# A LOOK INTO CHARLES COUNTY'S 2024 BLUEPRINT IMPLEMENTATION PLAN



Components of plan to ensure that all pre-K students are ready

for kindergarten:

Job embedded professional

development Support for English learners

Data analysis sessions with

Challenges:
Need for consideration of early
Need for consideration of early

prekindergarten and kindergarten

career educators' skills and needs

Impacts of the career ladder:

Higher retention and recruitment

Increasing pipeline of Nationally Board Certified Teachers

Development of leadership

pathways for teachers

Plan components include:

New curriculum

teachers

**Possible Impacts:** 

of educators

## PILLAR ONE: EARLY CHILDHOOD EDUCATION

#### Highest priority areas and updates in terms of challenges and strategies in providing pre-K:

Strategies to expand pre-K spaces available include:

- All Tier 1 four years old children were enrolled in pre-K for SY2023-24
- Expansion of pre-K classrooms Transportation provided for Tier I
- students within catchment zone
- Professional development for ECE staff

#### **Challenges:**

- Out of zone placements
- Before and after care needs

Collaboration with private providers (the mixed delivery system):

#### **Collaboration Efforts:**

- Dissemination of a provider needs survey
- Professional development courses and resources offered for private
- providers Sharing curriculum Partnership with the Family Child Care Alliance of Maryland to support private providers in their svstem

Challenges: Logistical challenges in hosting professional development

Percentage of students demonstrating proficiency on the KRA

40.8%

Number of students enrolled in full day PreK (total and increase in 23-24SY)

963 total, 435 added

### PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

Data that demonstrates progress towards recruiting a diverse & high quality workforce:

Data: Increase in Black teachers demonstrating progress towards the staff reflecting student demographics Strategies:

- Expansion of alternative certification pathways Grow Your Own Programs to connect conditional teachers with institutions of higher education Career ladder implementation
- Enhanced New Teacher Academy and mentoring programs

Data that demonstrates progress towards increasing diversity in National Board Certification:

Data: Further analysis of diversity of NBCT is needed Strategies:

- Creation of a cohort experience with structured support for teachers in the certification process
- NBCT mentor within the buildings Hiring of NBC Coordinator
- Development of professional
- training regarding NBC process Collaboration with neighboring
- counties to share resources for NBC candidates

Percentage of non-white teachers in comparison to non-white students

Teachers' minimum starting salary for 24-25SY

\$57,237

### PILLAR THREE: COLLEGE AND CAREER READINESS

Data that demonstrates trends in achievement & lack of achievement in literacy and math:

Math and Literacy Achievement Data: Proficiency rates are below state average

- Strategies:
- Expanded professional development
- High Quality Instructional Materials and curriculum changes Increased early interventions with
- the goal of keeping students in the classroom

**Revised policies/practices that** increase access to post college & career readiness pathways:

Strategies:

35.8%;

81.8%

- Expansion of APs, dual enrollment courses, and CTE options Targeted family engagement
- Information Sessions
- Collaboration with the College of Southern Maryland to enhance
- program accessibility Partnerships with local organizations to provide more apprenticeship opportunities

Challenges: Staffing and course availability

Strategies: Engaging families in CCR plans for students

Collaboration with the families of

students who are not on track:

- Plans for a Parent Academy to be a resource hub for families **Challenges:**
- Despite efforts to host parent engagement sessions, CCPS reports that many sign up and few attend

Percentage of 10th graders that meet CCR standard

<5%

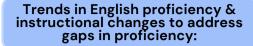
Percentage of 9th graders on track to graduate

62.4%

# A LOOK INTO CHARLES COUNTY'S 2024 BLUEPRINT IMPLEMENTATION PLAN



### PILLAR FOUR: MORE RESOURCES FOR ALL STUDENTS TO SUCCEED



Trends: Increase in English learner (EL) enrollment with secondary ELs identified as having the highest needs Instructional changes to address gaps:

- Increasing the amount of ESOL teachers in schools
- Adjustment of model for support plans (shift towards individualized service model)
- Professional development to enhance classroom practices supporting ELs

Trends in outcomes for students with disabilities & programmatic changes to improve achievement:

**Trends:** Further analysis of outcomes for students with disabilities is needed

#### Instructional changes to address gaps:

- Ensuring scheduling opportunities for students in special education
- Expanding professional development for special education teachers
- Budget allocations were used to include three new positions including Instructional Specialists

Number of Community Schools

10

Use of MD Consortium on Coordinated **Community Support funds?** 

Yes

**Disproportionalities in disciplinary** 

practices & systemic changes that

addreśs root causes:

Trends: In the current school year, it

was found that suspension practices are not disproportionately impacting any specific groups of students **Changes that address root causes:** 

Implementation of targeting interventions and professional

Behavioral support specialists Training on deescalation

strategies and social emotional

Some trainings are mandatory

development

interventions

### PILLAR FIVE: GOVERNANCE AND ACCOUNTABILITY

