



Maryland Leads LEA Summary

LEA: Anne Arundel County Public Schools

Selected Strategies: Grow Your Own Staff, Staff Support and Retention

Summary of Proposed Activities and Goals:

GROW YOUR OWN STAFF (\$8,228,286) - Launch initiatives to grow the pipelines of teachers and other professional support staff. Specific activities include:

- Expand the Resident Teacher Certification program and provide on-demand support and academic coaching for all participants;
- Fund Teaching Assistants who are working towards a Bachelor's degree and certification; and
- In support of the Blueprint for Maryland's future commitment to raise "the standards and status of the teaching profession," Anne Arundel County proposes to use funds from the Maryland LEADS grant to design and build two pathways for certified teachers who hold Bachelor's degrees to earn Master's degrees in the area of Instructional Leadership and Special Education.

Expected Impact

- 100% of Associate to Bachelor's Degree candidates will be strategically placed in accordance to student needs and area of expertise;
- 100% of Associate's Degrees for Teaching Assistant candidates will remain employed with Anne Arundel Public Schools beyond the minimum required years; and
- 15 - 20 candidates will successfully complete the Bachelor's to Master's degree pipeline over two years.

STAFF SUPPORT AND RETENTION (\$307,500) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Increase the number of candidates for the National Board Certification program by offering support and expanded recruitment; and
- Provide retention bonuses specifically targeting permanent and temporary employees in Special Education for the 2022-2023 and 2023-2024 school years.

Expected Impact

- Increase the number of National Board Certified teachers by 10% over two years; and
- Reduce the number of vacancies and increase retention for Special Education teachers by 15%.