



Maryland Blueprint for Education Milestone Report

QUARTER 1: AUGUST 2023 THROUGH NOVEMBER 2023

Pillar 1: Early Childhood Education

Current bodies of work

- Refining centralized enrollment process
- Administered KRA to 99% students
- Expanded full day Pre-K from 49 (2022-23) to 71 classrooms serving 1,272 students
- Expanded income-qualifying criteria to 300% of FPL
- Determining strategies and approaches to impacts of expanded Pre-K on staffing and facilities
- Supported private community based programs with increase in state funded slots
- Support staff working toward CDA with new state guidelines of 2027-28
- Additional Judy Center at TUES

Milestones Achieved or Work on the Horizon

- Expanded full day access for students with disabilities in 14 specialized PK classrooms
- With guidance from MSDE, consider a structure for tuition collection for Tier 2 families

Pillar 3A: Career and College Readiness

Current bodies of work

- Systematizing implementation of Support Pathways and documentation of individualized support plans
- Building personalized Support Pathways to be delivered within core ELA and mathematics supplemental instruction
- Launching strategic communication to all stakeholders about the PreK-12 Learning Journey towards CCR

Milestones Achieved or Work on the Horizon

- Adoption of HQIM in elementary ELA (Science of Reading), and elementary and secondary mathematics. Secondary ELA scheduled 2023-24.
- Deployment of systemwide Early Warning System PreK-12 and CCR Tracker, identifying students who are/are not CCR
- Development of Learning Journey framework, with specific milestones toward CCR PreK-12
- Continued expansion of Dual Enrollment, with revised enrollment procedures and no-cost tuition structures fully operational

Pillar 2: High-Quality Diverse Teachers and Leaders

Current bodies of work

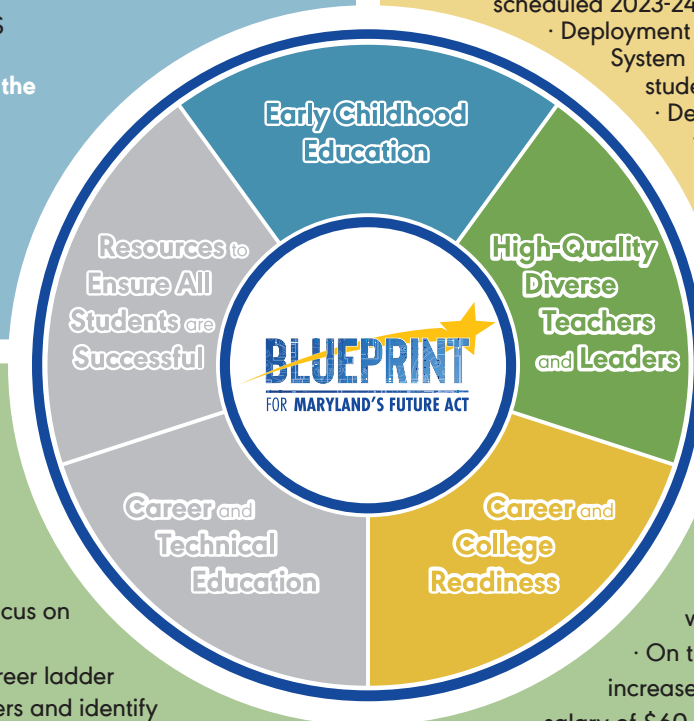
- Ongoing development of draft career ladder models with a focus on building out levels 1, 2. And 3.
- Continue to explore various career ladder models with association partners and identify design preferences.
- Work with instructional leaders to increase the percentage of non-tenured teachers who earn tenure.
- Continue to establish new and build upon current Historically Black College and University partnerships.
- Expand career development and learning to enhance employment opportunities for staff.

Milestones Achieved or Work on the Horizon

- Development of a Peer Assistance and Review (PAR) model as part of the Teacher Evaluation Workgroup (TEWG).
- Implemented \$10,000 annual salary enhancement for

teaching staff who hold a National Board Certification (NBC).

- Expanded recruitment team including a recruitment specialist and full time recruiter to enhance work to hire diverse candidates.
- On track for the 10% mandated salary increase and minimum teacher starting salary of \$60,000 by July 1, 2026.
- Implemented a first-of-its-kind Learning Science Consortium with Hood College and Deans for Impact to build an evidence-informed teacher pipeline.
- Implemented a one-year support program for up to 50 educators who want to pursue their National Board Certification.
- Expanded NBC Fee Support Partnership with 98 educators last year and 132 educators this year.
- Grow Your Own program with Mount St. Mary's for teacher certification in Special Education & licensure in Applied Behavior Analysis



Pillar 3B: Career and Technical Education

Current bodies of work

- Implementing strategies to reach the Blueprint goal of: 45% of all students earn an industry recognized credential or participate in a youth apprenticeship by 2031
- Exploring the expansion of CTE programs by addressing physical space needs.
- Supporting student success on industry recognized credentials through teacher professional development and curricular resources.
- Identifying best practices and evaluating both qualitative and quantitative data to ensure continuous improvement in the implementation of our career coach program.
- Creating instructional resources to enhance career awareness, exploration and preparation provided for all secondary students through the Career Coach program.

Milestones Achieved or Work on the Horizon

- First system in Maryland to hire and implement the Career Coach program.
- Launching new career pathway tools to communicate post College and Career Readiness (CCR) options available within FCPS to help students and their families make informed decisions as they pursue their future career goals.
- Expanding youth apprenticeship employers through the Maryland Works grant.

Pillar 5: Governance and Accountability

Current bodies of work

- Development of budgeting and categorical analysis to ensure 75% of student funding is directed to the school. The Fiscal Services' team is working with other central office departments to budget and allocate large expenses such as dual enrollment, utilities, curriculum materials, and technology directly to the school level.
- Revised and updated each of the pillar subcommittees to expand membership and perspectives.
- Establish more frequent and condensed updates including a quarterly milestone report and Blueprint online newsletter to share information with staff, students, and community members.

Milestones Achieved or Work on the Horizon

- Further expand our engagement including touchpoints with existing committees such as The Racial Equity Committee, Special Education Citizens Advisory Committee (SECAC), Citizens Advisory Council (CAC), and the Career and Technical Education Advisory Council.
 - Design and launch revised public-facing survey tool for community members, teachers, principals, support staff, and others to share their thoughts on the Blueprint plan. ★

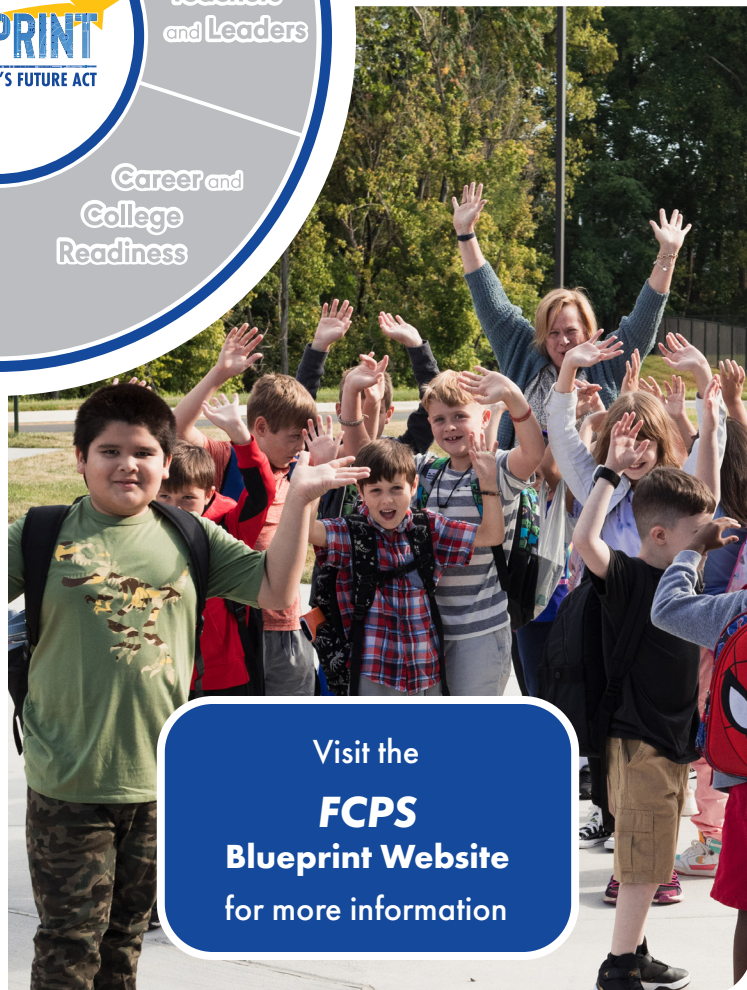
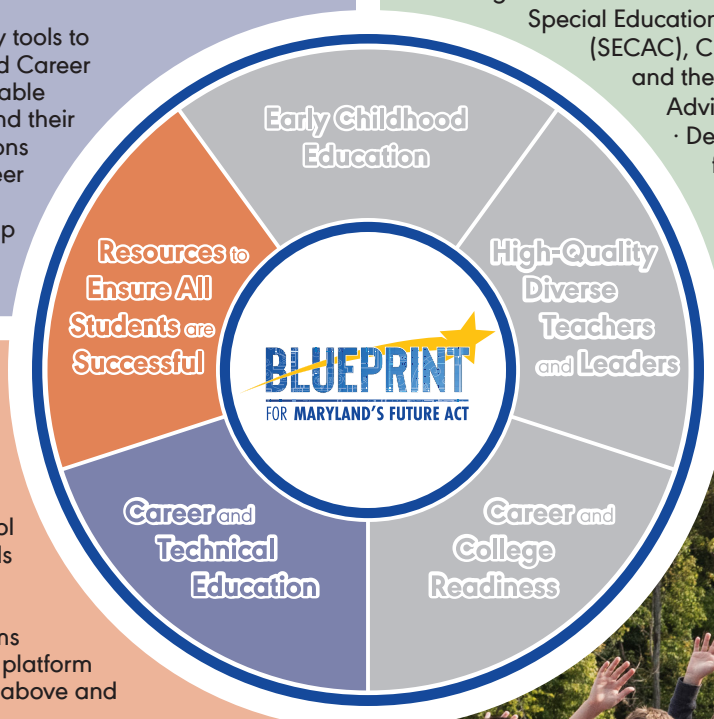
Pillar 4: Resources to Ensure All Students are Successful

Current bodies of work

- Added a 5th Community School this year and with robust needs assessments at all sites
- Support to schools with new Multilingual Education Programs
- Field testing online interpreting platform to support multiple languages above and beyond Spanish
- Expanding the Special Education continuum of supports and services for students with disabilities
- Providing support and professional learning on the Multi-tiered Systems of Supports specifically for behavior

Milestones Achieved or Work on the Horizon

- Developed a shared vision for Community Schools in FCPS.
- Completed a Community Schools needs assessment and implementation plan aligned with School Improvement Plans
- Evaluation of current partnerships and strategic alignment of needs and partnerships for community schools
- Allocated staffing to all secondary schools to support expansion of the Multilingual Education Program
- Hired 20+ certificated, Multilingual Education teachers
- Developed a Student Support Action Plan in alignment with the Special Education Audit recommendations
- Increased community partnerships providing therapeutic and mentoring supports
- Expanded support and academic opportunities for students experiencing housing instability



Visit the
FCPS
Blueprint Website
for more information