



Maryland Leads LEA Summary

LEA: Wicomico County Public Schools

Selected Strategies: Grow Your Own, Staff Support and Retention, The Science of Reading

Summary of Identified High Leverage Strategies:

GROW YOUR OWN (\$3,551,600) - Launch initiatives to grow the pipeline of teachers and other professional support staff. Key activities include:

- Provide tuition assistance and mentors for paraprofessionals working toward teaching certification;
- Partner with local IHE(s) to develop and implement an Early College program for high school students to earn an Associate degree while completing high school; and
- Continue the work of the teacher recruitment task force, with a focus on minority recruitment, and partner with local business, community organizations and higher education institutions to support and incentivize new teachers relocating to Wicomico County.

Expected Impact

- Increase by 50% the number of Instructional Assistants completing teacher certification;
- Complete the development of the Early College pathway, including relevant MOU(s) and course approvals, by January 2023 then enroll 15 WCPS students in the first Early College cohort for the 2023-2024 school year; and
- Increase the number of employees from underserved populations earning a teaching certificate and employed by Wicomico County.

STAFF SUPPORT AND RETENTION (\$250,000) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Issue a retention and recruitment incentive for all full-time staff (both certified and classified staff);
- Strengthen teacher induction programs to support new teachers and provide high quality, engaging, and meaningful professional development for all teachers; and
- Provide a comprehensive health and wellness initiative with increased support for staff.

Expected Impact

- Increase retention of first year teachers to at least 90% as measured by the annual turnover rate.
- Reduce the three-year turnover rate by 20% by September 2024.

THE SCIENCE OF READING (\$3,330,000) - 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:

- Train all K-3 teachers, special education teachers, literacy specialists, and principals on the Science of Reading that integrate reading, writing, listening, speaking and language;
- Adopt high quality instructional materials aligned to the Science of Reading (such as Wit & Wisdom, Amplify, Houghton Mifflin Into Reading, and 95% Core Phonics and Interventions); and
- Monitor student progress in reading through on-going assessment and support struggling students.

Expected Impact

- Increase the percentage of students reading on or above grade level by at least 10% by 2023.
- 100% of K-3 classroom teachers, reading interventionists, special education teachers, and administrators will receive SoR instructional materials and professional development.