

A LOOK INTO WASHINGTON 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:

- Increased private provider seats available
- Community outreach with focus on Tier 1 students
 - Local movie theater ad to describe pre-K availability
- Utilization of buildings to expand spaces in high needs areas

Challenges:

- Limited space for 3yo

Collaboration with private providers (the mixed delivery system):

Collaboration Efforts:

- Collaboration with Head Start, Ritchey's Totlot, & Child Care Alliance
- Common pre-K enrollment application
- Meetings with community organizations
- Promotion/information sessions for enrollment for both public and private providers

Challenges: Meeting requirements, financial challenges, and transportation

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

Plan components include:

- Professional learning for both public and private ECE providers
- Consistent data analysis of student achievement by the Early Learning Coordinator and Lead Teacher
- Curricular alignment
- Transition events for incoming students (Home Book Library and Porch Visits)

Challenge: Students in family child care showed lower rates of readiness and staffing

Percentage of students demonstrating proficiency on the KRA

88.4%

Number of students enrolled in pre-K (total and added in the 23-24SY)

1,113 total, 78 added

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data:

- 13% of new hires in the past year were non white
- Increase in minority teachers over the past 2 years

Strategies:

- Teacher Apprenticeship Grow Your Own Program
- Establishment of the Equity in Education Scholarship to support diverse, local workforce
- Revamped marketing campaign

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

Data:

- Increase from 31 to 79 teachers
- Slight increase in non white teachers

Strategies:

- School visits about NBC process with promotional materials
- In person work sessions to support candidates
- Partnerships with certification program at local colleges

Impacts of the career ladder:

Possible Impacts:

- Salary enhancements for staff
- Increase in teachers with NBC
- Further analysis of possible impacts is needed

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

5.5%, 42%

Teachers' minimum starting salary for 24-25SY

\$57,557

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy Data: Shows overall growth; however, gaps persist for multi-language students, students of low socioeconomic status, and students with disabilities

Math Achievement Data: Shows overall improvement in disaggregated data

Strategies:

- Collaboration with stakeholders to build literacy plan
- Data analysis informs and drives instructional plans and curricula
- Professional development

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

Strategies to expand access:

- Integration of Comp Sci focus at Title 1 and magnet schools
- Significant expansion of dual enrollment courses
- Addition of AP courses
- Strategic CTE planning
- Expansion of apprenticeship opportunities

Challenges:

- Teacher recruitment
- Teacher certification
- Scheduling and logistics

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

Strategies:

- Families have access to important testing history through the ParentVue account
- Families are involved with helping to create Multi Tiered System of Support plan
- Family support meetings

Challenges:

- Inconsistent attendance to after school support

Number of apprenticeship opportunities in 23-24SY

135

Percentage of 9th graders on track to graduate

71.9%

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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:

- Middle School with top ranking ML student growth in the state
- However, gaps persist for certain student groups

Instructional changes to address gaps:

- Two way immersion pilot program
- Writing instruction initiatives
- Specialized accelerated courses
- Professional development for educators

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

Trends:

- Improvement in outcomes in reading performance and kindergarten readiness
- However, decline in math scores

Instructional changes to address gaps:

- Universal adoption of co-teaching strategies
- Regular training sessions and professional development

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

Trends:

- Black students are disproportionately targeted by disciplinary practices

Changes that address root causes:

- Collaborative consultative processes
- Multidisciplinary student support team for behavior supports
- Continuous data analysis

Number of Community Schools

12

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:

- Meetings dedicated to providing information related to resources and programming
- Community wide initiative to explain the Blueprint through story telling
- Smore Platform and website for communication and information

Components of a detailed engagement plan:

Engagement plan components:

- Engagement Consultant
- Employee engagement survey
- Community forum
- Utilization of feedback into decision making

Challenges:

- Low response rate

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

Allocation process:

- Budgeting and forecasting software
- Streamlining of tracking revenues and expenditures
- Education of local government regarding Blueprint funding requirements

EXPLORE YOUR COUNTY'S FEEDBACK AND DATA:

[Washington County Data Sheets](#)

[AIB's Feedback on Implementation Plans](#)

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