Board of Education
of Charles County

2026
Annual Report



June 2026

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Letter from the Chairperson



Dear Charles County Public Schools Community,

On behalf of the Board of Education of Charles County, it is my honor to present the annual report for the 2025–26 school year. This report reflects the work of the Board from July 1, 2025, through June 30, 2026, and highlights our continued commitment to serving the students, families, staff and community of Charles County with integrity, transparency and purpose.

Throughout this reporting period, the Board remained focused on its core responsibility- providing strong governance and strategic direction to ensure that every student in Charles County Public Schools is prepared for success in college, career and life. In support of this work, this report is organized into three key areas: enhancing strategic direction; advancing governance, policy and oversight; and engaging the community and strengthening partnerships. Together, these areas reflect the breadth of the Board's responsibilities and the collective efforts to improve outcomes for all students.

The Board worked collaboratively with the superintendent and school system leadership to advance system priorities, including implementation of the 2025–2029 Strategic Plan. This work reflects a continued focus on improving student achievement, fostering safe and supportive learning environments, strengthening and retaining a highly effective workforce and building meaningful connections with families and the community.

In addition, the Board maintained a strong commitment to governance and oversight. Through regular meetings, work sessions and subcommittee engagement, we monitored system performance, made informed policy decisions and ensured alignment between resources and system priorities. The Board also continued to demonstrate responsible fiscal stewardship by approving and monitoring the operating budget and supporting employee retention through negotiated agreements.

Equally important, the Board prioritized engagement and transparency. We continued to provide accessible public meetings, opportunities for community input and open communication regarding Board actions and priorities. We also remained committed to recognizing excellence across the system by celebrating the achievements of our students, honoring the dedication of our staff and acknowledging the valuable contributions of our community partners.

The accomplishments outlined in this report are the result of a shared commitment among the Board, superintendent, staff, families and the broader community. Together, we are strengthening our school system and ensuring that all students have access to high-quality learning opportunities.

Thank you for your continued support and partnership in this important work.

Sincerely,
Nicole M. Kreamer
Chairperson, Board of Education of Charles County

Meet the Board

Nicole M. Kreamer
Chairperson, District 3 Member



Kreamer is a senior-level healthcare professional, UMGC graduate with dual master's degrees and former part-time CCPS substitute teacher who now serves on the Board. She is actively engaged in community and professional organizations, including the NAACP, AAHAM and multiple mentorship roles and founded The Royal Treatment to support students with formal wear. At the state and local levels, she contributes to education policy and equity efforts, serves on key committees and balances her work with raising three children, including one student in CCPS.



Samichie K. Thomas
Vice Chairperson, District 1 Member

Thomas was appointed in October 2023 to fill a District 1 vacancy on the Board of Education and brings a strong background in human resources across the public and private sectors. She holds both a master's degree in human resources management and development and a bachelor's degree in social work with a minor in education from Bowie State University. As a Board member, she serves as chair of the CCPS Strategic Planning Committee, contributes to the Fiscal Management Committee and Chamber of Commerce initiatives and draws on her experience as a long-time resident and parent of four former CCPS students.

Dottery Butler-Washington
District 3 Member



Butler-Washington serves as Supervisor of Information Technology at the U.S. Department of State and is a U.S. Navy veteran, bringing strong leadership and technical expertise to her role. She holds a Bachelor of Science in Computer Information Systems and an MBA with a concentration in Technology Management, and is actively engaged in civic and service organizations focused on education, equity and community empowerment. Currently serving her first term as a Board Member, she is committed to advancing educational opportunities, promoting transparency and advocating for underserved communities while balancing family life in Charles County.



David Hancock
District 1 Member

Hancock is a small business owner who manages Hancock Family Farms in La Plata and is actively involved in agricultural leadership at the local and regional levels. He has served in multiple roles, including past president of the Charles County Farm Bureau and board member for several agricultural organizations, and was recognized as the 2016 Young Farmer of the Year. A Charles County Public Schools alumnus, he is a graduate of Montgomery College's UA Mechanical Trade School and La Plata High School and is currently serving his second term as a Board of Education member.

Meet the Board

Yonelle Moore Lee, Esq.
District 4 Member



Moore Lee is an attorney, mediator and small business owner with degrees from the University of the District of Columbia and Pepperdine University, and serves as Chairperson of the National Black Council of School Board Members. She is engaged in professional and community organizations, including the Maryland Association of Boards of Education and the National Bar Association, and has been named one of Maryland's "Top 100 Women." Born in Guyana and raised in the United States, she is a wife and mother of three serving her first term as a Board Member.



Bridgette Patterson
District 4 Member

Patterson was appointed in 2025 to represent District 4 on the Charles County Board of Education and is a military spouse and mother of four, with children enrolled in CCPS. She serves as Business Manager for the Joint Base Andrews Fisher House and supports military families, while also teaching resilience and leadership as a certified U.S. Air Force Resilience Training Assistant. Patterson is a credentialed financial counselor and resilience speaker who developed the "3R Framework" and is currently serving her first term as a Board Member.

Letonya Smalls, Ed.D.
At-Large Member



Smalls is an experienced educator and entrepreneur with more than 30 years in education, serving as the founder and CEO of Little Dreamers Early Learning Program and leader of multiple initiatives focused on adult learning and leadership development. She holds a Doctorate in Educational Leadership and advanced degrees in curriculum, instruction and elementary education. Elected as an at-large member in November 2024, Smalls brings extensive expertise in early childhood education and leadership to her role on the Board.



Jamila Smith
District 2 Member

Smith is an experienced education policy professional and community leader with more than 15 years of service, actively supporting schools and families through volunteerism and board involvement. She holds degrees from Georgetown University and The Catholic University of America and is a doctoral candidate in education policy and leadership at American University. A Waldorf resident and mother of three CCPS students, she is serving her first term as a Board Member.

Meet the Board

Brenda Thomas
District 2 Member



Thomas is a lifelong Charles County resident and retired federal employee with over 25 years of service, who now serves as President of the Western Charles County Community Association and a community advocate. She is recognized for supporting underserved communities, organizing youth programs, aiding families during emergencies and contributing to initiatives such as cancer research with Morgan State University. An entrepreneur and proud member of the Piscataway Conoy Tribe, she lives in Indian Head with her husband while leading multiple businesses and community efforts.



Maria V. Navarro, Ed.D.
Superintendent of Schools

Navarro is a veteran educator and leader with experience across Maryland, Delaware and Washington, D.C., including senior roles such as Chief Academic Officer (CAO) in Montgomery County Public Schools and acting CAO in Baltimore City Public Schools. She has also served as an education consultant and held leadership and instructional positions in multiple school systems, bringing extensive expertise in improving learning opportunities. Dr. Navarro holds degrees from the University of Delaware, Temple University and The George Washington University, and is multilingual, speaking Spanish and English with additional proficiency in French and Portuguese.

Munachi Obinali
Student Member

Obinali is a junior at La Plata High School serving as the 2025–26 Student Member of the Board of Education and is an active student leader, including as president of her school's Minority Student Union. She is passionate about law and advocacy, participating in Maryland Youth and Government, Mock Trial and developing the Spark Initiative to expand enrichment opportunities for underserved youth. In addition to her leadership work, she is involved in the arts and enjoys playing viola, as well as reading, writing and drawing.





DID YOU KNOW?

The 10-member Board is deeply rooted in the community — every member is connected to CCPS as an alum, student, family member, business owner or some combination.

Vision, mission & core values





Vision

Our vision is to foster an inclusive, safe, equitable, and rigorous global learning environment where every student and staff member is empowered to thrive.

Mission

The mission of Charles County Public Schools is to provide an opportunity for all school-aged children to receive an academically challenging, quality education that builds character, equips for leadership, and prepares for life, in an environment that is safe and conducive to learning.

Core values

1. The Board values collaborative, meaningful relationships with all stakeholders to include parents/legal guardians, students, teachers, staff, administrators, Board members, state and local elected officials, and members of the community at large.
2. The Board believes in equity for all students, understanding that some students require additional resources in order to receive a quality education.
3. The Board values equity as a personal and professional responsibility and will strive to create inclusive learning environments in which every child is able to achieve her/his highest potential.
4. The Board will maintain rigorous standards and high expectations for all students as keys to academic excellence and lifelong learning.
5. The Board believes there is value in diversity and all students and staff members are endowed with unique talents and entitled to mutual respect.
6. The Board values and promotes practices that ensure a safe and orderly learning and work environment.
7. The Board will responsibly advocate for funding to operate an outstanding school system, and expects to be held accountable for allocating that funding to meet system needs.

CCPS by the numbers

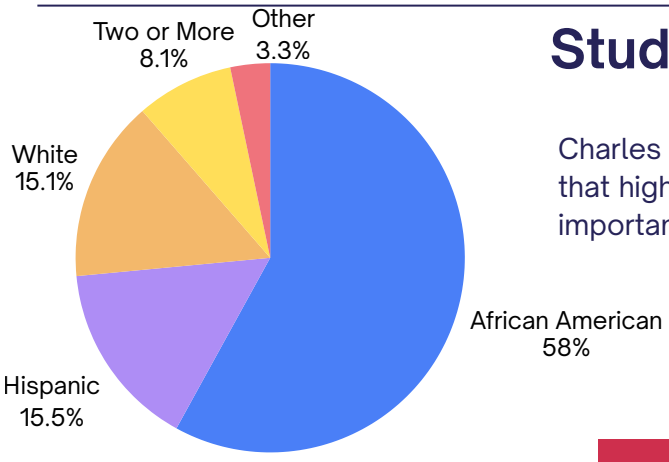
CCPS is the second-largest employer in Charles County, with a total workforce of 3,755 employees. This includes 2,091 teachers, 1,266 support staff, 135 technical staff and 263 administrators. Together, these roles support the daily operations and educational services provided across the school system.



Student demographics

SY 2025-26

Charles County has a diverse and expanding population that highlights both the strength of its community and the importance of responsive, equitable services.

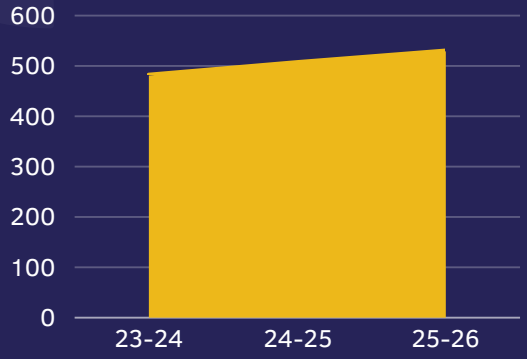


27,904 students in SY 2025-26



45 schools and centers

$205 million in scholarships



Total budget

The FY2026 CCPS budget prioritizes student achievement by sustaining core instructional programs, investing in staff compensation and supporting essential services such as transportation, facilities and specialized student supports.

Enhancing strategic direction



Strategic leadership

The Board of Education of Charles County focused on strengthening the strategic direction of the school system to ensure sustained progress toward improved outcomes for all students. Through collaborative work with the superintendent, the Board advanced the implementation of the 2025–2029 Strategic Plan, supported ongoing priorities aligned with the Blueprint for Maryland's Future and approved key decisions that reinforce systemwide capacity.

These actions included the appointment of school and central office leaders, as well as the approval of negotiated agreements that support recruitment, retention and organizational stability. Together, these efforts reflect the Board's continued commitment to setting clear priorities, aligning resources and building the conditions necessary for long-term success.

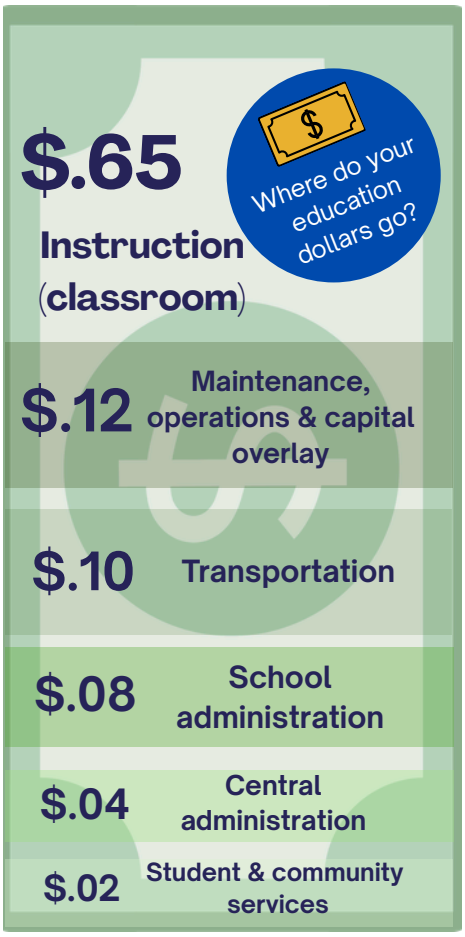
- **Strategic focus:** The 2025–2029 Strategic Plan establishes clear priorities and measurable goals to guide systemwide efforts to improve student outcomes, strengthen organizational capacity and ensure long-term success.
- **Alignment to the Blueprint for Maryland's Future:** Participation in the Accountability and Implementation Board (AIB) monitoring process provided an opportunity to demonstrate progress, reflect on implementation and strengthen alignment between local priorities and state expectations.
- **Approval of the superintendent's leadership positions.** The Board approved the superintendent-recommended leadership positions to strengthen strategic coherence, enhance systemwide capacity and support effective implementation of school system priorities.

4.6%
Budget increase for Fiscal Year 2026

$18,450
Fiscal Year 2026 cost per pupil

79%
Percent of the budget spent on salaries and benefits

Enhancing strategic direction





Employee agreements and compensation

During the 2025-26 school year, Charles County Public Schools successfully continued implementation of negotiated agreements with both certificated and non-certificated employee groups, reflecting the Board's commitment to attracting, supporting and retaining a high-quality workforce.

Education Association of Charles County (EACC):

- Fiscal Year 2027 marks year two of the current agreement covering certificated employees. The agreement provides a one-step/level increase for eligible employees and a 3% cost-of-living adjustment (COLA), effective July 1, 2026. These provisions apply to all certificated staff covered under EACC agreement.

American Federation of State, County, and Municipal Employees (AFSCME):

- The new negotiated agreement for non-certificated/support employees includes a one-level increase for eligible employees and a 2.5% cost-of-living adjustment (COLA) for Fiscal Year 2027, effective July 1, 2026. These provisions apply to all eligible support staff covered under the AFSCME agreement.

Together, these agreements reflect the Board's continued investment in employee compensation, honoring negotiated commitments while supporting workforce stability and organizational excellence.



Board selects Patterson for District 4 vacancy

The Board's selection of Bridgette Patterson, left, in October 2025 reflects a deliberate effort to strengthen strategic leadership and ensure continuity in advancing systemwide priorities. By appointing a leader aligned with the Board's vision and the goals of the 2025–2029 Strategic Plan, this decision enhances the coherence of school system initiatives, reinforces accountability and supports sustained progress toward improved student outcomes.

Advancing governance, policy & oversight

The Board of Education of Charles County advances effective governance, policy development and oversight through a structured committee system that supports focused, informed decision-making. The Board's subcommittees- Board Policy Management, Fiscal Management, Community Engagement and Strategic Planning- serve as critical mechanisms for reviewing key areas of responsibility, ensuring alignment with legal requirements fiscal accountability, stakeholder engagement and long-term school system priorities.

In addition to this internal work, Board members actively contribute to educational leadership at the state and national levels through advocacy efforts and participation in organizations such as the Maryland Association of Boards of Education (MABE) and the National School Boards Association (NSBA). Through presentations, collaboration and engagement beyond the local level, the Board demonstrates a commitment to continuous improvement, thought leadership and the advancement of public education.



Board policy management

Oversees the development, review and revision of board policies.

- **Accomplishment:** Reviewed the entire 1000 policy series and made recommendations for amendments for final adoption.



Community engagement

Focuses on strengthening relationships between the school system and its stakeholders.

- **Accomplishment:** Advanced community engagement by elevating key initiatives resulting in stronger alignment between schools, families and community partners.



Fiscal management

Provides oversight of the school system's financial health.

- **Accomplishment:** Reviewed Fiscal Year 2026 budget-to-actual performance throughout the year and conducted analysis.



Strategic planning

Guides the development, monitoring, and refinement of the school system's strategic plan.

- **Accomplishment:** Aligned the strategic plan with the Blueprint plan and Board's goals.

Advancing governance, policy & oversight

Local & state advocacy

The Board engages in both state and local advocacy to ensure that the needs of students and schools are reflected in policy decisions. Through its work with the Maryland Association of Boards of Education (MABE), the Board contributes to legislative discussions and collaborates with peers to advance priorities such as equitable funding and student achievement. The Board has representation on the following MABE committees: budget, legislative, conference, educational equity, federal advocacy, nominating, policies and procedures, resolutions and awards.



Locally, the Board meets annually with the Charles County Board of Commissioners, state delegates, and state senators to discuss legislative priorities and advocate for policies that support the continued success of CCPS. The legislative breakfast was hosted by the Board on November 4, 2025.



National engagement

In addition to its state-level work, the Board maintains an active presence at the national level through its engagement with the National School Boards Association (NSBA). Participation in national convenings provides Board members with access to emerging trends, research and best practices in governance and public education. One Board member, Ms. Moore Lee, is an Ex Officio Voting Director for NSBA as the Chair of the National Black Council of School Board Members.

This engagement ensures that the Board remains informed, forward-thinking, and well-positioned to apply innovative strategies and policy insights to benefit CCPS.



Presentations & thought leadership

Board members further advance governance by contributing to professional learning communities through presentations at state and national conferences, including those hosted by MABE and NSBA. These presentations highlight CCPS's work in areas such as governance practices, stakeholder engagement and strategic planning, while also providing opportunities to exchange ideas with other districts.

Board members were asked to present at the NSBA conference on April 12, 2026, to highlight their work around creating board metrics that are aligned to student success and at the MABE conference on October 12, 2025, to highlight their work on grading policies.

Engaging the community & strengthening partnerships



Accessible governance in action

The Board of Education remains committed to transparency, accessibility and meaningful public engagement through consistent opportunities for community participation. Through regular meetings, work sessions and community forums, the Board ensures that decision-making is informed by stakeholder input, aligned to school system priorities and responsive to the evolving needs of students and families. These structures support open governance and reinforce accountability to the community.

Ongoing engagement structures

- Monthly Board of Education meetings to conduct official business, approve policies and make decisions impacting the school system.
- Monthly work sessions focused on in-depth review of key topics, including budget development, strategic initiatives and instructional priorities.
- Ongoing review of data, reports and presentations to support informed decision-making and oversight.
- Intentional prioritization of student learning and data during meetings.

Community voice & dialogue

- Hosted four community town hall events to gather input, share school system priorities and engage directly with families and community members.
- Elevated student voice by creating structured opportunities to gather authentic student input.
- Created space for open dialogue, questions and feedback on key initiatives and system priorities.
- Incorporated community perspectives into ongoing Board discussions and decision-making.



During the 2025-26 school year, the Board of Education of Charles County recognized 53 staff members and 51 students at its monthly meetings and passed 37 resolutions.

Engaging the community & strengthening partnerships



Celebrations & milestones

The Board of Education celebrated key milestones across the school system, which reflect a continued commitment to honoring community legacy and growth. Some events for the 2025-26 school year include:

- Summer School graduation.
- CCPS Title VI, Accokeek Foundation & Science Center - Celebrating Native American & Alaskan Native Cultures.
- Project Lead the Way (PLTW) White Coat ceremony.
- Chamber of Commerce 70th Annual Inaugural Gala.
- JROTC Awards Ceremony.
- Southern Maryland Reception.
- SECAC awards.
- CTE Senior Capstone Night.
- Teacher of the Year Gala.
- Be the Difference Awards.
- Staff Years of Service Awards.
- CSM Early College Graduation.
- CCPS High School Graduations.
- Project Graduation.
- Annual Retirement Ceremony.



Community engagement

The Board of Education demonstrated a continued commitment to community engagement through events that strengthen connections between schools, families and local partners. Some events for the 2025-26 school year include:

- Ronald G. Cunningham Leadership Institute.
- New Educator Orientation.
- International Teachers Meet & Greet.
- Senior portfolio interviews.
- Col. Donald M. Wade Military Ball.
- CTE Work Based Learning Breakfast.
- The Charles County NAACP Martin Luther King, Jr. Breakfast.
- Education Association of Charles County (EACC) Legislative Day.
- Second National African American Read-in.
- Read Across Charles County.
- Charles County Commissioners budget hearings and presentations.



Student & family supports

The Board of Education supported initiatives that expand access to services and strengthen student and family supports. This reflects a commitment to providing integrated resources and innovative learning opportunities within the community. Some events for the 2025-26 school year include:

- Annual i-Ready parent night.
- Dr. Chinnadurai Devadason School Based Health Center dedication at Indian Head Elementary School.
- Dedication to the opening of Margaret J. Thornton Elementary School.
- Pupil Personnel Workers (PPW) Community Day.
- Community Schools community days.
- SECAC meetings.
- North Point High School Annual Program Advisory Dinner.
- Dr. Samuel Mudd's Judy Center 25th Anniversary.
- National Night Out.

Contact us



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Thank you

We extend our sincere appreciation to our students, families, staff and community partners for their continued support and collaboration. Your commitment to excellence and shared vision for student success make this work possible. Together, we remain dedicated to fostering innovation, accountability and opportunity for all learners.

