

A LOOK INTO BALTIMORE CITY'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:

- Centralized enrollment system for ECE enrollment
- New pre-K special education classrooms
- Hiring efforts to increase staff

Challenges:

- Plans to start 3 year old full-day pre-K have been postponed
- Space constraints and staffing shortages

Collaboration with private providers (the mixed delivery system):

Collaboration Efforts:

- Inclusion of private providers in professional development activities
- Collaboration with the Early Childhood Advisory Council to convene Mixed Delivery Workgroup
- Data sharing between providers

Challenges:

- Oversight and management of mixed delivery system
- Certification requirements

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

Plan components include:

- Selection of a new, culturally responsive and developmentally appropriate pre-K curriculum
- Ongoing professional learning
- Continuous monitoring of outcomes
- Joint events and resource sharing between public and private providers

Challenge: Curriculum transition and adoption requires professional development, support, and resource allocation

Percentage of students demonstrating proficiency on the KRA

39%

Number of full day seats available (total and added in the 23-24SY)

4,747 total, 87 added

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data: Slight progress in aligning demographics of educators with students

Strategies:

- Alternative routes to teaching such as the City Teaching Alliance
- Conditional certification pathways
- Partnerships with CCBC and Coppin State University to help para-educators obtain certifications/degrees
- Collaboration with a marketing firm to increase recruitment

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

Data: Progress in NBCT growth; however, there is a lack of representation within cohorts

Strategies:

- Candidate support sessions
- More accessible information and work sessions
- Office hours for submission support
- Targeted outreach to potential candidates
- NBC Newsletter
- Partnership with WestEd to explore strategies to increase

Impacts of the career ladder:

Possible Impacts:

- Recruitment of aspiring school leaders to increase diversity of school leadership
- Career Ladder is currently under negotiation
- Consideration of how to best incorporate supports and incentives for NBC so that teachers with NBCT can stay in the classroom to fulfill the promises of the Blueprint

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

58.3%, 92.8%

Teachers' minimum starting salary for 24-25SY

\$58,895

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy Data: Shows growth
Math Achievement Data: Shows growth

- However, math proficiency has shown variable growth between disaggregated student groups

Strategies:

- Expansion of instructional supports for students
- Focused interventions for students
- Ongoing professional development
- High school steering committees to identify initiatives for instruction

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

Strategies to expand access:

- Career coaching program
- Early exposure initiatives
- Scheduling adjustments
- Open enrollment policies for AP courses and course expansion
- Expansion of partnerships with local colleges and increased dual enrollment participation

Challenges:

- Programs are struggling to scale up to meet student needs

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

Strategies:

- Collaboration on The Portrait of a Graduate vision
- Dedicated student support
- Individualized learning plans
- Collaboration with community based organizations
- Workshops for families
- Regular communication with student families

Percentage of 10th graders that meet CCR standard

<5%

Percentage of 9th graders on track to graduate

40.8%

A LOOK INTO BALTIMORE CITY'S 2024 BLUEPRINT IMPLEMENTATION PLAN



PILLAR FOUR: MORE RESOURCES FOR ALL STUDENTS TO SUCCEED

Trends in English proficiency & instructional changes to address gaps in proficiency:

Data: Growth in multilingual (ML) community
Instructional changes to address gaps:

- Multilingual Learner and Community Strategic (MLC) Plan developed to address the growth in the ML community
- Targeted instructional strategies and investments
- Professional development to support ML student needs

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

Data: Despite some progress, proficiency levels remain low across grade levels
Instructional changes to address gaps:

- Organizational changes to promote collaboration
- Implementation of Least Restrictive Environment
- Co-teaching models
- Professional development focused on improving support and instruction

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

Trends:

- Disproportionalities in discipline particularly affecting Black students

Changes that address root causes:

- Training on effective classroom management
- Monitoring of special education discipline data
- Implementation of Behavior Support Guide with Behavioral Consultation Team to provide assistance

Number of Community Schools

155

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:

- Blueprint implementation updates at the Board of Commissioners
- Blueprint resources on website

Challenges:

- Ensuring consistent and meaningful participation from diverse or underrepresented groups
- Feedback integration
- Assessment of how feedback is influencing the Blueprint's implementation and impact

Components of a detailed engagement plan:

Engagement plan components:

- District wide town halls and meetings
 - Multi language sessions
- Youth engagement sessions, organized to allow students to understand budget development and resource allocation
- Feedback mechanisms after presentations
- Focus groups
- Advisory committees

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

Allocation process:

- Methodological use of enrollment data to determine funding
- Accurate categorization of costs while collaborating with Education Resource Strategies

EXPLORE YOUR COUNTY'S
FEEDBACK AND DATA:

[Baltimore City 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](#)

[Click here to find your local Board of Education information](#)

STAY IN TOUCH & GET INVOLVED

[Click here to sign up for our Newsletter](#)

[Click here to donate](#)