The Calvert County Blueprint Committee (CCBC) conducted an introductory meeting on Wednesday, May 4, 2022, via Teams.

**Minutes**

**Roll Call**

Present: Julian M. Willis, Co-Chair  
Kevin Michael, Co-Chair  
Wilson Parran, Member  
Melissa Goshorn, Member  
Michael Shisler, Member  
Joanna Stallings, Member  
Dona Ostenso, Member  
Stacy Tayman, Member  

Absent: Danielle Duvall Adams, Member  

Staff: Ruthie Buckler, Special Projects Program Manager, Office of the County Administrator  
Anthony Navarro, Executive Director – Administration, Calvert County Public Schools

**General Business and Administrative Matters**

I. Call to order - determine a quorum.  
a. Determined quorum. Meeting was called to order at 2:00 p.m.

II. Approve agenda for May 4, 2022 meeting.  
a. Reviewed agenda and approved unanimously.

**New Business**

I. Introductions  
a. Members were asked to introduce themselves.

II. Charge for Calvert County Blueprint Committee  
a. Kevin Michael gave a presentation outlining the reason this committee was created and what is expected of the committee.

III. Overview of the Blueprint for Maryland’s Future  
a. Kevin Michael also presented an overview of each of the five policy areas contained in the Blueprint for Maryland’s Future.

IV. Next Steps  
a. Members established a schedule for future meetings which will be held on the first Wednesday of every month via Zoom beginning at 2:00 p.m. and projected to end by 3:30 p.m. There are two known exceptions to this schedule: June 1st is graduation day for Calvert County Public Schools so the next meeting will be held on the following Wednesday, June 8th. After the May meeting a scheduling conflict was identified for the August 1st meeting which will begin at 9:00 a.m.

**Adjournment**

Meeting was adjourned at 3:45 p.m.

Transcribed by: Ruthie Buckler, Special Projects Program Manager, County Administrator
The Blueprint for Maryland’s Future
Update for the Calvert County Blueprint Committee

May 4, 2022
Agenda

• Introductions
• Charge for Calvert County Blueprint Committee
• Overview of the Blueprint for Maryland’s Future
• Next Steps
Calvert County Blueprint Committee Charge

Serve in an advisory capacity for the BOCC and BOE

Share information about the Blueprint with the community

Receive input from the community regarding the Blueprint
Blueprint Overview

• Beginning in 2016, the Maryland Commission on Innovation and Excellence in Education began working under the leadership of Dr. William E. Kirwan

• The Commission’s work became the basis for *The Blueprint for Maryland’s Future*

• HB 1300
  • Approved by MD General Assembly in 2020
  • Vetoed by Governor in 2020
  • Overridden by MD General Assembly in 2021

• HB 1372
  • Approved by MD General Assembly in 2021
  • Served to amend the timelines originally found in HB 1300 and add legislation regarding student learning loss due to the pandemic
Goals of the Blueprint

To transform Maryland’s early childhood, primary and secondary education system to the levels of high performing systems around the world.

Establish a career ladder system for educators composed of levels through which teachers may progress and gain certain authority, status, and compensation as they gain certain expertise.
Accountability and Implementation Board

- Seven-member Board to be appointed by the Governor
- Responsible for the implementation and evaluation of outcomes under the Blueprint
- Authority to adopt regulations and has broad oversight of funding, reporting, and accountability
- Final authority in cases where there is a conflict between AIB policy and other entities under their authority
Responsible for assisting in the implementation of The Blueprint

Established Office of Strategic Planning and Continuous Improvement

Scheduled monthly meetings with Implementation Coordinators (The Hub)

Provide technical assistance on plan development
Expert Review Teams

• MSDE will develop and supervise Expert Review Teams which will consist of teachers in leadership positions to be responsible for direct contact with schools to determine the extent to which the Blueprint is being implemented

• Visits will be prioritized for schools with the lowest performing students

• All schools will be visited at least once by FY31
Curriculum & Assessments

• MSDE will develop curriculum standards and resources for each subject at each grade level that build in sequence, including course syllabi, sample lessons, sample student work, and curriculum units aligned with the course syllabi.

• The State Board will establish a system of assessments to ensure students are acquiring knowledge contained in the prescribed curriculum standards in English, math, science, and history or social studies. These assessments will be used to identify low-performing schools.
Five Policy Areas for The Blueprint

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<th>Policy Area</th>
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<td>Early childhood development and education</td>
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<td>Preparation of high-quality and diverse teachers and leaders</td>
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<td>Rigorous college and career pathways</td>
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<td>Funding to ensure all students are successful</td>
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<td>Effective governance and accountability</td>
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Early Childhood Education

- The availability of full-day slots for prekindergarten will be expanded through the use of publicly funded local school programs with the addition of private providers in the community.
- MSDE will be responsible for distributing funding to each private prekindergarten provider based on income tiers for students’ families.
- Local school systems must work with private providers to address transportation needs of eligible prekindergarten students.
- Private providers must be licensed in Maryland and must enter into an MOU with the local school system.
- Teachers and assistants employed by private providers meet certain qualifications.
- All prekindergarten provider programs will include structural elements that are evidence-based and recognized nationally.
Kindergarten Readiness Assessment

• Beginning school year 22-23, a racially and culturally unbiased statewide kindergarten readiness assessment will be administered to all incoming kindergarten students with the purpose of measuring school readiness and early detection of learning challenges.

• The assessment may include:
  • Language and literacy skills
  • Academic knowledge in math, science, and social studies
  • Physical development
  • Social development

• Assessments are encouraged to be administered during the summer months with remaining portions during the school year.
Five Policy Areas for The Blueprint

- Early childhood development and education
- Preparation of high-quality and diverse teachers and leaders
- Rigorous college and career pathways
- Funding to ensure all students are successful
- Effective governance and accountability
Educator Career Ladder

• Each county must implement a career ladder on or before July 1, 2024 that satisfies the Blueprint requirements

• The career ladder must
  • Provide for compensation of teachers
  • Support and encourage collaboration
  • Provide extra time outside the classroom for teachers to work with students who need additional support
  • Provide extra time outside the classroom for increased professional development for teachers
Educator Career Ladder

Level Four A-3
NBC holder and designated as Professor Teacher

Level Four A-2
NBC holder and designated as Distinguished Teacher

Level Four A-1
NBC holder and designated as Lead Teacher

Level Four B-2
Distinguished principal

Level Four B-1
Licensed principal

Level Three
NBC, or Master’s degree (if no NBC in subject area), or Assistant Principal

Level Two
Certified teacher pursuing a Master’s degree, or 30 credits approved by MSDE, or NBC

Level One
Certified teacher
Levels on Educator Career Ladder

• The career ladder must include (at a minimum) salary increases for teachers who:
  • Become a Level Three Nationally Board Certified (NBC) Teacher ($10,000)
  • Become a Level Four Lead Teacher ($5,000)
  • Become a Level Four Distinguished Teacher ($10,000)
  • Become a Level Four Professor Distinguished Teacher ($15,000)
  • Become a Level Four Distinguished Principal ($15,000)
• A Level Three NBC Teacher teaching at a low-performing school as identified by the local school system will receive a $7,000 salary increase
  • The school system must strive to place NBC teachers throughout the county, prioritizing low-performing schools
• All teachers hired on or after July 1, 2024 will be placed on the Educator Career Ladder
• Effective July 1, 2026, the starting teacher salary will be a minimum of $60,000
Time in the Classroom (1 of 2)

- Beginning July 1, 2025, the percentage of time a teacher spends in the classroom will be reduced in phases over an 8-year period as specified by the county board and approved by the Accountability Board
  - Level One, Two, or Three – teaches on average 60% of time with balance on identifying and working with students needing additional support
  - Level Four Lead Teacher – teaches on average 50% of time with balance on curriculum improvement, teaching technique and evaluations
  - Level Four Distinguished Teacher – teaches on average of 40% of time with balance on mentoring lead teachers and leading professional development across the school/district
Time in the Classroom (2 of 2)

• Level Four Professor Distinguished Teacher – teaches on average 20% of time with balance on instruction in higher education, mentoring new teachers, and leading professional development across the state

• Level Three Assistant Principal – teaches at least 20% of time with balance on other teacher activities such as setting priorities for departments and fulfill specialized roles such as head of professional development

• Level Four Administrator – Licensed and Distinguished Principals encouraged to teach at least 10% of time with balance on school administration
What Is National Board Certification?

Five Core Propositions of NBC

1. Teachers are committed to students and their learning.

2. Teachers know the subjects they teach and how to teach those subjects to students.

3. Teachers are responsible for managing and monitoring student learning.

4. Teachers think systematically about their practice and learn from experience.

5. Teachers are members of learning communities.
NBC certification process

NBC candidates must successfully complete four components:

- Component 1: Content Knowledge (assessment)
- Component 2: Differentiation in Instruction (portfolio)
- Component 3: Teaching Practice and Learning Environment (portfolio)
- Component 4: Effective and Reflective Practitioner (portfolio)

- The cost of each component is $475.00
- Each registration is $75.00 per year while completing NBC
NBC in Calvert County

- CCPS currently employs less than 20 teachers with NBC
- Those NBC teachers as defined by The Blueprint will receive a $10,000 salary increase beginning July 1, 2022
- In October 2021, CCPS presented an NBC info session for interested teachers
- Approximately 90 teachers expressed an interest in pursuing National Board Certification
Five Policy Areas for The Blueprint

Early childhood development and education
Preparation of high-quality and diverse teachers and leaders
Rigorous college and career pathways
Funding to ensure all students are successful
Effective governance and accountability
Career and Technical Education Committee

• A newly established CTE Committee consisting of MD employers, industry/trade associations, labor organizations, agricultural industry, CTE Programming, and community colleges will be under the oversight of the AIB

• Committee duties will include developing a statewide framework determining occupational skill standards, setting content qualification and recruitment standards for CTE instructors, determining programs to count towards high school graduation requirements, develop yearly goals for local school systems, maintain oversight of budgets and progress under Blueprint goals related to workforce development, and adopt regulations
Gifted and Talented

• Beginning school year 22-23, a gifted and talented student in middle school, grade 9, or grade 10 may meet the college and career readiness standard

• Local school systems will develop accelerated pathways for gifted and talented students to meet College and Career Readiness
Tracking Student Performance

• In school year 21-22, each school system will implement a grade 9 tracking system to measure each student’s progress toward graduating on time, including credit accumulation and number of semester core course failures

• Each county board will report the data collected to MSDE

• Beginning school year 21-22, students will be assessed no later than grade 10 by a method approved by the State Board in order to measure a student’s ability to be successful in entry-level credit bearing courses or postsecondary education at community college

• Middle and high school students not progressing in a manner that would predictably result in meeting CCR by grade 10 will be enrolled in an extended curriculum with alternative student-specific approaches
Five Policy Areas for The Blueprint

- Early childhood development and education
- Preparation of high-quality and diverse teachers and leaders
- Rigorous college and career pathways
- Funding to ensure all students are successful
- Effective governance and accountability
Behavioral Health Services

- Beginning November 1, 2022, each school system must report to the AIB, Governor, and General Assembly on a plan to enhance and expand behavioral health services availability to:
  - Enhance and expand school behavioral health service availability to ensure all students have some exposure and access to behavioral health programming and services
  - Ensure that schools without a school-based health center will organize response plans to connect all students to community-based behavioral health and other services
  - All certificated personnel who have direct contact with students on a regular basis will be required to complete additional training including recognition of student behavioral health issues and recognition of trauma or violence
Other Services and Requirements

- **Leadership Training** – MSDE to develop school leadership training programs on best practices
- **School-Based Health Centers** – funds available to maintain or establish school-based health centers
- **Family Support Centers** – funds available to establish centers to support families and parenting skills
- **Hiring Practices Report** – each system must evaluate hiring practices regarding diversity and report findings
- **Data Verification** – MSDE will be required to verify data with local systems prior to public release
- **English Learners Workgroup** – new workgroup to study and report on data regarding English learners, services and accessibility, methods of teaching, and recommendations for improvement
- **COVID** – local school systems must take measures to mitigate learning loss due to COVID
FY23 Implementation Timeline (1 of 2)

- July 1, 2022  PreK slots provided by eligible private providers account for at least 30% of the total PreK slots
- July 1, 2022  Tier 1 (new threshold) for full day children 3 or 4 years old may be enrolled
- July 1, 2022  LEA’s to establish MOU with each eligible private provider
- July 1, 2022  Eligible NBC teachers shall receive $10,000 salary increase
- July 1, 2022  LEAs submit hiring report findings and proposed changes
- Sep. 1, 2022  LEA’s submit 9th grade tracker report to measure each student’s progress toward graduating on time
- Sep. 1, 2022  MSDE criteria for local implementation plans due
- Oct. 10, 2022 LEA’s administer statewide kindergarten readiness assessment to all incoming kindergarten students
- Nov. 1, 2022 LEAs report on plans to enhance and expand behavioral health services
FY23 Implementation Timeline (2 of 2)

• Nov. 15, 2022  LEA’s submit report on technology spending and percentage of students/staff with adequate access to devices/connectivity
• Dec. 1, 2022  AIB to issue final comprehensive implementation plan
• Dec. 1, 2022  LEA’s submit disaggregated data by eligible public and private PeK provider
• Dec. 1, 2022  All staff in direct contact with students must complete annual behavioral and trauma training
• Dec. 1, 2022  LEA’s must submit report on use of federal and state funding
• Jan. 1, 2023  LEA’s must submit summer school implementation plan
• Jan. 1, 2023  LEA’s must report how FY22 COVID funds were spent for trauma and behavioral health issues
• Mar. 15, 2023  LEAs develop and submit local implementation plans to MSDE and AIB
Future Implementation Dates (Partial)

July 1, 2023
- Expert Review
  Teams to be deployed to at least 10% of public schools in at least 3 LEAs

July 1, 2023
- Implement CCR support pathway and post-CCR pathways

July 1, 2024
- Teachers must have received a 10% increase between 7/1/19 and 6/30/24
- LEAs implement career ladders

July 1, 2024
- Teacher evaluation aligned to National Board Certification

July 1, 2026
- Minimum starting salary of $60,000 for teachers
Legislative Update
HB 1450

Overview

- Extends dates for the development, adoption, and submission of plans to implement the Blueprint for Maryland’s Future
- Prevents any reduction in local funding for FY23 regardless of MOE calculations
- Clarifies that the release of Blueprint funds in FY23 will be contingent on the LEA’s timely submission of a local implementation plan that satisfies AIB expectations
- Delays the implementation of the College and Career Readiness Support Pathway from SY22-23 to SY23-34
- Passed both chambers and was sent to Governor
Legislative Update
HB 1450

Adjusted Implementation Plan Deadlines

- Extends the deadline for MSDE to develop criteria to evaluate local implementation plans from 4/1/22 to 9/1/22
- Extends the deadline for AIB to develop the state comprehensive implementation plan from 2/15/22 to 12/1/22
- Extends the deadline for LEA’s to develop local implementation plans from 6/15/22 to 3/15/23
Legislative Update
HB 1349
SB 0831

Education Support Professionals
Bonus and Report

Provides a $500 bonus to each noncertificated education support professional in fiscal year 2024

Each LEA will report to MSDE the number of noncertificated education support professionals employed during the 2021-2022 school year

Passed both chambers and was sent to the Governor

Note: The Governor included funding for a $500 bonus to each noncertificate education support professional in fiscal year 2023 via a supplemental budget
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<tr>
<th>Discussion Topics Across the State</th>
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<td>10% salary increase for teachers</td>
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<td>Low-performing schools</td>
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<td>Definition of teacher</td>
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<td>$10,000 salary increase for NBC teachers</td>
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<td>Other embedded implementation deadlines</td>
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On or before July 1, 2024, each county shall demonstrate to the Accountability and Implementation Board established under § 5–402 of this article that, during the period between July 1, 2019, and June 30, 2024, teachers in the county received a 10% salary increase above the negotiated schedule of salary increases between the public school employer and exclusive representative for the employee organization. §6–1009(d)

“Teacher” means a certified public school employee who is primarily responsible and accountable for teaching the students in the class. §6–1001(d)
Calvert County Public Schools (CCPS)

CCPS steering committee meets monthly to analyze Blueprint requirements and issues

CCPS policy area work groups meet at least monthly to unpack the legislative requirements and plan implementation

CCPS meets monthly with representatives from CEA, CAESS, and CASA

Calvert, Charles, and St. Mary’s county implementation coordinators meet weekly to share resources and discuss issues
Initial Resources

• Background for work of Kirwan Commission
  ➢ AIB Committee Session, 11/29/2021 #1 - YouTube

• Overview of the Blueprint Legislation
  ➢ AIB Committee Session, 12/14/2021 #1 - YouTube
Next Steps