

Blueprint for Maryland's Future

December 7, 2022

Sarah Sirgo,
Chief of Staff

Leslie Pellegrino,
Chief Financial Officer

Goals for Today

By the end of our time together we will have:

- ❑ ***Heard*** about the **history** of the Blue Print
- ❑ ***Examined*** the **5 Pillars**
- ❑ ***Reviewed*** the **timeline** and requirements
- ❑ ***Considered*** the **funding** implications
- ❑ ***Discussed*** what this means for **our work**
- ❑ ***Shared*** **questions** and reactions

FCPS Blueprint Steering Committee

Steering Committee Leaders

- Sarah Sirgo, Chief of Staff **BluePrint Coordinator**
- Leslie Pellegrino, Chief Financial Officer
- Heather Clabaugh, Director, Budget Department
- Dr. Eric Louérs-Phillips, Executive Director of Public Affairs

Five Subcommittees

- Early Childhood Education
- High-Quality & Diverse Teachers & Leaders: Career Ladder
- Career and College Readiness
- Career and Technical Education
- Resources to Ensure All Students are Successful

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

5 Blueprint Pillars

Blueprint Pillars

1	2	3	4	5
Early Childhood Education	High-Quality and Diverse Teachers and Leaders	College and Career Readiness	More Resources for Students to be Successful	Governance and Accountability



Early Childhood Education

Investing in High-quality Early Childhood Education and Care

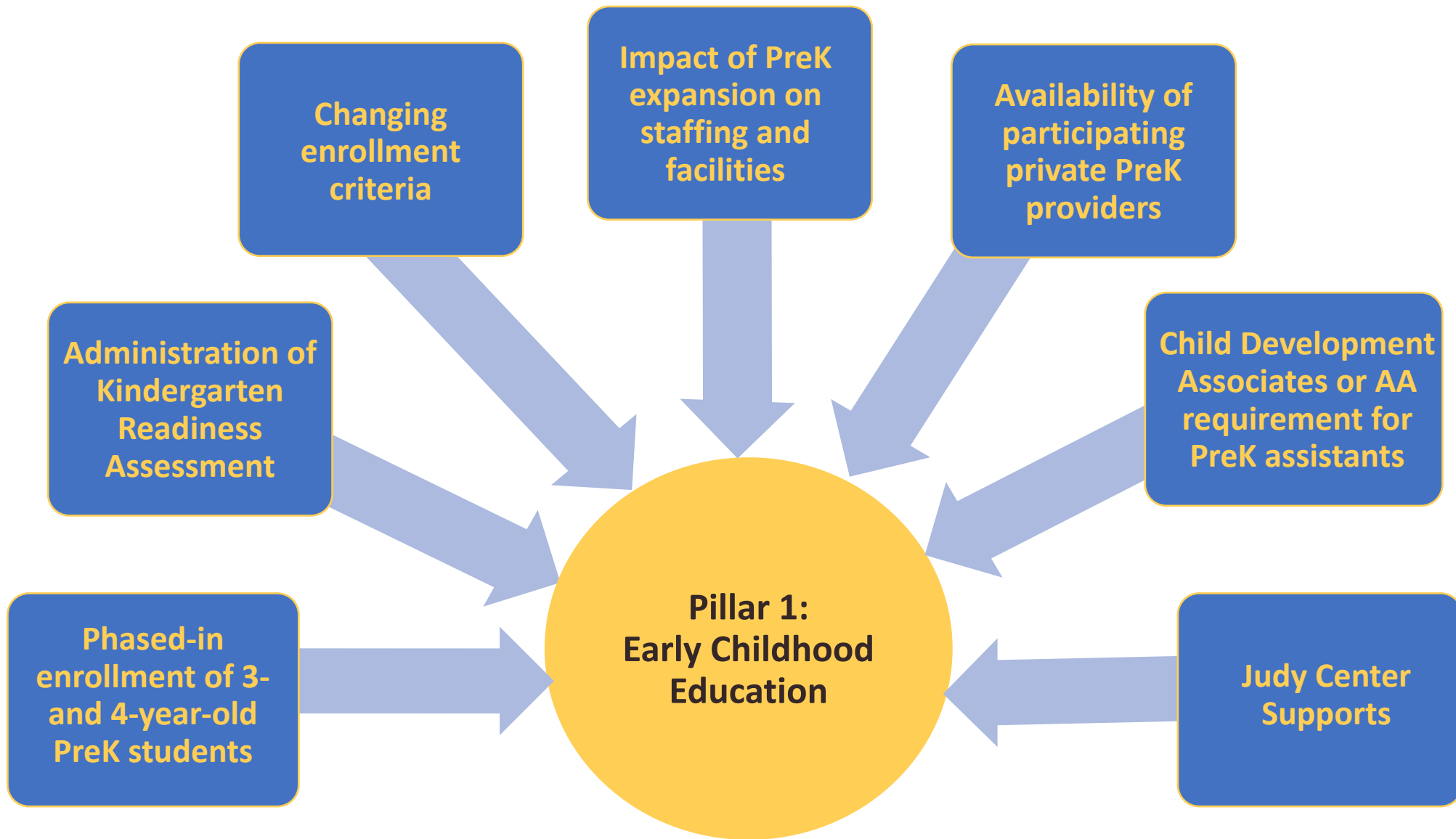
Significant expansion of full-day pre-school, to be free for all eligible three- and four-year-olds, so that all children can begin kindergarten ready to learn.

Early Childhood Education

Pillar Subcommittee Membership

Co-Leaders: Dr. Kevin Cuppett, *Executive Director, Curriculum, Instruction, & Innovation* and Leslie Frei, *Supervisor, Early Childhood Education & Judy Centers*

- Kathy Allen, *Coordinator, Curriculum, Instruction, & Innovation*
- Mark Pritts, *Director, Elementary Schools*
- Stefanie Lavin, *Supervisor of Special Education, Child Find and Pre-K Programs*
- Michele Baisey, *Principal, Elementary*
- Kelly O'Brien, *Teacher, Pre-Kindergarten*
- Cathy Nusbaum, *Community Member*
- Patty Morison, *Program Director, Mental Health Association*
- Delaine Welch, *Program Director, Frederick Community College*
- Stacey Wantz, *Birth - 5 Child Development Program Director, YMCA Head Start*





Teachers and Leaders

Elevating Teachers & School Leaders

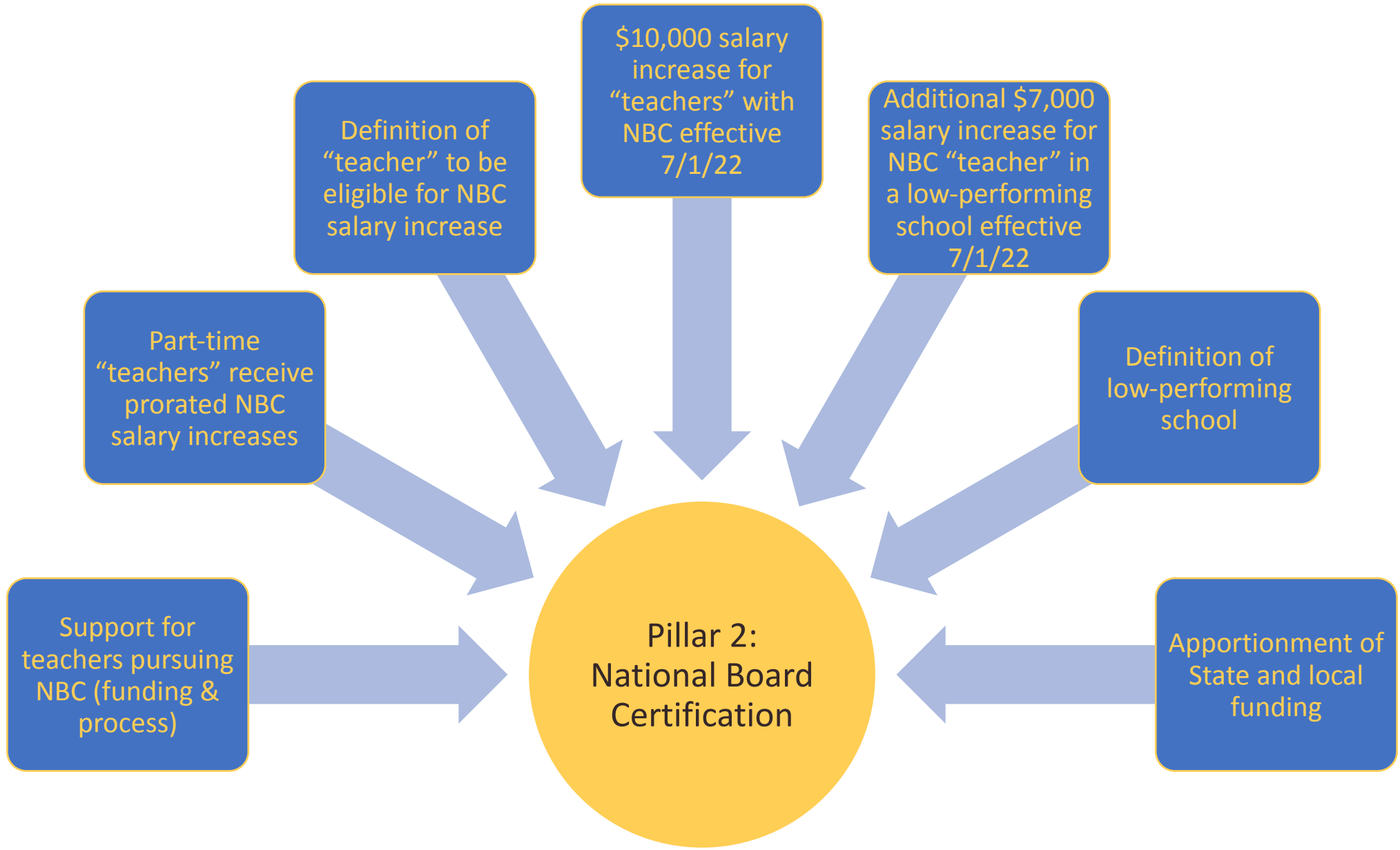
Raising the standards and status of the teaching profession, including a performance-based career ladder and salaries comparable to other fields with similar education requirements.

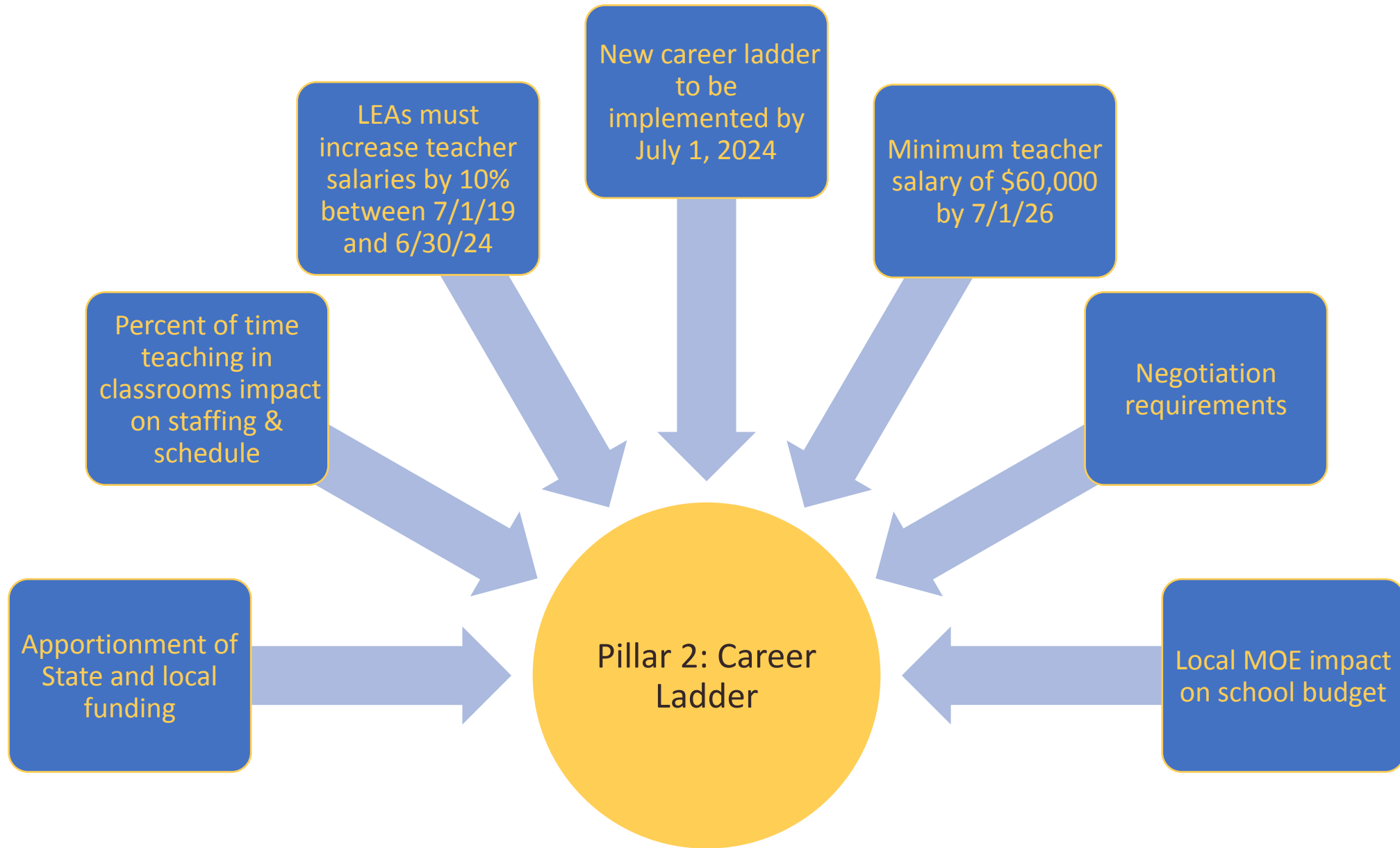
Highly Quality & Diverse Teachers and Leaders

Pillar Subcommittee Membership

Co-Leaders: Kristen Canning, *Director, Elementary Schools*; Tim Thornburg, *Senior Manager, Human Resources*; and Julie Nguyen, *Director, Human Resources*

- Jen Bingman, *Director, System Accountability*
- Carrie Artis, *Supervisor, Achievement & Equity*
- Amy Struntz, *Supervisor, Employee Induction & Professional Learning*
- Courtney Kelly, *Teacher Specialist, Employee Induction & Professional Learning*
- Tracy Hilliard, *Principal, Elementary*
- Mary Jo Richmond, *Supervisor, Library Media Services*
- Tom Saunders, *Director, Middle Schools*
- Darren Hornbeck, *Teacher, Social Studies High School*
- Justin Heid, *Math Specialist, Oakdale Elementary School*
- Jay Corrigan, *Principal, Elementary*
- Dan Lippy, *Director, School Management*
- Missy Dirks, *President, FCTA*
- Ashley Fisher, *Assistant Principal, High*
- Danny Enck, *Principal, Middle*





A young boy with a joyful expression is raising his right hand in a classroom. He is wearing a light blue button-down shirt under a dark grey sweater vest. In his left hand, he holds a yellow pencil. The background shows a green chalkboard with some faint, illegible writing. The image is partially framed by a yellow curved shape on the right side of the page.

College & Career Readiness/CTE

Creating a World Class Instructional System

A curriculum that enables most students to achieve “college- and career-ready” status by the end of tenth grade and ***then pursue pathways that include early college, Advanced Placement courses, and/or a rigorous technical education leading to industry-recognized credentials and high-paying jobs.***

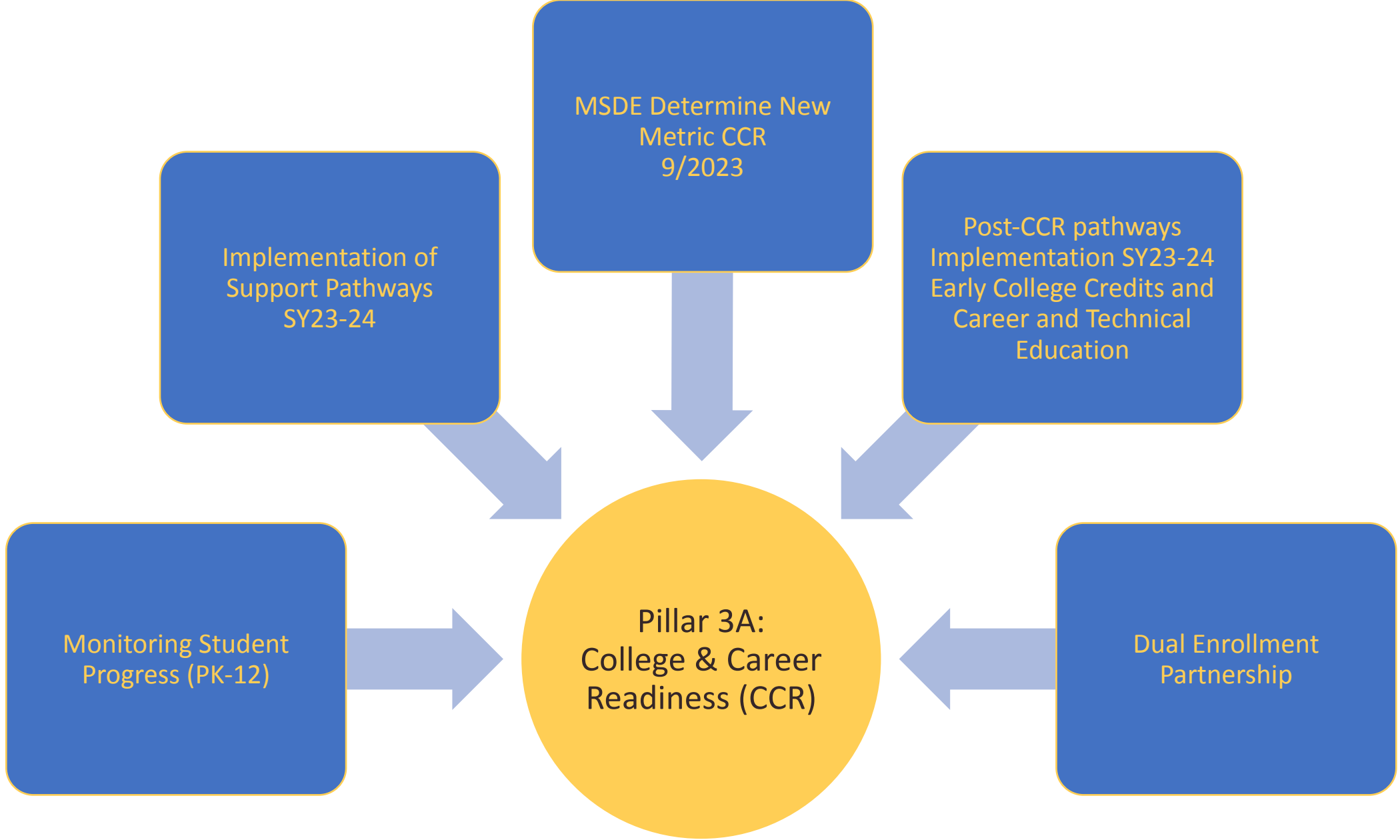
Heavy emphasis on CTE preparation.

Career and College Readiness

Pillar Subcommittee Membership

Co-Leaders: Jen Bingman, *Director, System Accountability* and Deb Gilmartin, *Supervisor, System Accountability*

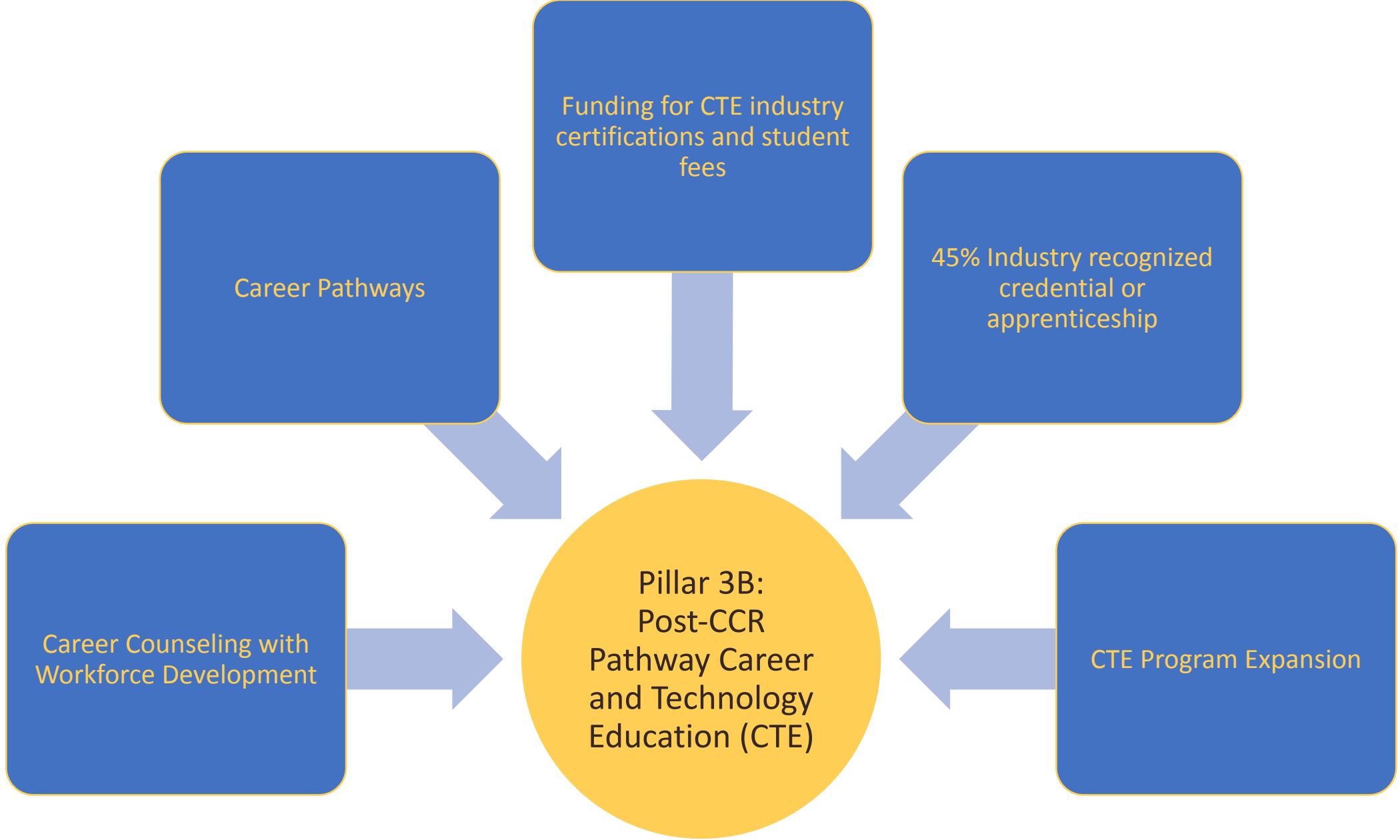
- Kyle Barnette, Supervisor, Student Information
- Chaitu Chary, *Assistant Principal, High*
- Ryan Defibaugh, Coordinator, Student Services
- Kelly Denti, Supervisor, Local Assessment and Intervention
- Dr. Mike Dillman, *Principal, High*
- Elizabeth Duffy, Executive Director, Frederick Community College
- Derek Hoover-Beet, *Assistant Principal, Middle*
- Scott Murphy, *Director of Curriculum, Instruction, and Innovation*
- Dr. Kristine Pearl, *Supervisor, Career & Technology Education*
- Dr. Jessica Reinhard, *Supervisor, Advanced Academics*
- Alesha Rosen, Director of the Testing Center, Frederick Community College
- Kathleen Schlappal, *Director, High Schools*
- Janet Shipman, Student Services Supervisor
- Diana Sung, *Coordinator, Dual Enrollment*
- Frank Vetter, *Principal, Virtual Middle*
- Sarah Welker, Teacher Specialist, *Curriculum, Instruction, & Innovation*



Career and Technical Education Pillar Subcommittee Membership

Co-Leaders: Dr. Kristine Pearl, *Supervisor, Career & Technology Education* and Kathleen Schlappal, *Director, High Schools*

- Dr. Molly Carlson, *Associate Vice President for Continuing Education and Workforce Development, Frederick Community College*
- Mike Concepcion, *Principal, Career & Technology Center*
- Michelle Day, *Director, Frederick County Workforce Services*
- Ryan Defibaugh, *Coordinator of School Counseling*
- Megan Hailu, *Achievement Specialist, English Learners*
- Cameo Lawlor, *School Counselor, High*
- Jamey Melcher, *Teacher, Work-based Learning*
- Scott Murphy, *Director, Curriculum, Instruction, & Innovation*
- Lisa Smith, *Principal, High*
- Bob Wilkinson, *Director, Maintenance and Operations*





More Resources for High Needs Students

Providing More Support to Students Who Need it the Most

Broad and sustained new supports for schools serving high concentrations of students living in poverty, with before-and after-school and summer academic programs, academic enrichment opportunities, and student access to needed health and social services, and increased support for English learner and special education students.

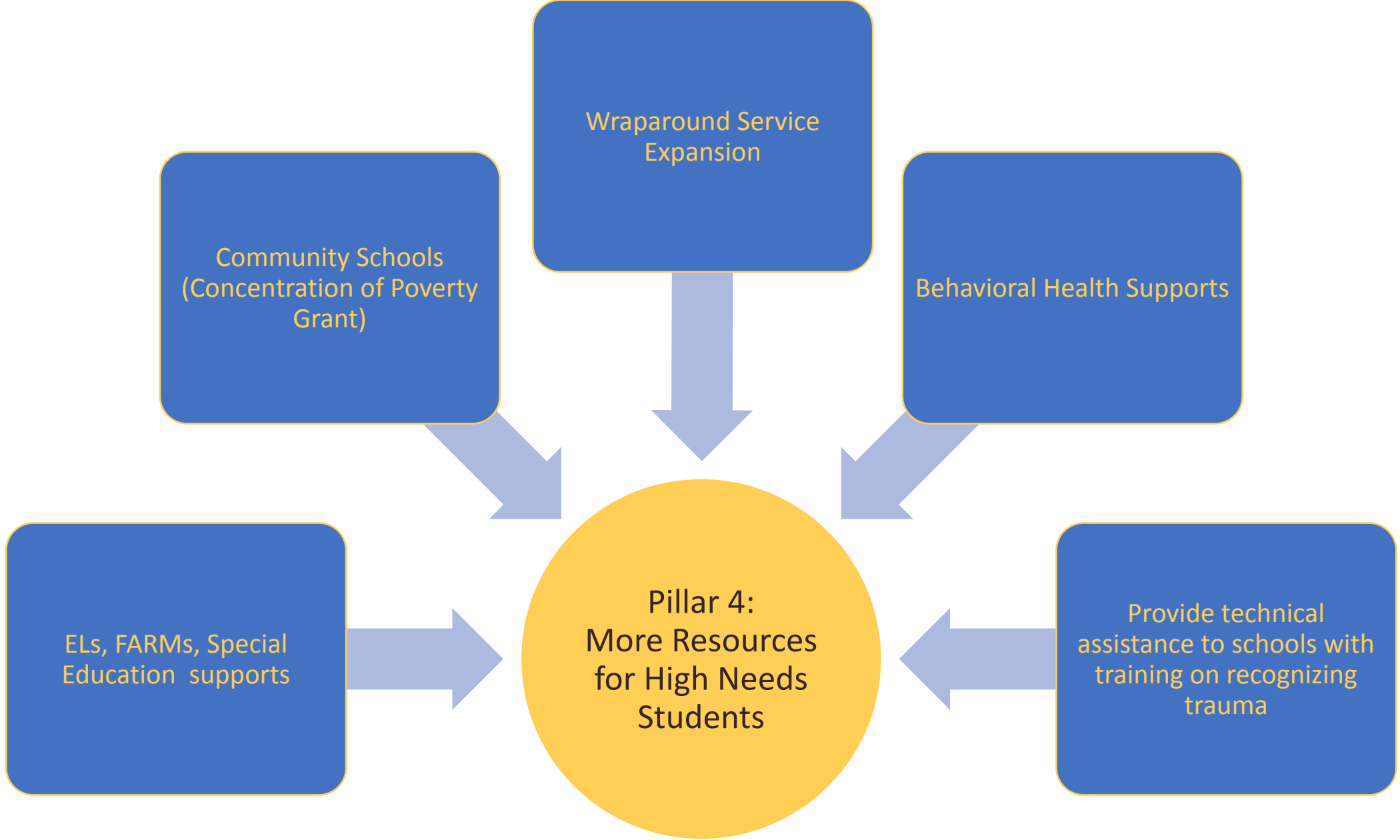
Creates grant program for high-poverty schools to provide wraparound services for families.

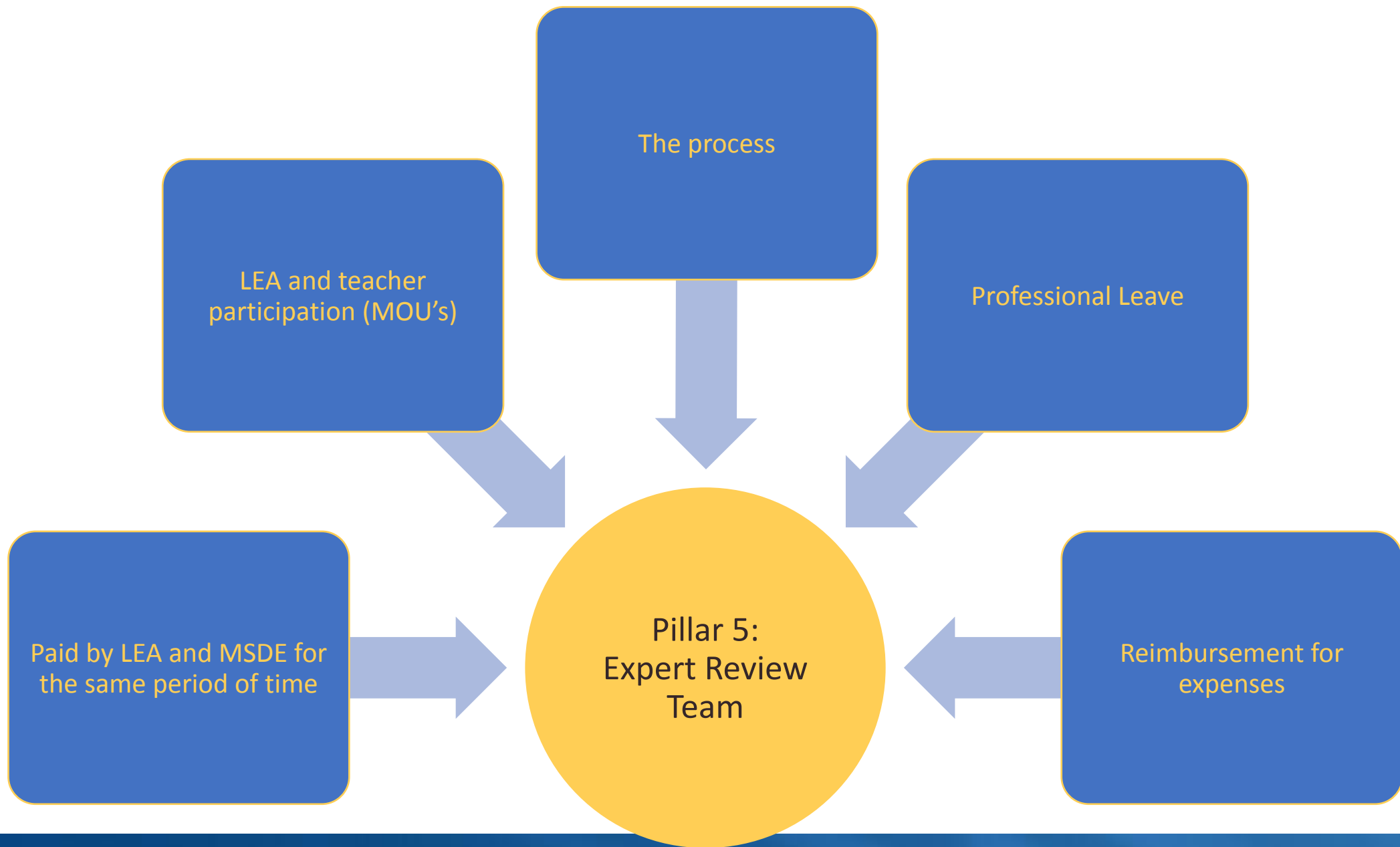
Resources to Ensure All Students are Successful

Pillar Subcommittee Membership

3 Co-Leaders: Dana Falls, *Director, Student Services* and Dr. Kathy Gull, *Supervisor, English Learners*,
Dr. DeVeda E. Coley, *Supervisor, Community Schools*

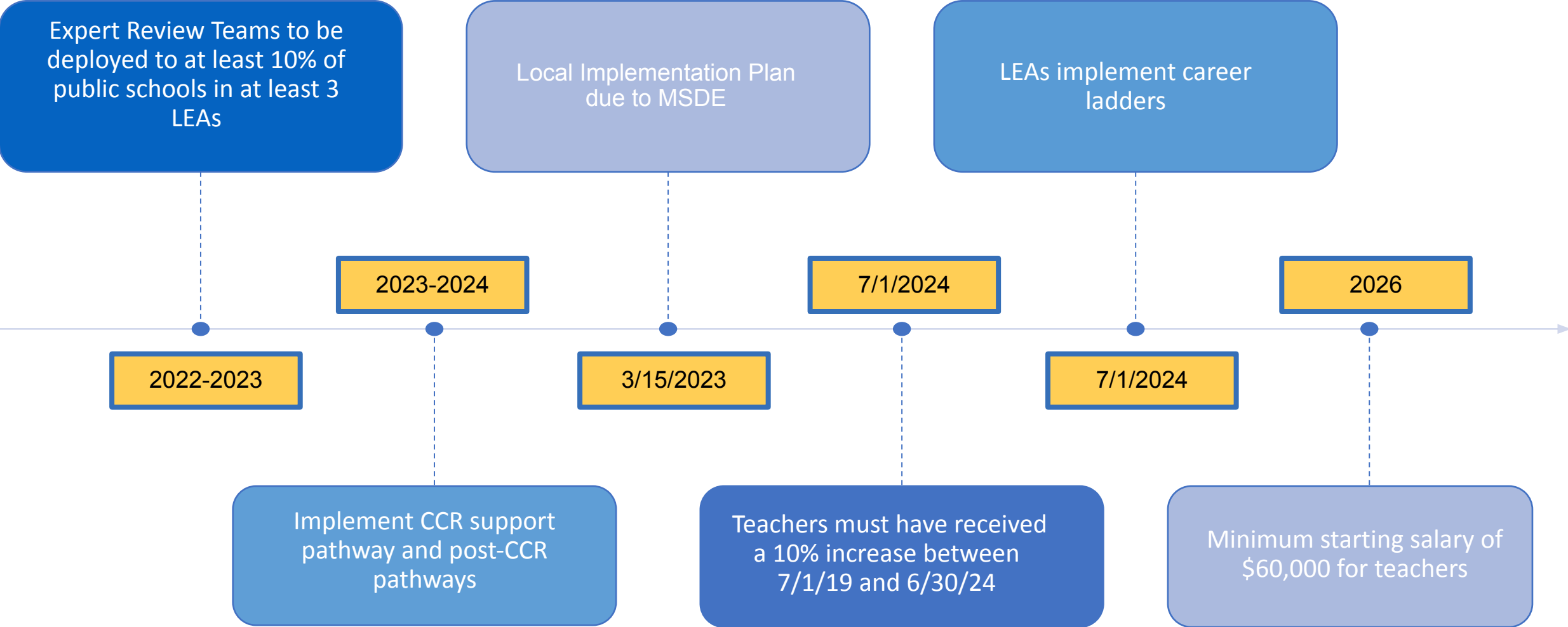
- Angie Corrigan, *Director, Elementary*
- Michelle Gill, *Assistant Principal, West Frederick Middle*
- Kerri Griffin, *Coordinator, Student Services*
- Reggie Gunter, *Principal, Monocacy Middle*
- Julie Ivins, *Principal, Waverley*
- Dr. Dan Lippy, *Director, School Management*
- Justin McConnaughey, *Principal, Hillcrest*
- Emily Quinlan, *Supervisor, Special Education*
- Lauren Regalia, *Supervisor, Special Education*
- Kim Seiss, *Supervisor, System Accountability*
- Janet Shipman, *Supervisor, Student Services*





Timeline & Requirements

Selected Implementation Dates



What this means for our work

Things on Deck

- Local Implementation Plan
- Salary Negotiation (effect on all associations)
- Teacher Evaluation System Revisions
- Job Descriptions & NBC Incentives
- Funding for CCR and CTE requirements
- Career ladder
- Pre-K Expansion and Facility Needs
- Financial & Programmatic Reporting

Next Steps

Community Engagement

- Working with our Public Affairs Team to create an accessible feedback tool for students, staff, and families
- Will return to the Board in February with a draft of the implementation plan

Draft Implementation Plan

- Due March 15, 2023
- Must align to the criteria established by the AIB
- Must have Superintendent signature

Supporting Resources

[Blueprint for Maryland's Future](#) (MSDE)

[FCPS Blueprint One-Pager](#) (FCPS)

[Blueprint Pillars](#) (FCPS)

Stakeholder Engagement

Resource Development

- Create animated videos explaining each pillar.
- These videos will focus on the here's what (high level explanation of pillar), so what (areas we are currently working on or have achieved) and now what (next steps in the work)
- The animated videos will be accompanied by front facing "one sheeters"

Timeline

- Survey tool for the public to share Praise, Questions, and Comments on each pillar.
- Will go out via Find Out First (staff and families) 1 pillar at a time starting every two weeks starting the week of January 16 (Pillar 1), January 30 (Pillar 3) and February 13 (Pillar 2) and February 27 (Pillar 4).
- All created materials will be housed on our website for access.



Questions and Discussion