



Maryland Leads LEA Summary

LEA: Caroline County Public Schools

Selected Strategies: Grow Your Own Staff, Staff Support and Retention, The Science of Reading, Reimagining the Use of Time

Summary of Proposed Activities and Goals:

GROW YOUR OWN STAFF (\$4,409,186) - Launch initiatives to grow the pipelines of teachers and other professional support staff. Specific activities include:

- Pay school psychologist interns and speech/language pathologists in their clinical fellowship at the rate of a first year teacher's salary rather than a stipend;
- Provide opportunities for our support staff to obtain an Associate's or Bachelor's degree in an area of education and offer scholarships to students to enroll in the Teacher Academy of Maryland; and
- Develop an aspiring leaders academy for staff to develop leadership abilities and take on additional responsibilities in their careers.

Expected Impact

- The number of school psychologists and speech/language pathologists employed by the CCPS will increase;
- At least 25% of support staff receiving assistance towards completing a degree will graduate with their desired credential; and
- At least 10% of participants in the aspiring leaders academy will take on administrative positions.

STAFF SUPPORT AND RETENTION (\$997,500) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Offer a retention bonus in fiscal year22 and fiscal year23 to all staff;
- Work with local wellness providers to provide fitness access for employees;
- Conduct an Organizational Wage and Compensation study to organize, collect, and compile data to be used for county-wide decision-making for employee compensation and classification; and
- Provide an National Board Certification (NBC) coach to support an increased number of teachers seeking to become certified.

Expected Impact

- CCPS retention rate will increase by 10% annually over the next 2 years;
- Based on the annual employee engagement survey, 80% of teachers will rate their school culture favorably and 85% of employees will express that they feel supported in their jobs on the annual employee engagement survey;
- CCPS retention rate will increase by 10% annually over the next 2 years; and
- All NBC candidates will complete certification requirements within 3 years.



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THE SCIENCE OF READING (\$2,154,000) - Provide opportunities to all K-3 educators, special education teachers, principals, literacy specialists, and other relevant staff to participate in rigorous professional development aligned to the science of teaching reading. Specific activities include:

- Provide rigorous professional learning aligned to the Science of Reading for all K-3 teachers and literacy support staff, including administrators and special education teachers. This includes providing financial support to pay stipends for teacher time spent in professional development outside of contracted hours;
- Purchase high-quality instructional materials aligned to the Science of Reading, including online decodable text sets for all K-2 students to have access to the digital MyGeodes; and
- Implement a system for monitoring progress to ensure all students are reading by the end of third grade.

Expected Impact

- The percentage of third graders reading at “benchmark” will increase by 5% each year, starting in the 2023-2024 school year as measured by DIBELS (Dynamic Indicators of Basic Early Literacy Skills);
- 100% of students at-risk for reading difficulties will demonstrate at least average annual growth as measured by DIBELS starting in the 2023-2024 school year; and
- Based on quarterly classroom walkthrough data, 100% of K- 5 teachers will be using high-quality, content rich instructional materials to teach reading by the end of the 2023-2024 school year.

REIMAGINING THE USE OF TIME (\$700,000) - Reimagining the use of time to create opportunities that support students and their learning. Specific activities include:

- Evaluate CCPS current schedules at elementary, middle and high school level to develop effective school day schedules at all three levels;
- Provide middle school students an opportunity to participate in a mini-mester to explore Career and Technical Education pathways and have the opportunity to pursue their own interests; and
- Hire a school counselor that would be dedicated to the 9th grade Academy. Provide incoming 9th grade students an opportunity to participate in a Rising 9th Grade Boot camp which will include team building, behavioral and study skill learning, presentations from school clubs, activities, etc.

Expected Impact

- Course failure rates for the 9th grade cohort of students will decrease, starting in the 2023-2024 school year, by 15% when compared to the cohorts of the previous 3 years;
- 25% of students with more than one course failure will have an in-school opportunity for credit recovery starting in the 2022-2023 school year; and
- 25% more students will enroll in a Career and Technical Education pathway in the 2024-2025 school year than in the previous years.