

A LOOK INTO ALLEGANY 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 number of full day slots
- Outreach efforts include a comprehensive marketing campaign
- Developments in streamlined centralized enrollment process
- Enhancements in collaborative practices based on the Community Schools Needs Assessment

Challenges: Space, transportation, staffing limitations, and community engagement

Collaboration with private providers (the mixed delivery system):

Collaboration Efforts:

- Collaboration with ASPIRE to streamline mixed delivery practices
- Successful partnership with Roots Learning Center and Head start
- Assistance, grant information, and professional development opportunities to support private providers
- Data management system sharing

Challenges: Reluctance to participate due to timelines, staffing limitations

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

Plan components include:

- Alignment between instructional materials between pre-K/ kindergarten
- Targeted professional training
- Resource sharing between providers
- Instructional strategies that include both small group and individualized methods

Challenges: Students with disabilities show declining readiness, highlighting a need for more focused support

Percentage of students demonstrating proficiency on the KRA

42.1%

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

240 total, 60 added

PILLAR TWO: HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

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

Data: Only 2% of staff members are non-white

Strategies:

- Diversity metrics, retention rates, and survey data inform strategic partnerships such as partnership with DIVERSITY in Ed
- Targeted marketing such as TEACH MD Conference to recruit high school students to teaching
- Grow Your Own programming through dual enrollment
- Development of support systems

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

Data:

- Significant progress in recruiting and supporting NBC candidates
- However, 96% of NBCTs are white

Strategies:

- Strong support systems and sessions with communication channels for candidates
- NBC Schoology Course for candidates
- Allegany County Education Association mentoring programs

Impacts of the career ladder:

Possible Impacts:

- Fewer teachers may be interested in transitioning to administrative positions to increased teacher salaries
- Development of competitive administrative salaries
- Further analysis is needed to explore the possible impacts of the Career Ladder

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

2%, 15%

Teachers' minimum starting salary for 24-25SY

\$55,099

PILLAR THREE: COLLEGE AND CAREER READINESS

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

Literacy Data: Shows notable growth; however, disparities in literacy persist for marginalized student groups

Math Achievement Data: Minimal growth

Strategies:

- Ongoing training and professional development for teachers
- Multitiered targeted interventions
- Data driven decision making
- Learning walks to monitor supports
- Collaborative planning for teachers

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

Strategies to expand access:

- Implementation of Career Counseling Program
- Addition of Agricultural Science and Advanced Technology to CTE
- Dual enrollment and CTE courses provided at no cost to student
- Creative scheduling to allow for accessibility of courses

Challenges:

- Funding to support course options
- Development of business partnerships for apprenticeships

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

Strategies:

- Contact with student families via phone calls, letters, and parent conferences
- Counselor phone calls with families to discuss credit recovery opportunities
- Family conferences for students who are not on track to graduate
- Families help to develop a plan to get the student on track

Percentage of 10th graders that meet CCR standard

9.8%

Percentage of 9th graders on track to graduate

86.6%

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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: 70% of ML students showed progress in language acquisition over the past 3 year; however, secondary ML student groups show a slower rate of language acquisition

Instructional changes to address gaps:

- Exploration of additional instructional options
- Data driven decision making based on ML student outcomes to inform teacher training
- Enhanced summer tutoring options

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

Trends: Met the State standard for special education proficiency in 4th grade and in 8th grade math

Instructional changes to address gaps:

- Increase in special education staff
- Creation of Best Practice Guide
- Job embedded professional development to meet behavioral student needs
- Exploration of partnerships to increase inclusive preschool spaces
- Analysis of performance data

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

Trends: No disproportionalities in discipline for students with disabilities this year

Changes that address root causes:

- Strengthening Multi-Tiered System of Supports through Pupil Service Teams
- Weekly meetings with at risk students and families
- Training in Restorative Practices
- Annual Implicit Bias and Trauma-Informed Approach Training
- Regular discipline data monitoring

Number of Community Schools

6

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:

- Quarterly updates are provided to the Board of Education
- Information is available on the ACPS and AIB websites
- Development of a formal Communication Plan

Challenges:

- Low attendance

Components of a detailed engagement plan:

Engagement plan components:

- Development of functioning pillar teams
- Create an Oversight Committee for Blueprint implementation
- Public forums for community input
- Principal and Supervisor Feedback Session

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

Allocation process:

- Superintendent's proposed budget is presented publicly for comment
- Implementation of a new accounting system for tracking expenses at the school level
 - Which ensures that revenue streams are linked to expense accounts
 - This helps schools reach minimum funding requirements

EXPLORE YOUR COUNTY'S FEEDBACK AND DATA:

[Allegany 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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