

A LOOK INTO HOWARD 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:

- Utilization/renovation of classrooms
- Increased outreach for programs
- Professional learning for building leaders
- Supports for registration for families with multilingual students and students with disabilities

Challenges: Classroom space, awareness of programming, staffing, and transportation

Collaboration with private providers (the mixed delivery system):

Collaboration Efforts:

- Increased outreach and grant support
- HCPSS Teacher Academy of MD added a Child Development Associate + reimbursement for paraprofessional credits
- Providing physical spaces/classes
- Professional learning for both private and public providers

Challenges: Certifications for ECE staff and development of a centralized enrollment system

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

Plan components include:

- Collaboration with community partners to increase awareness of school readiness
- Kindergarten Readiness newsletters
- Data analysis of student outcomes informs curriculum and professional development
- Transition Retreats for ECE staff and regular professional development
- Priority enrollment of students with an IEP, economically disadvantaged students, and multilingual students

Percentage of students demonstrating proficiency on the KRA

54.9%

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

**1,594 total
526 added**

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data: Increase in percentage of Black teachers; however, a decline in Hispanic and Asian teachers

Strategies:

- Participation in university job fairs
- Collaboration with HBCU's in recruitment efforts
- Teacher Academy of MD dual enrollment teaching courses
- Educators of Color recruitment events
- School based administrators must create staff based diversity plans

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

Data: Historical number of NBCTs and current candidates

Strategies:

- Partnership with Towson University to develop a certificate program
- Multitiered support model for candidates including events such as the Summer Academy
- EQUIP Task Force to diversify the NBC candidate pool
- Candidates of Color Affinity Space
- Promotion of NBC opportunities at council meetings

Impacts of the career ladder:

Possible Impacts:

- Increase in the total number of non-white staff filling central office and school based administrative roles
- Expansion of school leadership pipelines
- Enhancement of recruitment and retention efforts

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

**21.9%
68.9%**

Teachers' minimum starting salary for 24-25SY

\$58,477

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy Data: Shows growth; however, acceleration is needed across student groups in meeting state standards
Math Achievement Data: Notable increase in the percentage of middle schoolers achieving proficiency

Strategies:

- Increase in literacy coaching and professional development
- Collaborative planning sessions
- Culturally responsive teaching methods
- Family engagement efforts

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

Strategies to expand access:

- Increase in dual enrollment opportunities
- Increased coverage of AP course costs expected to grow to 95%
- Increased communication with families about AP course offerings
- Schedule adjustments
- Career coaches in every high school to support CTE initiatives

Challenges: Consistent reporting on student progress for dual enrollment courses

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

Strategies:

- Information sessions for families
- Involvement of families in planning processes through direct communication with staff
- Career Resource Advisors work with families to help students navigate and select post CCR pathways

Challenges:

- Further analysis of possible barriers to collaboration is needed

Percentage of 10th graders that meet CCR standard

28.1%

Percentage of 9th graders on track to graduate

75%

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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: Improved graduation rates for multilingual (ML) learners; however, variation in proficiency across grades
Instructional changes to address gaps:

- Targeted supports for long term ML students
- Professional learning in Exemplary Practices for English Language Development
- Events that focus on ML student achievement for families
- Online tutoring programs

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

Trends: Mixed results in increasing educational outcomes for students with disabilities
Instructional changes to address gaps:

- Professional learning for special education staff
- Co-teaching with incorporated common planning time for co-teaching pairs
- Transition to standards based reporting to better track and report student progress

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

Trends: Risk ratios for Black students have decreased in the past years which shows progress
Changes that address root causes:

- Formation of a Comprehensive Coordinated Early Intervention Services Team
- Training for school staff on the Student Code of Conduct, alternative interventions, and responsive practice
- Monitoring programs and student support teams for at risk students

Number of Community Schools

8

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:

- Presentation with community groups to raise awareness about Blueprint implementation
- Communication plan to update the community on budget decisions and program additions
- Implementation updates at the Board of Education meetings
- Strategic communication plan to explain Blueprint strategies and resources to families

Components of a detailed engagement plan:

Engagement plan components:

- Workgroup that includes local government, colleges, libraries, the Board of Education, etc. in order to collect feedback on implementation
- Strategic facilitator is developing stakeholder engagement activities for the Career Ladder
- Project teams to focus on specific Blueprint areas to develop engagement activities

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

Allocation process:

- Request in an Increase in revenue streams from local government
- Cost reductions
- However, the strategies outlined do not resolve the structural deficit; continued budget analysis is needed

EXPLORE YOUR COUNTY'S
FEEDBACK AND DATA:

[Howard County Data Sheets](#)

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

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ENGAGE WITH
YOUR BOARD OF ED!**

[Click here to find your local BP implementation plan](#)

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