

A LOOK INTO ANNE ARUNDEL 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:

- Prioritization of family engagement in pre-K enrollment with multi language learner resources available
- Classrooms added through space conversion (transition from half to full day)
- Expansion Committee
- Mobile enrollment plan

Challenges: Construction and operating costs, transportation limitations

Collaboration with private providers (the mixed delivery system):

Collaboration efforts:

- Private provider ECE job fair participation to recruit staff
- Data sharing agreements
- Private provider professional development opportunities
- In process of creating of centralized enrollment
- Informing private providers about health services

Challenges: Profitability of private provider participation and adequate funding sources

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

Plan components include:

- Private provider collaboration in the mixed delivery system
- Teacher training and professional development for all ECE staff
- Alignment between pre-K and K-2 curriculum
- Prioritization of Tier 1 students
- Dissemination of curriculum materials
- Transition events (information nights, meet-the-teacher events, and back-to-school nights)

Percentage of students demonstrating proficiency on the KRA

44%

Percentage of PreK seats filled by Tier 1 students

95%

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data: 10% growth of racially diverse teachers over the course of 4 years

Strategies:

- Expansion of new hires with conditional certifications
- Updated recruitment webpage
- Development of alternative pathways for teacher certification
- Grow Your Own program developed in partnership with higher education institutions
- Right Start Advisors provide mentoring to new teachers

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

Data: Ranked 4th nationally for newly recognized NBC teachers; 14% of applications from teachers of color

Strategies:

- Increased outreach efforts
- Support sessions about NBC
- NBCT Diversity Specialist will partner with Anne Arundel Alliance for Black School Educators
- Additional release time for NBC candidates to manage certification work and collaborate

Impacts of the career ladder:

Possible Impacts:

- Possible smaller pool of administrative candidates
- Further exploration of potential impacts of the career ladder is needed

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

**16.6%,
53%**

Teachers' minimum starting salary for 24-25SY

\$58,161

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy Data: High proficiency rates with comparatively lower growth rates
Math Achievement Data: Overall growth; however, gaps persist for certain student groups

Strategies:

- Monitoring student progress to inform individual intervention plans
- Curriculum alignment + High Quality Instructional Materials + tutoring
- Professional development
- Family and community engagement in literacy and finalizing curriculum
- Subject Matter Expert teachers

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

Strategies to expand access:

- Signature Programs offer workforce-relevant pathways
- Increased participation in both dual enrollment and AP courses
- Online registration for pathways and improved communication
- Partnerships with the Anne Arundel Workforce Development Corporation to onboard business sponsors for apprenticeships

Challenge: Awareness of CTE options

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

Strategies:

- Families provided information regarding supports
- Communication with families of students who do not meet CCR standards
- Offered family workshops regarding college and career readiness requirements
- Reconsidering family engagement with finalized CCR standard

Challenges: Effectiveness of workshops

Percentage of 10th graders that meet CCR standard

7.4%

Percentage of 9th graders on track to graduate

80.4%

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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: Data provided from state ELP assessments were not available so further analysis is needed

Instructional changes to address gaps:

- Stipend funds to support collaborative planning
- Co-teaching models for content and language instruction
- Dual language immersion programming
- Professional learning
- ELD support for CTE programs

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

Trends: Performance gaps persist for students with disabilities
Instructional changes to address gaps:

- Increase in special education staff
- Co-teaching Virtual Academy to teach special education co-teaching best practices
- Appointment of an assistant Superintendent for Specialized Instruction in Early Intervention
- Equitable access to CCR opportunities for identified learners

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

Trends: Disproportionate targeting of Black and Hispanic students and students with disabilities

Changes that address root causes:

- School based focus groups
- Root Cause Analysis informed a Data Based Action Plan
- Professional learning in cultural sensitivity and implicit bias
- Focus on implementation of Restorative Practices
- Additional support for schools based on disciplinary data

Number of Community Schools

38

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 workgroups teach school staff about the Blueprint and gather feedback on implementation
- Educator Interest Nights to learn about the Career Ladder in the Blueprint
- New Strategic Plan is being developed for further outreach

Components of a detailed engagement plan:

Engagement plan components:

- Bimonthly steering committee meetings
- Monthly pillar team meetings
- Blueprint workgroups

In an effort to streamline and increase effectiveness and accessibility of engagement, AACPS is developing a new strategic plan.

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

Allocation process:

- Describes a plan to conduct a comprehensive analysis of the
 - Current status
 - Existing resources
 - Revenue streams
 - Expenditure patterns
- Based on this analysis, funding and resource allocation will be determined accordingly
- Engagement process in budget development with stakeholders

EXPLORE YOUR COUNTY'S
FEEDBACK AND DATA:

[Anne Arundel County Data Sheets](#)

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

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YOUR BOARD OF ED!**

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