



Academic Achievement	Family & Community Partnerships				Successful Workforce			Safe & Secure Environment					
Pillar III: Develop and Support a Successful Workforce													
Objective 1: CCPS recruits qualified candidates for all teacher positions.													
Objective 2: CCPS supports staff to build the Blueprint for Maryland's Future career ladder.													
Objective 3: CCPS recruits and retains diverse employees reflective of our student community.													
Objective 4: CCPS maintains class sizes that support learning.													
Priority Focus Areas	Oct. 2023	Oct. 2024			Oct. 2025			Oct. 2026			Oct. 2027		
		Year 1			Year 2			Year 3			Year 4		
	Baseline	Target	Perform.	Met	Target	Perform.	Met	Target	Perform.	Met	Target	Perform.	Met
By 2027, CCPS will increase the percentage of certificated, non-supervisory employees who are eligible for a Maryland Educator Certificate (Standard Professional Certificate) or applicable state licensure by 4% from the baseline of 94.39% to 98.39% (1% per year).	94.39%	95.39%	94.67%	No	96.39%			97.39%			98.39%		
	2,070 of 2,193 (staff with SPC or applicable licensure)												
By 2027, CCPS will increase the number of National Board Certified Teachers (NBCTs) by 100% from the baseline of 70 to 140 (25% per year).	70	88	87	No	106			124			140		
By 2027, CCPS will increase the diversity of staff to reflect the diversity of our students as measured by each staff group being within 1% of the student group. The annual target for each staff group below is based on the student group data from the previous school year.	Based on Oct. 2023 staff data	Based on 22-23 student data	Based on Oct. 2024 staff data		Based on 23-24 student data	Based on Oct. 2025 staff data		Based on 24-25 student data	Based on Oct. 2026 staff data		Based on 25-26 student data	Based on Oct. 2027 staff data	
All CCPS Staff by Race/Ethnicity 2022-2023:		Within 1% of:			Within 1% of:			Within 1% of:			Within 1% of:		
Black or African American: 99	2.88%	5.06%	2.50%	No	5.47%			5.44%			5.41%		
American Indian or Alaska Native: 24	0.70%	0.18%	0.48%	Yes	0.20%			0.16%			0.17%		
Asian: 33	0.95%	3.45%	1.10%	No	3.72%			3.88%			3.95%		
Native Hawaiian or Other Pacific Islander: 0	0.00%	0.28%	0.00%	Yes	0.24%			0.22%			0.22%		
Hispanic or Latino: 63	1.83%	8.42%	2.00%	No	8.85%			9.27%			9.47%		
Two or More Races: 3	0.90%	4.13%	0.65%	No	4.23%			4.28%			4.32%		
White: 3,221	93.55%	78.47%	95.27%	No	78.47%			76.75%			76.46%		
Total Minority Staff:	222		239										
Percentage of Minority Staff:	6.44%		6.72%										
By 2027, CCPS will maintain class size in the core academic areas that does not exceed the annual targets based on the annual class size report data.	Based on Nov. 8, 2023 staffing report		Based on Nov. 13, 2024 staffing report			Based on Nov. 2025 staffing report			Based on Nov. 2026 staffing report			Based on Nov. 2027 staffing report	
Elementary (K-5) Average Class Size:	22.7												
0	≤ 30	23.3	Yes	≤ 30	22.5	Yes	≤ 30				≤ 30		
Number of Elementary Classes ≥ 30 Students:	0	6	No	0	0	Yes	0				0		
Includes ELA, Math, Social Studies, & Science													
Middle (6-8) Average Class Size:	25.3												
184	≤ 30	25.7	Yes	≤ 30	25.2	Yes	≤ 30				≤ 30		
Number of Middle Classes ≥ 30 Students:	≤ 200	205	No	≤ 200	182	Yes	≤ 200				≤ 200		
Includes ELA, Math, Social Studies, & Science													
High (9-12) Average Class Size:	22.5												
147	≤ 30	22.9	Yes	≤ 30	21.8	Yes	≤ 30				≤ 30		
Number of High Classes ≥ 30 Students:	≤ 225	124	Yes	≤ 225	93	Yes	≤ 225				≤ 225		
Includes, ELA, Math, Social Studies, Science, and Modern/Classical Languages													