

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



## 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:**

- Collaborative classrooms with Head Start
- Implementation of mixed age classrooms
- Facilities development

**Challenges:**

- Transportation concerns
- Classroom space limitations

**Collaboration with private providers (the mixed delivery system):**

**Collaboration Efforts:**

- Professional development for private providers
- Partnerships with community resources/organizations
- Monitoring of private provider participation

**Challenges:**

- Eligibility of private providers
- Need for clear guidance from MSDE on eligibility

**Components of plan to ensure that all pre-K students are ready for kindergarten:**

**Plan components include:**

- Holistic approach
- Professional development for ECE staff both public and private
- Use of High Quality Instructional Materials
- Transition support for incoming students

**Challenge:**

- Addressing outlier performance data in schools

**Percentage of students demonstrating proficiency on the KRA**

**53.9%**

**Number of full day seats available (total and added in the 23-24SY)**

**250 total, 30 added**

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

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

**Data:**

- Low diversity in teacher candidate applications

**Strategies:**

- Grow Your Own Program – College and Career Pathway with Garrett College
- Recruitment at both Garrett College and Frostburg University
- Social media campaigns

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

**Data:**

- Increase in teachers pursuing NBC

**Strategies:**

- Grow Your Own Program assists NBC candidates
- Information Sessions
- Title 1 Coordinator meetings
- NBC cohort model with support meetings and courses
- Social media campaigns to increase awareness of certification

**Impacts of the career ladder:**

**Possible Impacts:**

- Increase in pay for teachers and administrators
  - Salary increases for teachers pursuing NBC could lead to a decrease in pool of candidates for administrative positions
- Development of a strong candidate pool

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

**2.3%; 4.7%**

**Teachers' minimum starting salary for 24-25SY**

**\$51,839**

## PILLAR THREE: COLLEGE AND CAREER READINESS

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

**Literacy Data:** Significant percentage of students are not meeting grade level standards with significant gaps for certain student groups

**Math Achievement Data:**

Performance gaps for students with disabilities

**Strategies:**

- Data driven needs assessment
- Targeted interventions
- Professional development for staff
- Fostering of partnerships with communities and families

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

**Strategies to expand access:**

- Increased dual enrollment courses available
- Early college program at Frostburg University
- Expanded AP program
- Partnership with different industries to expand CTE options

**Challenges:**

- Balancing new opportunities with declining enrollment

**Collaboration with the families of students who are not on track:**

**Strategies:**

- Communication with family if student is not meeting CCR standard
- New communication system

**Challenges:**

- Complex data tracking system makes communication with families difficult at times
- Large increase in students with individualized CCR plans

**Percentage of 10th graders that meet CCR standard**

**19.5%**

**Percentage of 9th graders on track to graduate**

**67.6%**

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

**Trends in English proficiency & instructional changes to address gaps in proficiency:**

**Trends:** Multilingual (ML) students show steady progress in achieving proficiency

**Instructional changes to address gaps:**

- Yearly review of ML learning plan
- Collaboration with ML families
- Implementation of classroom accommodations and resources such as assistive technology, peer tutoring, and learning centers
- Professional development for staff

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

**Trends:** Steady increase in students scoring at proficiency levels 1 and 2 on alternative assessments

**Instructional changes to address gaps:**

- Prioritization of Least Restrictive Environment
- Co-planning for students with disabilities
- Prioritization of family engagement
- Professional development for special education staff

**Disproportionalities in disciplinary practices & systemic changes that address root causes:**

**Trends:** Plan did not note any trends in disciplinary practices

**Changes that address root causes:**

- Discipline related to students with disabilities is closely monitored
- Consistent guidelines for discipline that allows for data tracking
- Behavioral interventions and supports
- If disproportionalities arise, GCPS will conduct Root Cause Analysis

Number of Community Schools

1

Use of MD Consortium on Coordinated Community Support funds?

Yes

## PILLAR FIVE: GOVERNANCE AND ACCOUNTABILITY

**Ways that the county is educating the community about the goals of the Blueprint:**

**Efforts include:**

- Informational presentations
- Monthly newsletters
- Updates at Board of Education meetings
- Plans to create a public dashboard for transparency regarding student outcomes

**Components of a detailed engagement plan:**

**Engagement plan components:**

- Tailored approach to engaging stakeholder groups
- Continuous meetings and working groups
- Focus groups for each pillar of the Blueprint
- Centralized feedback protocol
- Documentation of how stakeholder feedback is incorporated into school planning and the outcomes

**Strategies to increase the number of schools meeting minimum school funding requirements:**

**Allocation process:**

- GCPS ensures that a majority of funds (at least 75%) go directly to the schools
- Conducting a deeper analysis to ensure compliance
- Development of a 5 year plan to stabilize budget expenditures
- Engagement of principals in schools specific action plans

EXPLORE YOUR COUNTY'S FEEDBACK AND DATA:

[Garrett County Data Sheets](#)

[AIB's Feedback on Implementation Plans](#)

**READ YOUR PLAN & ENGAGE WITH YOUR BOARD OF ED!**

[Click here to find your local BP implementation plan](#)

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