

A LOOK INTO CAROLINE 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:

- Increase full day pre-K classrooms with Expansion Grant
- Utilization of Judy Centers
- Joint case review meetings with Judy Centers, Community School Coordinators, and private providers

Challenges:

- Building space

Collaboration with private providers (the mixed delivery system):

Collaboration Efforts:

- Increased private providers (2 to 3)
- Partnership with Eastern Shore Child Care Resource Center to identify potential providers
- Shared enrollment data and materials/resources with private providers

Challenges:

- Little interest in accreditation from private providers
- Staffing shortages

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

Plan components include:

- Addition of classrooms for 3 year olds
- Alignment of curriculum
- Transition support for students and families

Challenge:

- Mild decline in results from Kindergarten Readiness Assessment
- Inconsistent data usage between private and public providers

Percentage of students demonstrating proficiency on the KRA

48%

Number of students enrolled in PreK-4 (in 23-24SY)

317

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data: Diversity in teacher population is not currently reflective of the diversity of the student population

- Less than 5% of teachers are Black

Strategies:

- Redesigning recruitment to focus on outreach to HBCUs
- Grow Your Own initiatives for school support staff

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

Data: 10% of teaching force that "represent a diverse cross section of our teachers" is pursuing NBC currently

Strategies:

- NBC Facilitators assist with process
- Coaching and mentoring from previously certified teachers
- Partnership with Chesapeake College, Salisbury University, and other institutions of higher education to support professional development

Impacts of the career ladder:

Possible Impacts:

- Increase in teachers pursuing NBC
- Increase in teacher pay
- Challenges in attracting new administrators when compared to other paths on Career Ladder
- Funding of administrative salaries

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

**8.5%;
43.2%**

Teachers' minimum starting salary for 23-24SY

\$53,167

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy & Math Data: shows slight growth

- Significant gaps persist for Black students, multilingual learners, and students with disabilities
- Targeted interventions and further systemic analysis is needed to close these gaps

Strategies:

- Tiered instructional support
- Monitoring of programming with quarterly walkthroughs
- Professional development

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

Strategies to expand access:

- Increase dual credit courses
- AP course expansion
- Career coaching/tiered career exploration
- Work based learning expansion
- Collaboration with the Department of Labor to expand CTE programs

Challenges:

- Policy differences in high school vs community colleges
- Meeting apprenticeship participation goals

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

Strategies:

- Meeting to adjust Individualized learning plans (ILP) with input from students, teachers, and families

Challenges:

- Integration of feedback into ILP process
- Ensuring consistent follow up and effective communication with families

Percentage of 10th graders that meet CCR standard

<5%

Percentage of 9th graders on track to graduate

87.9%

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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:

- Increase in amount of time students stay in ESOL program

Instructional changes to address gaps:

- Professional development to teach appropriate scaffolding strategies
- Classroom walkthroughs
- Specialized supports with co-teaching models
- Additional staffing

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

Trends:

- Further analysis of trends regarding outcomes for students with disabilities is needed

Instructional changes to address gaps:

- Professional development including specialized workgroups
- Co-teaching
- Self evaluation tool for special education teachers to assess materials and models used

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

Trends:

- Disproportionate targeting of Black students regarding discipline practices

Changes that address root causes:

- Monthly data reviews
- Collaboration with the Discipline review Committee and Student Services Department to address discipline data
- Further changes are needed to address root causes

Number of Community Schools

3

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:

- Board of Education meetings
- Hosting family engagement nights
- Partnerships with community organizations to educate about the Blueprint

Challenges:

- Complexity of Blueprint information
- Engagement of non English speaking families

Components of a detailed engagement plan:

Engagement plan components:

- Participation in the Caroline County Collective Impact Group to address and learn about community needs
- Blueprint Pillar committees
- Stakeholder feedback from groups such as the Citizens Advisory council and the Community Equity Committee

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

Allocation process:

- Usage of the Blueprint for Maryland's Future Reporting System to guide financial planning
- Utilization of a fiscal team
- Participation in the Technical Assistance from the AIB and MSDE

EXPLORE YOUR COUNTY'S FEEDBACK AND DATA:

[Caroline 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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