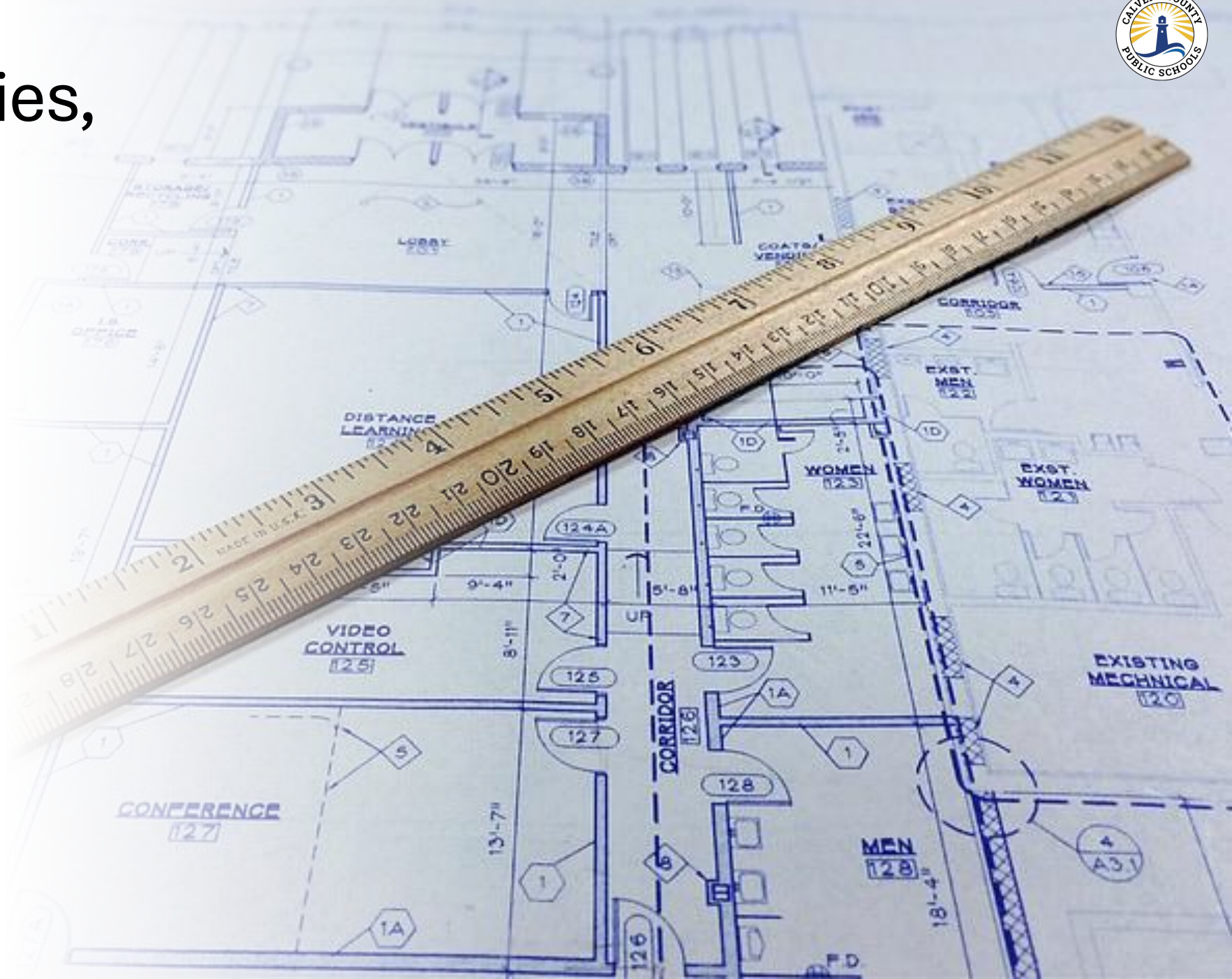
Blueprint for Maryland's Future

Calvert County Blueprint Steering
Committee Meeting

May 6, 2026

Progress, Priorities, and Partnership

- CCPS is meeting or exceeding Blueprint expectations
- Academic outcomes are improving
- Gaps remain – and require focused action
- Continued partnership is essential



Today's Focus – Blueprint Implementation

- Progress
 - Teacher pipeline and retention
 - Academic growth, especially literacy
 - Strong implementation and governance
- Priority Areas
 - Early childhood access
 - Students with disabilities
 - Community Schools implementation
- Support Needed
 - Sustained funding alignment
 - Support for PreK mixed-delivery expansion
 - Advocacy for teacher pipeline pathways
 - Continued collaboration



CCPS is Meeting/Exceeding Expected Progress on Blueprint Implementation

- AIB Data Dashboards

Pillar Dashboards

These dashboards are organized by Blueprint pillar. Click on the pillar to reach the landing page and see the available data metrics for that pillar. Once in the dashboard, you will be able to view the data on a Statewide level or filter to view it on an LEA level.



Pillar 1: Early Childhood Education

[View Dashboards](#) 



Pillar 2: High Quality and Diverse Teachers and Leaders

[View Dashboards](#) 



Pillar 3: College and Career Readiness

[View Dashboards](#) 



Pillar 4: More Resources for Students to be Successful

[View Dashboards](#) 



Pillar 5: Governance and Accountability

Coming Soon

CALVERT COUNTY PUBLIC SCHOOLS

Blueprint Implementation Snapshot



Strengths: Progress in Pillars 2, 3, and 5

Pillar 2

- Minimum teacher salary reached, surpassing Blueprint floor ahead of deadline
- NBCT certifications grew, with over 50 teachers pursuing
- Teacher vacancies lowest level in four years

Pillar 3

- Grades 3-8 ELA proficiency increased significantly since SY21-22
- Grade 10 ELA = #1 in Maryland for 3 consecutive years
- CCPS students outperform the state in Mathematics at every grade level

Pillar 5

- All Blueprint submissions have been approved
- CCPS meets current Minimum School Funding (MSF) requirements



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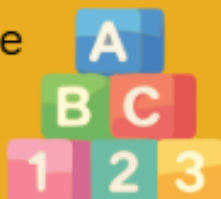
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Focused Attention Needed: Pillars 1 and 4

Pillar 1

- The mixed-delivery system remains underdeveloped
- Expansion of 3-year-old programming will be a challenge



Pillar 4

- Planning phase of Community Schools strategy
- Proficiency gap for students with disabilities widened





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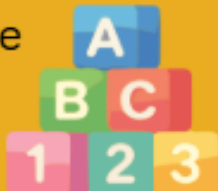
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Pillar 4

- Planning phase of Community Schools strategy
- Proficiency gap for students with disabilities widened



OUR FOCUS MOVING FORWARD



Expand early childhood access



Build community school infrastructure



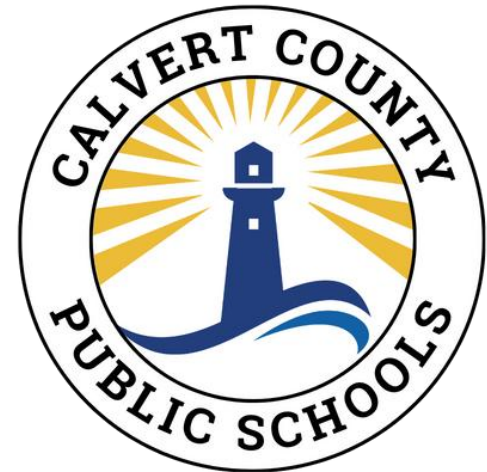
Intensify support for our most vulnerable students

Upcoming Requirements & Focus

- Fiscal uploads (budget and expenditure data)
- Community Schools Year 1 milestones
- Career Ladder Submission
- Hiring and supporting new teachers
- Minimum School Funding (MSF) compliance



Questions?



3rd Annual Southern Maryland Teacher Pipeline Summit

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

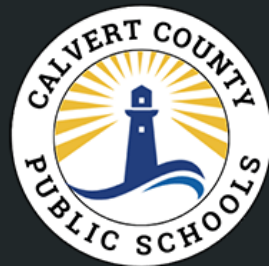
April 24, 2026





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.



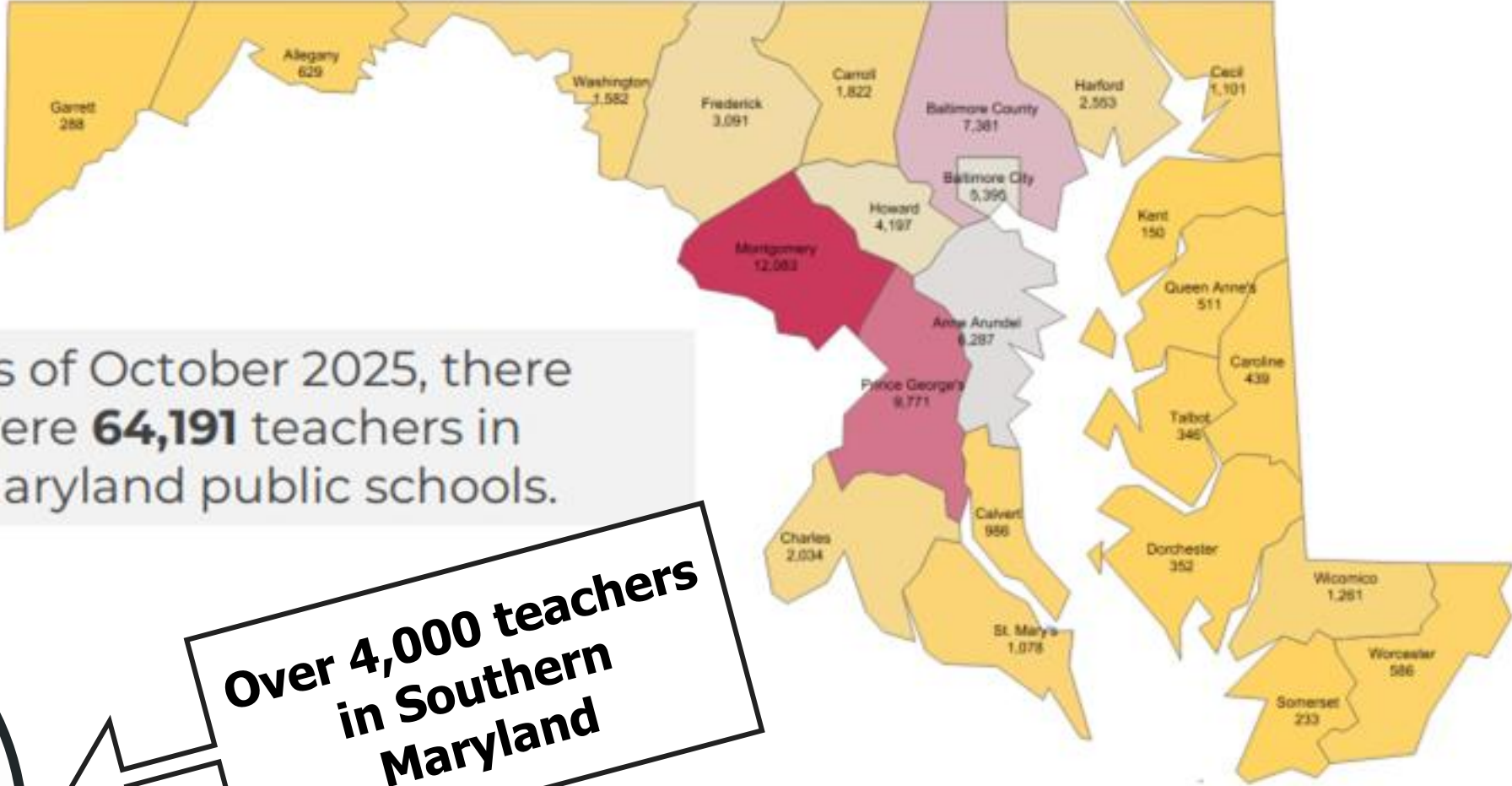
Charles County
Public Schools

Working together to achieve excellence for every student.

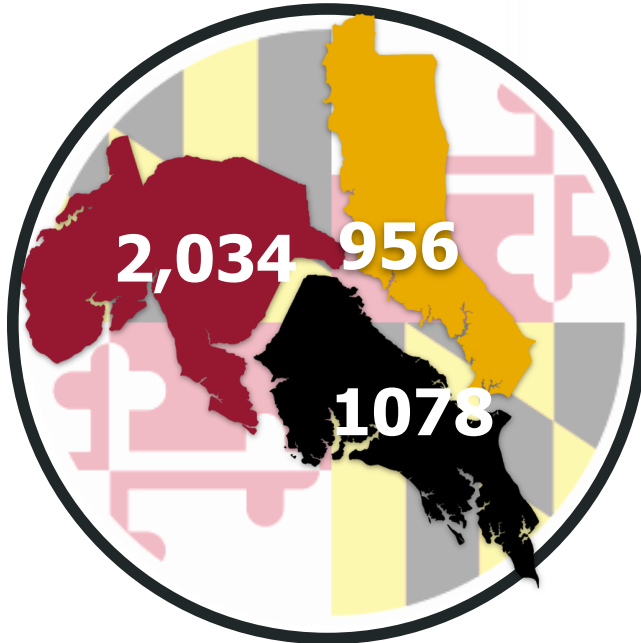


Southern Maryland Summit: Teacher Preparation Pipeline - *Live Here. Teach Here.*

Maryland Educators - 2025-2026



As of October 2025, there were **64,191** teachers in Maryland public schools.

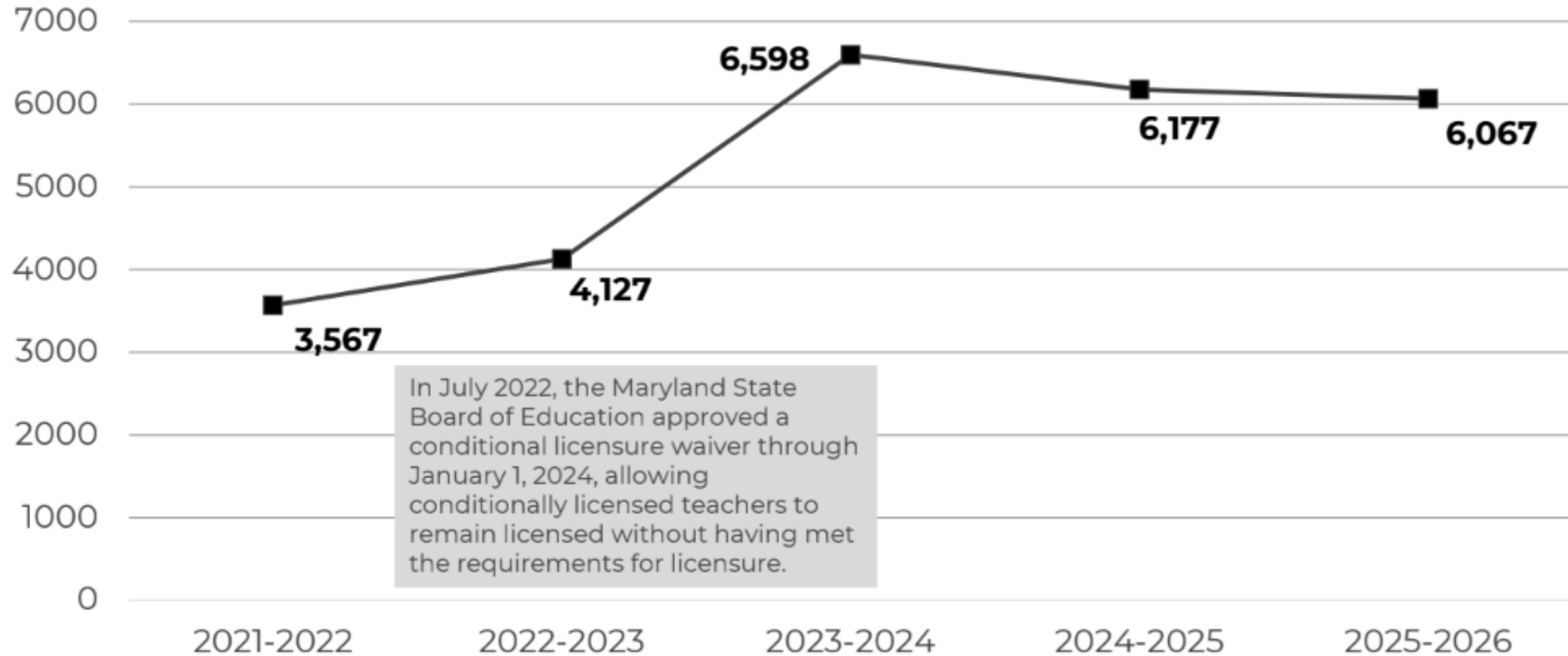


Over 4,000 teachers in Southern Maryland

Source: MSDE Staff Data Collection
 Note: The total number of teachers includes 35 teachers in The SEED School, which is not included in any LEA counts. Only teachers whose primary role is teaching are included in the total count.

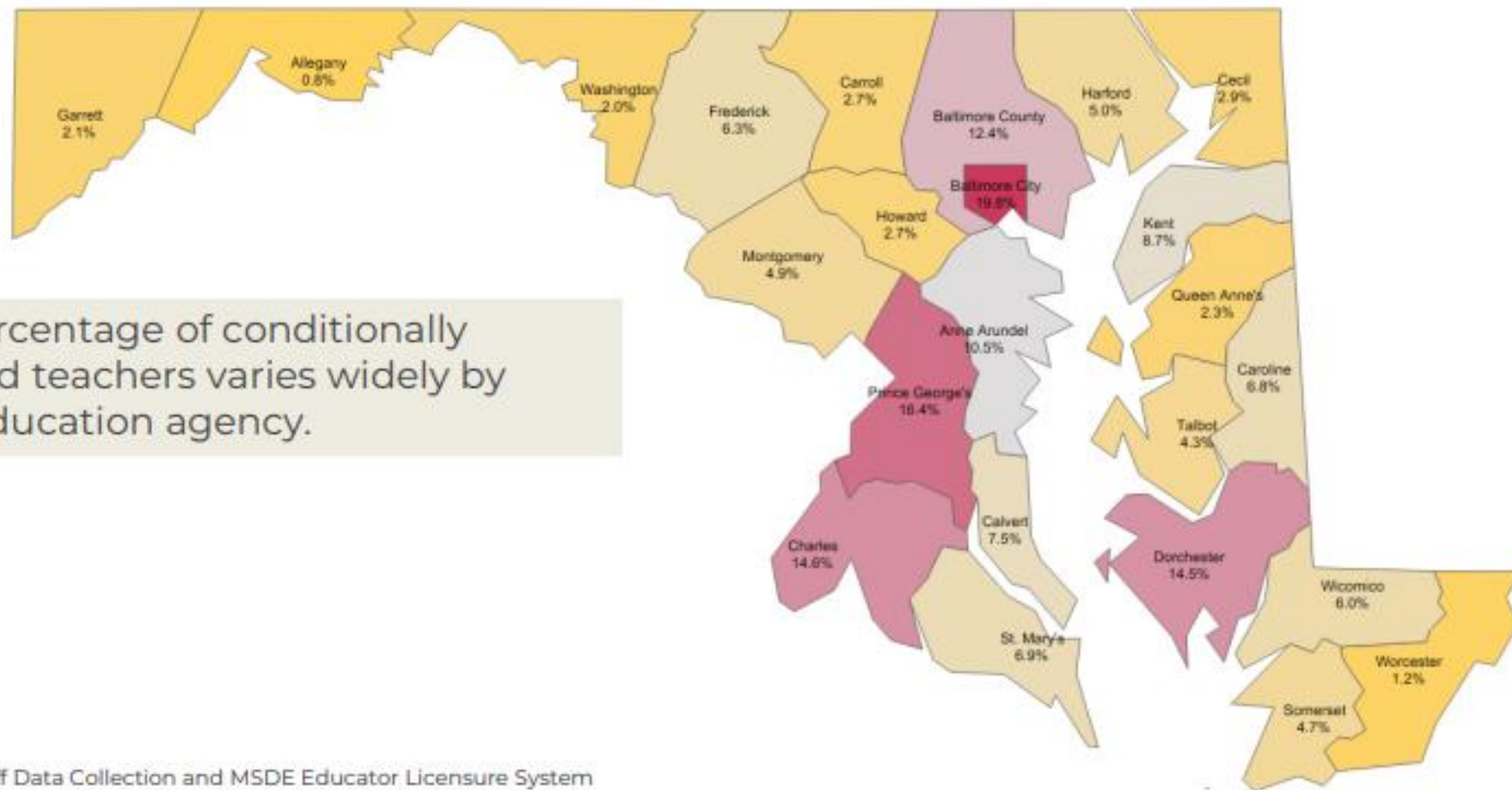
Maryland Conditional Licensure Trends

The number of teachers with a conditional license decreased by 1.8% in SY 2025-2026 and makes up 9.5% of Maryland's teacher workforce.



Source: MSDE Staff Data Collection and MSDE Educator Licensure System.

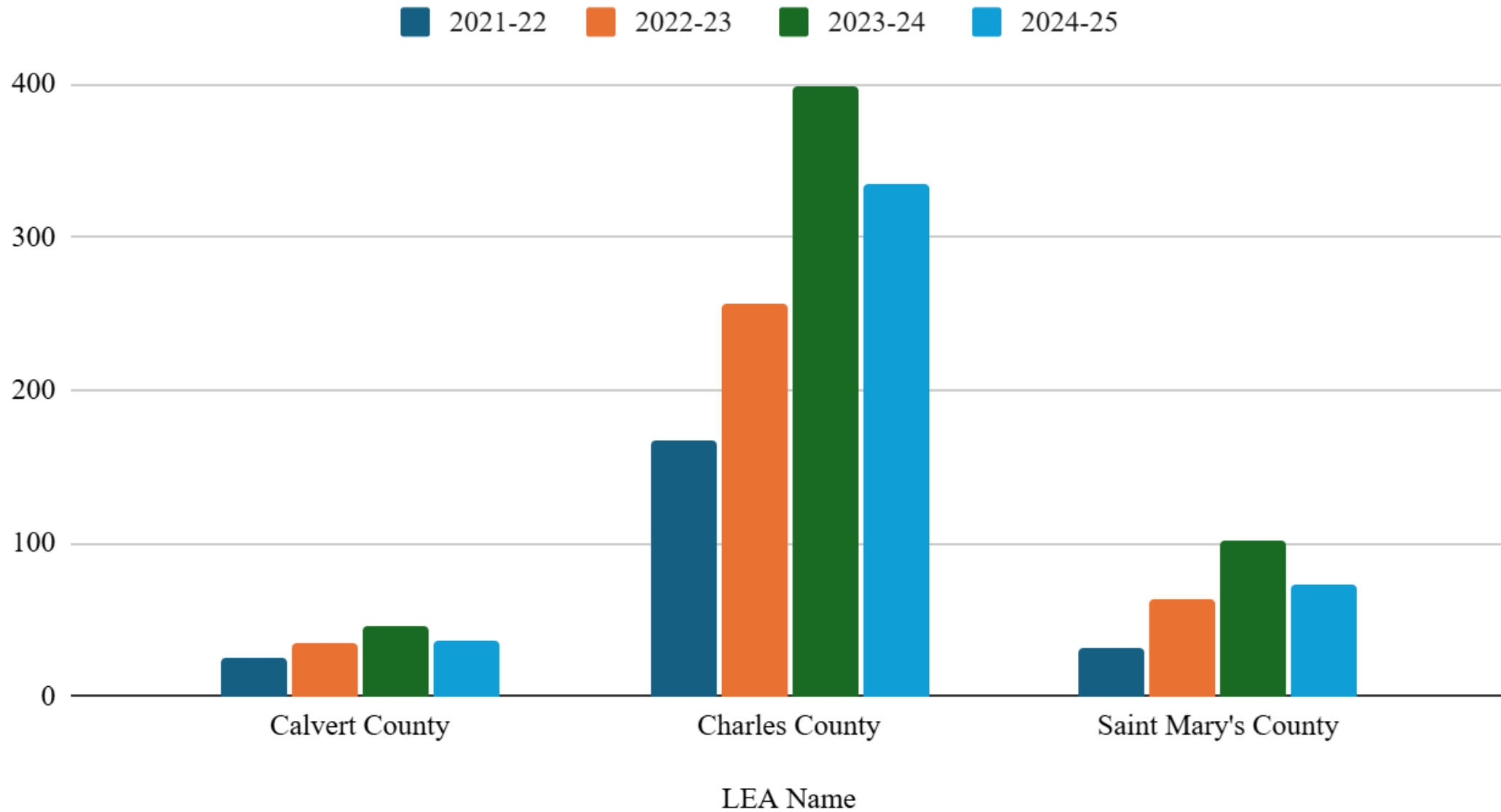
Conditionally Licensed Teachers as Percent of LEA Workforce – Fall 2025



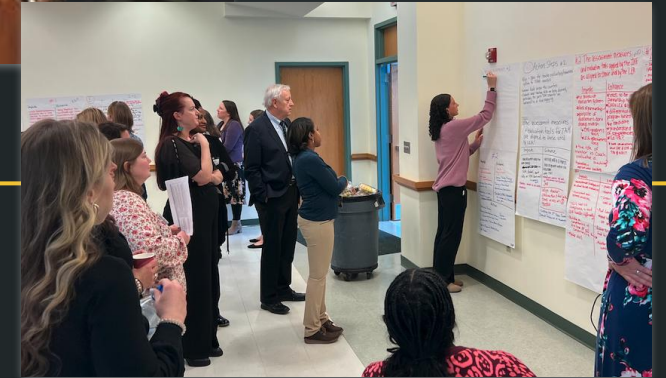
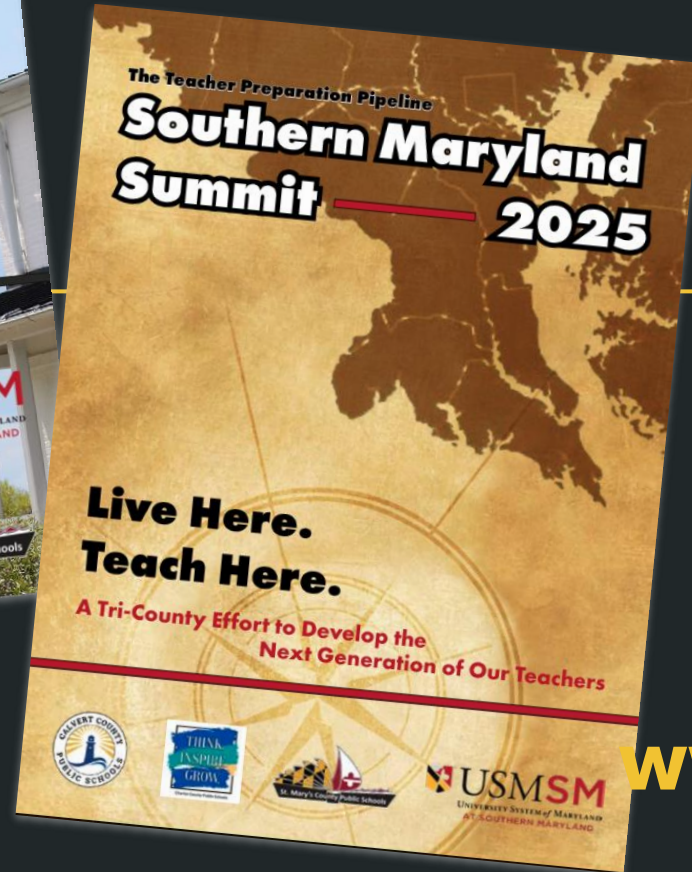
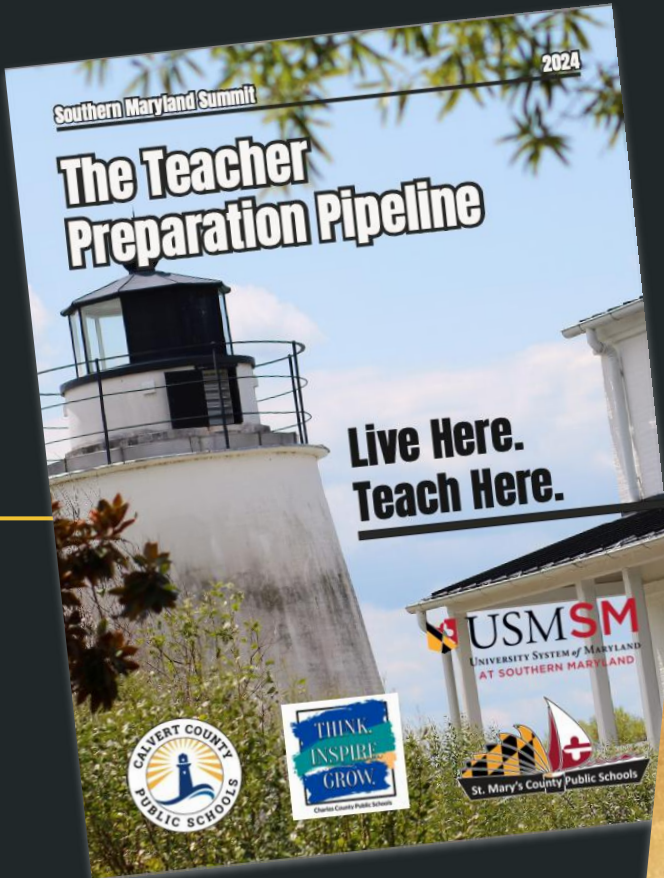
Source: MSDE Staff Data Collection and MSDE Educator Licensure System

The total conditional count by LEA was divided by the total LEA teacher count to get the share of the workforce calculation.

Conditionally Licensed Teachers 2021-22 through 2024-2025



Updates and Successes



For more information, visit www.smcps.org/SOMDsummit

Workgroups for 2025-2026

The overarching goal for the Southern Maryland Teacher Pipeline workgroup is to create a **comprehensive, sustainable, and regionally-responsive teacher workforce system** that meets current staffing shortages while investing in long-term educational excellence.

Recruitment & Retention

Attracts and connects candidates to opportunities in the region, and focus on retention.

Pre-service Preparation:

Builds accessible degree and licensure programs for aspiring teachers, with a focus on local support staff.

In-service Pathway to Licensure:

Supports conditionally licensed teachers in achieving certification and growing into advanced roles.

Legislative Support

Senate Bill 529/House Bill 479

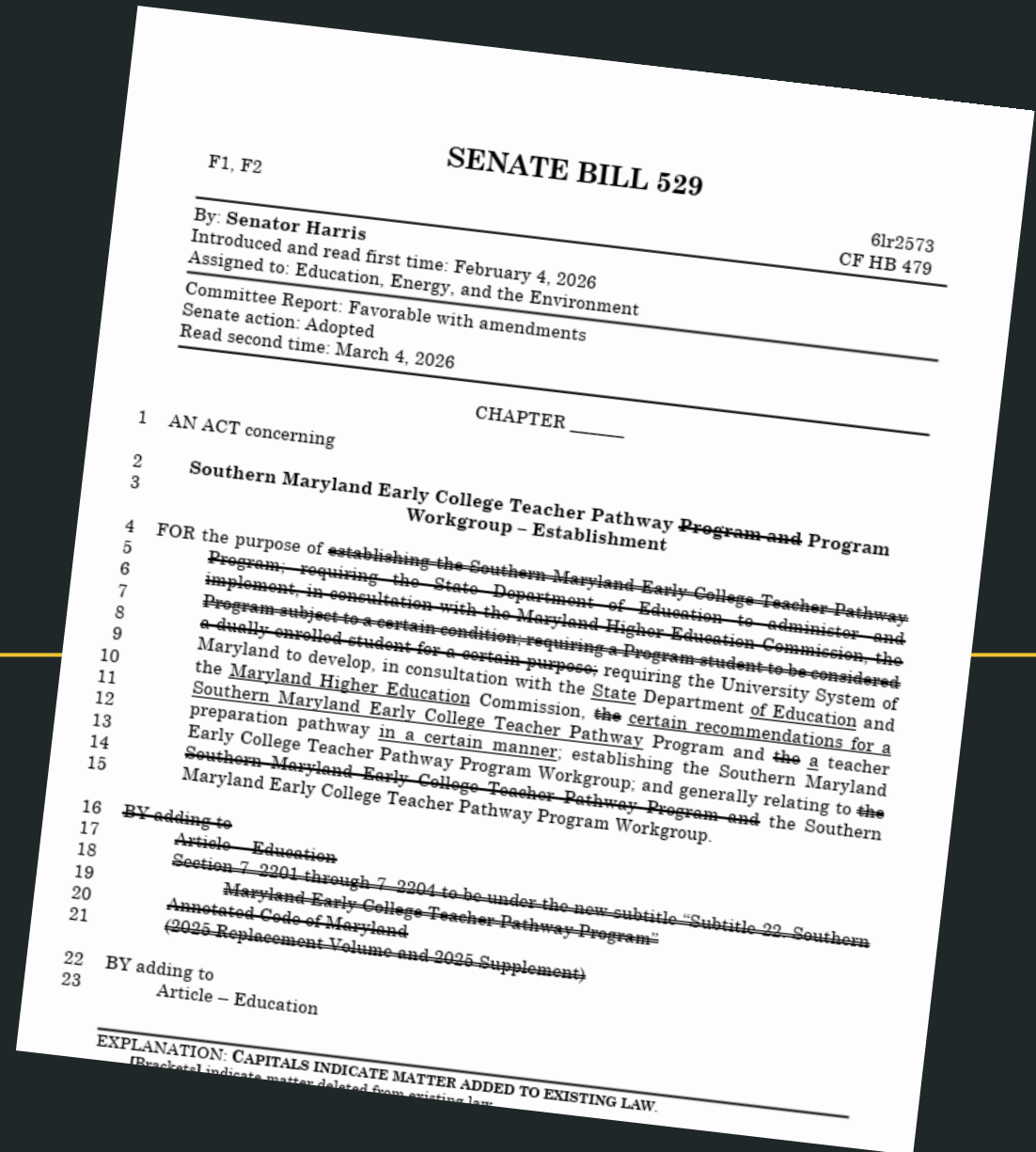
Senator Harris

Delegates Patterson, Boafo,
Davis, Fennell, J. Long, McComas,
Odom, and Turner

Passed!

awaiting Governor's Signature

Establishes a Workgroup to
establish a Southern Maryland
Early College Teacher Pathway





Our Collective 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.



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CCPS Breakout Session

Why Stay? Recruitment & Retention



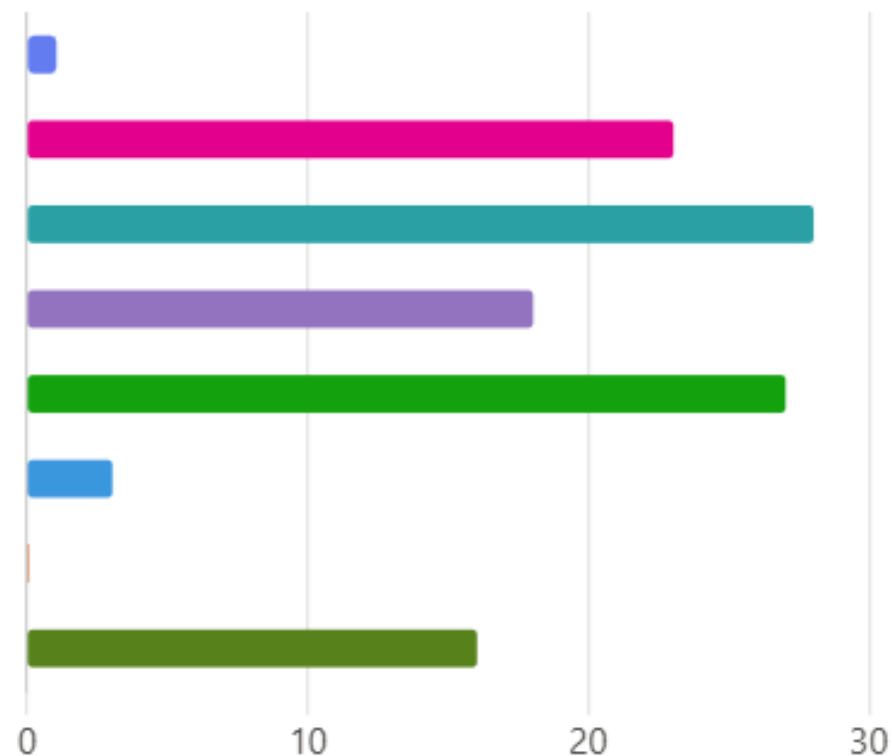
Join Our Team!



What Do the Data Show?

2. How did you hear about Calvert County Public Schools? (select all that apply)

- College/University Recruitment Fair 1
- Online Job Board (e.g., Indeed, School Spring, Handshake) 23
- CCPS Website 28
- Friend/Family/Colleague 18
- Current CCPS Employee 27
- Colleague 3
- Social Media 0
- Other 16

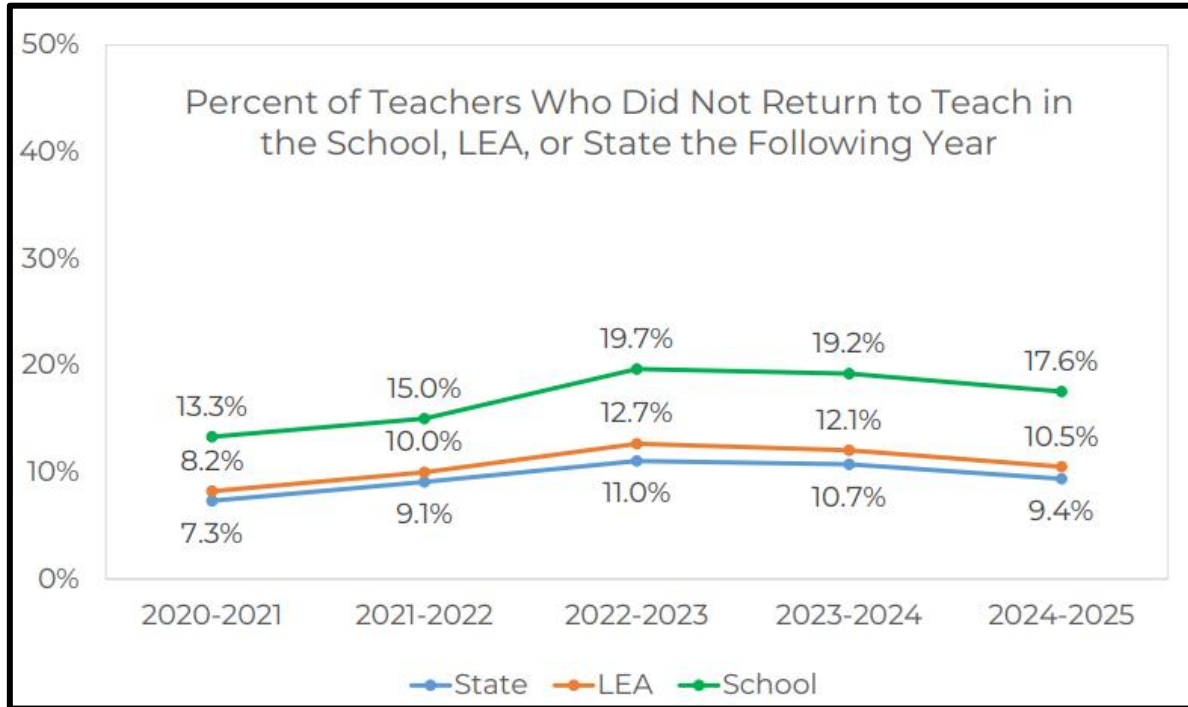


Our charge:
*Given what
the data show,
where do we
have the
greatest
leverage -
regionally - for
recruitment
and retention?*

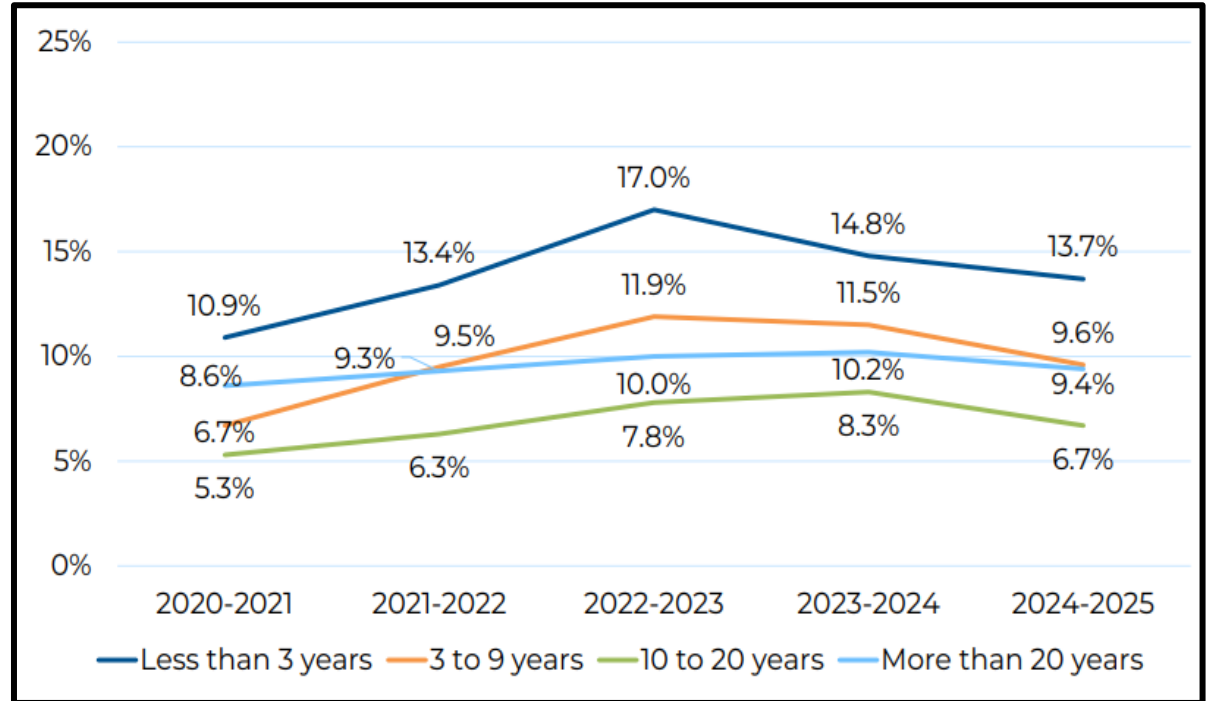


Teacher Retention

Maryland Teacher Attrition Trends



Maryland Teacher Attrition by Yrs of Experience Trends



Calvert County: Proactive Changes

Contracted Times

Non-Tenure: 7.5 hours

Tenure: 7.0 hours

Professional Learning

Series:

In-person and Virtual Options



Live Here. Teach Here.



Thank You!
Questions?

