Baltimore County Public Schools

Blueprint for Maryland’s Future
Southwest Advisory
March 14, 2022

Dr. Jeffrey Holmes, Senior Executive Director
Dr. Melissa Lembo Whisted, Executive Director
Blueprint

Kirwan Commission Report - Policy Areas

Early Childhood Education

High-quality and Diverse Teachers and Leaders

College and Career Readiness Pathways
- including Career and Technical Education

More Resources to Ensure All Students are Successful

Governance and Accountability
Strategic Plan Alignment

The Compass: Our Pathway to Excellence

- More Resources to Ensure All Students are Successful
- College and Career Readiness Pathways
- Early Childhood Education
- High-quality and Diverse Teachers and Leaders
- Governance and Accountability
- Operational Excellence
- Community Engagement and Partnerships
- Safe and Supportive Environment
- Learning, Accountability, and Results
- High Performing Workforce and Alignment of Human Capital
## BCPS Shifts Required

<table>
<thead>
<tr>
<th>Blueprint Policy Area</th>
<th>Current BCPS Status</th>
<th>Blueprint Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood</td>
<td>Half Day Sessions</td>
<td>Full Day Sessions</td>
</tr>
</tbody>
</table>
| High-quality and Diverse Teachers and Leaders | Negotiated step and ladder system | Nationally Board Certified Teacher stipend of $10,000 on July 1, 2022
|                       |                      | Adopt Career Ladder by July 1, 2024
|                       |                      | Minimum teacher salary of $60,000 by July 1, 2026 |
| College and Career Readiness Pathways | Alert students and families in grade 11 | Alert students and families in grade 10 |
Workgroups

- BCPS Internal
- BCPS and County Government
- MSDE Sub-Groups
<table>
<thead>
<tr>
<th>Due</th>
<th>Item</th>
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</table>
| June 15, 2022 or TBD | Must submit a District Blueprint Implementation Plan to MSDE  
• How BCPS will implement each recommendation of the Blueprint and create a plan to address each policy area |
Early Childhood Education

Investing in High Quality Early Childhood Education and Care

- Significant expansion of full-day pre-school and pre-kindergarten
- Free for all low-income three- and four-year-olds
- All children can begin kindergarten ready to learn
- Classroom aid to have credentials, such as an Associates of Arts degree
Elevating Teacher and School Leaders

- Raise the standards and status of the teaching profession
- Make career-teaching desirable and keep those who want to keep teaching in the classroom
- Create career ladders that incentivizes teachers to stay in the classroom positions
- Nationally Board Certified teacher salary increase
Creating a World Class Instructional System

- An internationally benchmarked curriculum that enables most students to achieve “college- and career-ready” status by the end of tenth grade

- Pursue pathways that include early college, Advanced Placement courses, and/or a rigorous technical education leading to industry-recognized credentials and high-paying jobs

- Heavy emphasis on CTE preparation, specifically Youth Apprenticeship
More Resources for High Needs Students

Providing More Supports to Students Who Need it Most

- Broad and sustained new supports for schools serving high concentrations of students living in poverty

- Creates grant program for high-poverty schools to provide wraparound services for families
<table>
<thead>
<tr>
<th>Cohort A</th>
<th>Cohort B</th>
<th>Cohort C</th>
<th>Cohort D</th>
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<tbody>
<tr>
<td>School Year 2019 – 2020</td>
<td>School Year 2020 – 2021</td>
<td>School Year 2021 – 2022</td>
<td>School Year 2022-2023</td>
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<tr>
<td>4 Schools</td>
<td>10 Schools</td>
<td>22 Schools</td>
<td>16 Schools</td>
</tr>
</tbody>
</table>

1. Deep Creek ES
2. Hawthorne ES
3. Riverview ES*
4. Sandalwood ES

All Year 1 schools and:

5. Baltimore Highlands ES
6. Colgate ES
7. Halstead ES
8. Logan ES
9. Martin Blvd ES
10. Shady Spring ES

All Year 1 & 2 schools and:

11. Bedford ES
12. Berkshire ES
13. Chadwick ES
14. Dundalk ES
15. Mars Estates ES
16. Middlesex ES
17. Norwood ES
18. Padonia ES
19. Rosedale Center
20. Sandy Plains ES
21. Sussex ES
22. Woodlawn MS

All Year 1, 2, & 3 schools and:

23. Battle Grove ES
24. Deep Creek MS
25. Dundalk MS
26. Edmonson Heights ES
27. Featherbed Lane ES
28. General John Stricker MS
29. Halethorpe ES
30. Holabird MS
31. Johnnycake ES
32. Lansdowne ES
33. Lansdowne MS
34. McCormick ES
35. Milbrook ES
36. Scotts Branch ES
37. Victory Villa ES
38. Winfield ES
Accountability

Ensuring Excellence for All

An accountability-oversight board that has the authority to ensure that the Commission’s recommendations are successfully implemented and produce the desired results

Accountability and Implementation Board (AIB)
Next Steps

- Implementation Plan
- Blueprint external stakeholder group
- Updates to Board of Education
- Continued collaboration on implementation
Thank you