



# Blueprint For Maryland's Future

Stakeholder Workgroup – September 14, 2023

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Department of Academic Services



▶ ***Engage. Empower. Excel.***

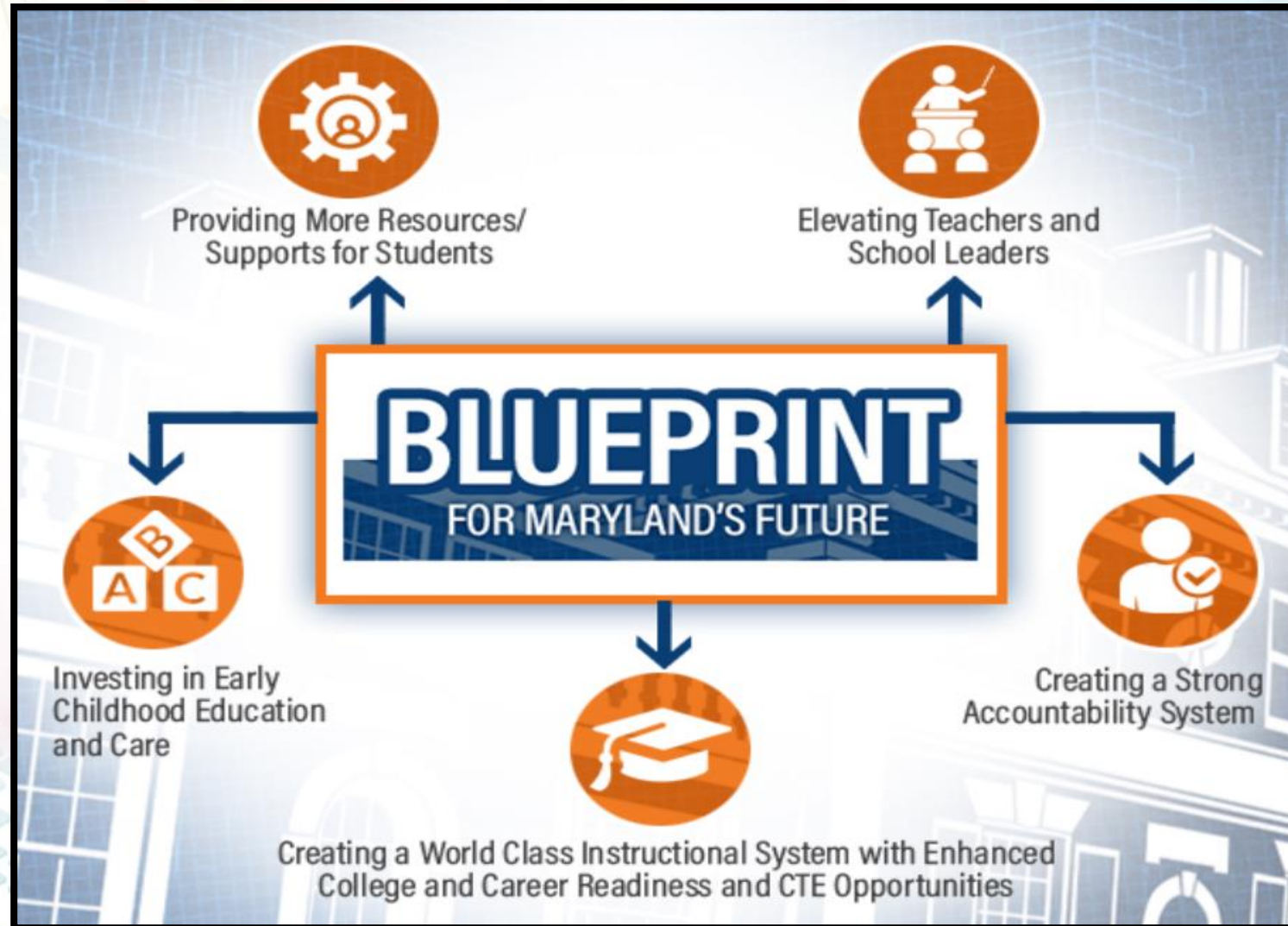
Baltimore County Public Schools



# Focus Areas



# Blueprint Pillars





# AIB Feedback



## Areas of Strength and Opportunity

- Baltimore County is focused on converting current half-day programs to full-day for four-year-olds. It is merging special education and general preK programs, like at least one other LEA, which is a promising practice to integrate special education students into general classrooms and also support expansion.
- The district is training ESOL, Infants and Toddlers and other staff to support families in the preK enrollment process. It currently includes private providers and Judy Centers in professional development planning and activities, including linguistically responsive training. Judy Centers purchase the professional development training materials for private providers in their area. This is a promising practice that other LEAs should explore if they aren't already doing so.
- The district has strong partnerships with IHEs to support Grow Your Own initiatives and teacher pipelines, particularly for paraprofessionals. Notably, the district has an alternative pathway for early childhood and special education paraprofessionals to earn their bachelor's degree with Bowie State University.
- The LEA conducts exit interviews and "stay" interviews with departing and remaining staff, and compiles and analyzes the data to inform its recruitment and retention policies.
- Baltimore County is leveraging its CTE Advisory Councils to identify new credentialing opportunities and expanding CTE Site Coordinators to six high schools primarily to enhance CTE programming and youth apprenticeship participation opportunities not currently available in schools.
- AIB and CTE Committee staff have reviewed and approved Baltimore County's career counseling MOU. The specific feedback provided to Baltimore County throughout the review process is available through the MOU feedback form linked above.

# AIB Feedback



## Areas for Further Growth and Improvement

- Like many LEAs, Baltimore County is initially focused on the career ladder as a salary structure and is in the beginning stages of thinking about the career ladder as an opportunity to reimagine teacher leadership roles, embedded professional development, and the organization of the school day to support student learning.
- The LEA has comprehensive plans for literacy and math. Ensuring that quality professional development supports the plans, including for coaches and tutors with the increasing utilization of these positions, and using data to monitor the training and plans for effective implementation is critical to support a cohesive approach and increased learning.
- Baltimore County currently offers students the opportunity to develop a 6-year plan. Its initial plan indicated that these existing plans will also serve as the individualized CCR plan for students who are not CCR by 10th grade. While their revised response notes that BCPS will assign a teacher to work with any student who has not met the CCR standard by the end of the 10th grade and lead the development of an individualized CCR plan, aligning the existing 6-year plan structure to meet the Blueprint requirements for non-CCR students is an ongoing challenge that the district will need to address. BCPS should also consider how it can meaningfully engage families in creating CCR support plans as opposed to informing them when they are being created.

# Where to Find the Plan



Baltimore County Public Schools / About Us / Blueprint for Maryland's Future / [Blueprint Plan](#)

## BLUEPRINT PLAN

## BLUEPRINT PLAN

[Blueprint Implementation Plan](#)

[Blueprint Executive Summary and Plan](#)

[Arabic](#) | [Chinese](#) | [Dari](#) | [French](#) | [Nepali](#) | [Spanish](#) | [Urdu](#) | [Uzbek](#) | [Vietnamese](#)

[AIB Blueprint Initial Comprehensive Implementation Plan](#)

[Spanish translated](#)

- [Approved LEA Plan Feedback – Baltimore County](#)
- [MSDE Memo – Round One](#)
- [MSDE Feedback – Baltimore County](#)
- [AIB Feedback on LEA Plan – Baltimore County](#)
- [2023 Draft Career Counseling MOU – Baltimore County](#)



# Early Childhood Education



- Full day Prekindergarten Expansion
- Partnership with Private Providers
- Expansion of Judy Centers



# New Full Day Programs-540 Additional Seats



School Name	Current Sessions	2023-2024 Sessions
Arbutus	2 half day	1 full day
Chase	2 half day	2 full day
Chesapeake	1 half day	1 full day
Church Lane	2 half day	2 full day
Franklin	1 half day	1 full day
Glenmar	2 half day	2 full day
Harford Hills	2 half day	1 full day
Joppa View	none	1 full day
Martin Boulevard	2 half day	1 full day
McCormick	2 half day	1 full day
Middlesex	2 half day	2 full day
Oliver Beach	1 half day	1 full day
Perry Hall	2 half day	2 full day
Powhattan	2 half day	1 full day
Riverview	4 half day	2 full day
Sandalwood	3 half day	2 full day
Victory Villa	2 half day	2 full day
Winfield	2 half day	2 full day



# Prekindergarten Capacity Grant



## Additional 3 sessions for 2023-2024

- Rossville Elementary
- Seneca Elementary
- Shady Spring Elementary



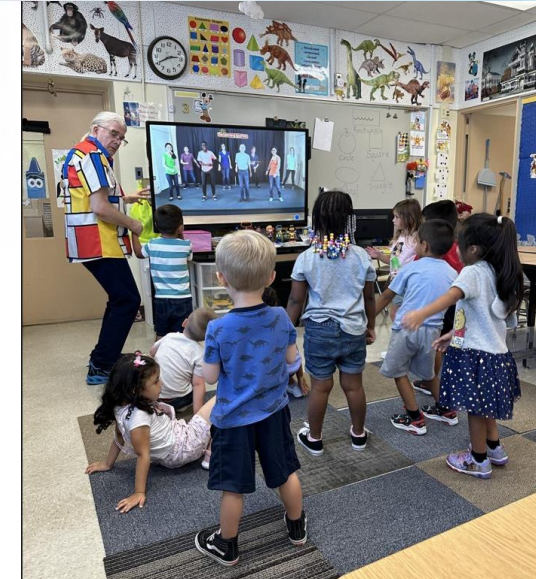


# Full Day Prekindergarten- In Special Areas



## Full Day = Full Experience

- Weekly curricular experiences in Library Media, Performing Arts (Dance, Music, Theatre) Physical Education and Visual Arts
- Full curriculum development in each content, Implementation SY 23-24
  - Extension from Pre-K classroom curricular themes
  - Sustained training in Conscious Discipline
  - Shared special area structures and expectations
  - Content specific lessons and resources



**Curriculum Team of BCPS:**  
Library Media Specialists  
Performing Arts Teachers  
Physical Education Teachers  
Visual Arts Teachers  
Pre-K Teachers  
Early Childhood Specialists  
Curriculum Office Specialists



# Private Provider Partnerships



- Family Child Care Alliance 25 seats
- Goddard School – 40 seats
- PACT – 12 seats
- Sandbridge Early Learning Center – 20 seats (new)
- White Marsh Child Care – 80 seats
- Y of Central Maryland – 22 seats (new)



# Baltimore County Judy Centers



- Campfield Early Learning Center
- Featherbed Lane Elementary
- Hawthorne Elementary
- Sandalwood Elementary





# High-Quality and Diverse Teachers and Leaders



- Recruiting and Maintaining High-Quality and Diverse Staff
- Career Ladder
- Nationally Board Certified Teachers
- Increase of Salary Scale by June 2024
- Minimum Salary for Teachers by July 2026



# Blueprint Initial Plan Approved



## Feedback from AIB

*“Like many LEAs, Baltimore County is initially focused on the career ladder as a salary structure and is in the beginning stages of thinking about the career ladder as an opportunity to reimagine teacher leadership roles, embedded professional development, and the organization of the school day to support student learning.”*



# Purpose of the Career Ladder



## As defined by the AIB

- Increase the number of high-quality and diverse teachers in our schools to support *student learning*.
- Provide professional pathways and commensurate salaries for high quality and diverse teachers to remain in the classroom with *students*.
- Increase non-instructional time for teachers to collaborate with peers, identify *student learning* needs, design and deliver interventions to support *students* and improve learning, help fellow teachers improve their practice and craft to support *students* and improve *student learning*.
- Provide more teacher leadership roles in the schools to support greater decision-making at the school level to improve *student learning*.
- Incentivize classroom teachers to demonstrate excellence in *teaching students* by achieving National Board Certification.

# Career Ladder Development



## What the Law Requires

- Career Ladder implemented by July 1, 2024.
- Career Ladder must include four levels and other “elements” as required by the *Blueprint*.
- Subject to collective bargaining for any “elements” not required by the *Blueprint*.
- LEAs may convene a Career Ladder Development Board that includes teachers, union, and other stakeholders.
- *Blueprint* Comprehensive Plan provides more detail on *Blueprint* requirements



# Career Ladder Development



## What the Law Requires

- Professional development system aligned to the Career Ladder and offered during the school day.
- MSDE must develop by July 1, 2024 a professional development system and LEAs must implement system by July 1, 2026.
- Align teacher evaluation systems with peer assistance model and career ladder.
- Create additional non-instructional time for classroom teachers to collaborate to improve teacher practice, identify and support struggling students, and develop and adapt curriculum and instructional materials phased in over an 8-year period beginning in FY 2025
- NBC support programs that encourage teachers to obtain and maintain NBC, particularly teachers from historically underrepresented populations.

## Essential Activities for Phasing in the Career Ladder

Activity	2021-2022	2022-2023	2023-2024
Develop a plan for increasing the number of NBC teachers.	X		
Implement a support program for teachers pursuing NBC.		X	
Establish Career Ladder Development Board.		X	
Hire Career Ladder Coordinator/Consultant.			X
Teacher union collaboration committee.		X	X
Ongoing negotiations and tentative agreement.		X	X
Development of implementation plan to include teacher support for advancement through the salary structure.		X	X
Outline Career Ladder fiscal projections.		X	X
Pilot NBC support and initiatives (MD Leads funding).		X	X
Offer pathways in the Career Ladder for all staff, regardless of NBC status		X	X
Ongoing monitoring of NBCT program.			X



# Career Ladder Development



## BCPS Next Steps

- Established Career Ladder Development Board.
- Blueprint Comprehensive Plan – due March 15, 2024
- Evaluation of current teacher leadership positions.
- Career Ladder Communication
- Outline parameters to allow teachers to move up the Career Ladder.

# College and Career Readiness



- CCR for Math and ELA
- Career & College Counseling
- Individualized CCR Plans
  - Teacher to be assigned
- CCR Pathways
  - Advanced Placement (AP) or International Baccalaureate (IB) programs
  - Dual Enrollment or early college programs
  - Career and Technical Education (CTE) programs



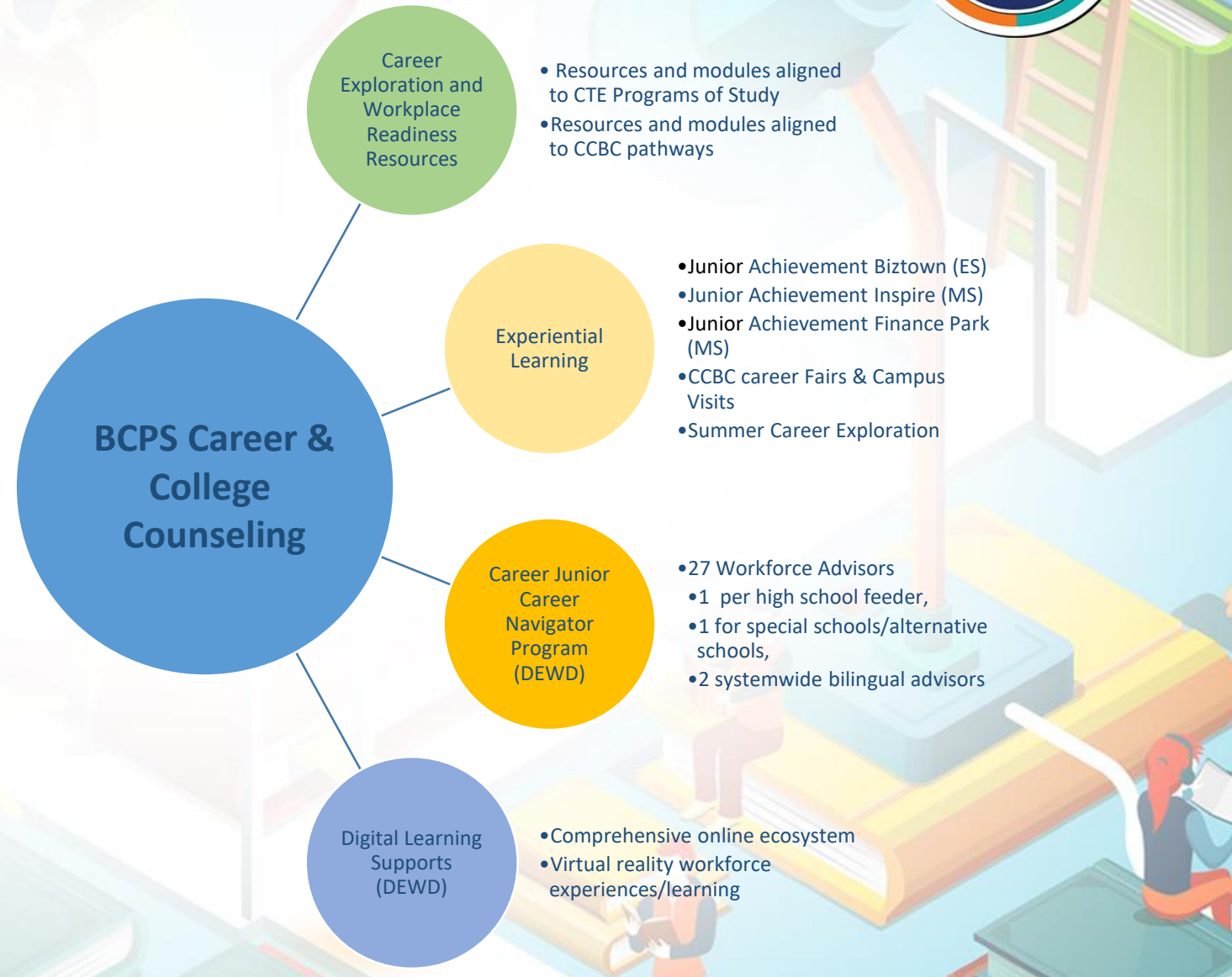


# College and Career Readiness



## Blueprint for Maryland's Future Workforce Career Counseling Program Joint Agreement:

- Baltimore County Government on behalf of its Department of Economic and Workforce Development ("DEWD")
- Baltimore County Public Schools ("BCPS") Office of Career and Technical Education ("CTE")
- Community College of Baltimore County ("CCBC")



# More Resources to Ensure All Students are Successful



- English Learners
- Special Education
- Concentration of Poverty
- Behavioral Health Supports





# Community Schools



- Baltimore Highlands
- Battle Grove Elementary
- Bear Creek Elementary
- Bedford Elementary
- Berkshire Elementary
- Catonsville Center
- Chadwick Elementary
- Chesapeake High
- Colgate Elementary
- Crossroads Center
- Deep Creek Elementary
- Deep Creek Middle
- Dogwood Elementary
- Dundalk Elementary
- Dundalk Middle
- Edmondson Heights
- Featherbed Lane
- Genl John Stricker
- Glyndon Elementary
- Golden Ring Middle
- Halethorpe Elementary
- Halstead Academy
- Hawthorne Elementary
- Holabird Middle
- Johnnycake Elementary
- Lansdowne Elementary
- Lansdowne Middle
- Logan Elementary
- Mars Estates Elementary
- Martin Blvd Elementary
- McCormick Elementary
- Meadowood Education
- Middlesex Elementary
- Milbrook Elementary
- Norwood Elementary
- Oakleigh Elementary
- Owings Mills Elementary
- Padonia International
- Pleasant Plains
- Powhatan Elementary
- Randallstown Elementary
- Riverview Elementary
- Rosedale Center
- Sandalwood Elementary
- Sandy Plains Elementary
- Scotts Branch Elementary
- Shady Spring Elementary
- Southwest Academy
- Stemmers Run Middle
- Sussex Elementary
- Victory Villa Elementary
- White Oak School
- Winfield Elementary
- Woodholme Elementary
- Woodlawn Middle
- Woodmoor Elementary

# Governance and Accountability



- Overall Stakeholder Engagement
- Blueprint Implementation Planning Committee
- One more Implementation Plan to draft
- Structures and Accountability of Plan
  - Expert Review Team visits
  - Enterprise Resource Planning (ERP) System





# Expert Review Team Visits



## Legislative Requirements



Expert Review Teams will be deployed to schools to determine the underlying causes of student performance problems, evaluate behavioral health services, and develop recommendations to address identified issues.



Beginning in the 2022-2023 school year, the Maryland State Department of Education (MSDE) will send Expert Review Teams to schools in which student demonstrate learning loss resulting from the COVID-19 pandemic.

# Expert Review Team



## What happens in the visit?

### Classroom Reviews

- Observations of Teachers

### Focus Group Discussions

- Teachers, Students, Parents, Leaders

### Interviews with School Leadership

- Principal/Administrator



# Expert Review Team



## School Selection Criteria

- SELECTION CRITERION 1: LOWEST PERFORMING
- SELECTION CRITERION 2: LOWER PERFORMING
- SELECTION CRITERION 3: HIGHEST PERFORMING
- SELECTION CRITERION 4: LARGEST LEARNING LOSS
- SELECTION CRITERION 5: LARGEST IN-SCHOOL LEARNING GAPS

# Future Meetings



- December 7, 2023
  - 7 p.m.
- February 22, 2024
  - 6 p.m.
- May 16, 2024
  - 4:30 p.m.





# Thank You

