

## Briefing before the House Ways and Means Committee



**Charles County**  
Dr. Maria Navarro



**Baltimore County**  
Dr. Myriam Rogers

**January 24, 2024**



## PSSAM Officers 2023 - 2024

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### **Legislative Committee Chair**

Dr. Maria Navarro (*Charles*)



# Current Priorities

## **Creation of New Strategic Plan**

- Provide More Robust Services and Advocacy to Supts. and LEAs

## **Professional Support for New Superintendents**

### **Maryland Superintendents' Academy (Aspiring Supts)**

- Year Two of Preparing Tomorrow's School System Leaders

## **Technical Assistance for Implementation of Blueprint**

- Support LEA Blueprint Coordinators
- Chief Financial Officers, Chief Academic Officers, Chief Information Officers, Public Information Officers and others

## **Advocacy**

- State Board
- Maryland General Assembly

# Legislative Priorities

- I. Adequate Funding to Ensure Student Success**
- II. Supporting Local Governance**
- III. Teacher Recruitment, Retention, and Induction**
- IV. The Blueprint for Maryland's Future – Supporting and Enhancing the Pillars**
- V. Social, Emotional, and Physical Health and Safety of Students and Staff**
- VI. Enhanced Education Revenue Structure**

# Legislative Priorities

## Adequate Funding to Ensure Student Success

- Staying invested in the five pillars – no diversions to “new” programs/mandates
- No new cost shifts to local governments, but we need to secure local funding increases for sustainability
- Inflationary adjustments – state and local - operating and capital funding

***Local Maintenance of Effort (MoE) (or Local Share)*** - match historic state investment with a built-in inflation factor

- Local funding has fallen behind statewide investments in per pupil spending. The increases in local spending have not materialized as envisioned by the Kirwan Commission and are not consistent with the increases in county wealth
- We need to move towards greater per pupil equity across the state; State funding moves us towards this goal but it is not reflected in existing local funding obligations
- Historically MoE has created a predictable minimum amount of funding; however, it is no longer reflective of the increased cost of running school systems and providing per pupil equity

# Legislative Priorities

## Supporting Local Governance

- Respect the relationship between the LEAs and the State Board on *setting statewide standards supported by local curricular decisions*
- Local decisions are product of superintendents and board engagement with their communities and other stakeholders
- new unfunded mandates – new legislative initiatives should be discretionary and/or authorizing, not mandatory
- Respect diversity of the 24 LEAs - their priorities and resources

## Enhanced Education Revenue Structure

- <http://fairfundingmd.org/stronger-economy/>

# Legislative Priorities

## **Teacher Recruitment, Retention, and Induction**

- Permanent Grow Your Own Funding
- Expanded loan assistance
- State funding for student teachers
- Cohort incentives (differentiated pay for special educators and teachers in low performing schools)

## **Social, Emotional, and Physical Health and Safety of Students and Staff**

- School based health services (telemedicine, increased access to Medicaid reimbursement)
- School Nutrition - expansion of CEP districts
- School safety – restorative practices, physical safety supported by state construction and operating funds
  - Work with law enforcement, public health and safety provides, Maryland Center for School Safety
  - Support SRO training and appropriative interventions – appropriate adult interactions

# Legislative Priorities

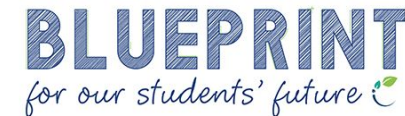
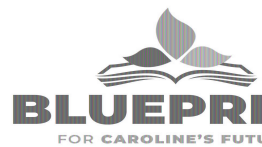
## The Blueprint for Maryland's Future – Supporting and Enhancing the Pillars

- Permanent funding for Blueprint Coordinators
- Closely examine the PreK mixed delivery system expectations and timeline
- Clarifying definitions/provisions/expectations in CCR
- How to most accurately and fairly account for low-income families
- An updated cost analysis of the Blueprint by the nonpartisan Department of Legislative Services in a post-Covid world. Analysis should consider factors not originally contemplated by the Kirwan Commission such as transportation, building maintenance, operating and capital funds for school security, health services, food services, employee and retiree health benefits, expanded pre-k and CTE classroom spaces



# Update on The Blueprint for Maryland's Future

*Celebrating Achievements  
Confronting Challenges, and  
Charting the Future*



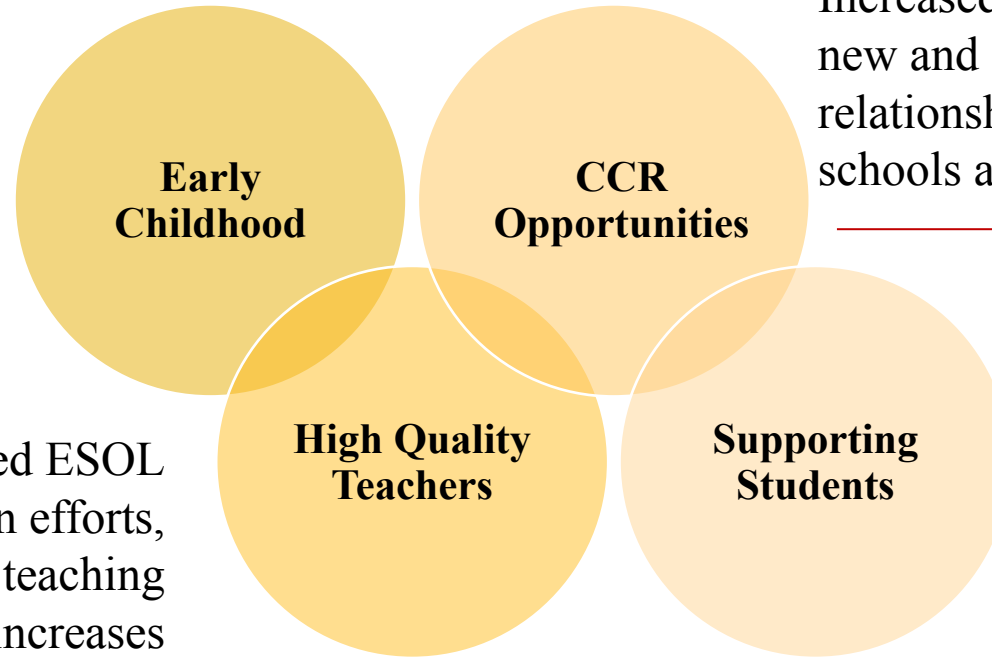
# successes!

Increased seats & opportunities,  
amazing Judy Center efforts,  
KRA score increases,  
partnerships with Head Start

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Increased NBC teachers, increased ESOL  
dual certifications, grow-our-own efforts,  
elevating and diversifying the teaching  
profession, well-deserved salary increases

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Increased dual enrollment, apprenticeships,  
new and improved community college  
relationships, career coaches in middle  
schools and new partnerships with WIBs

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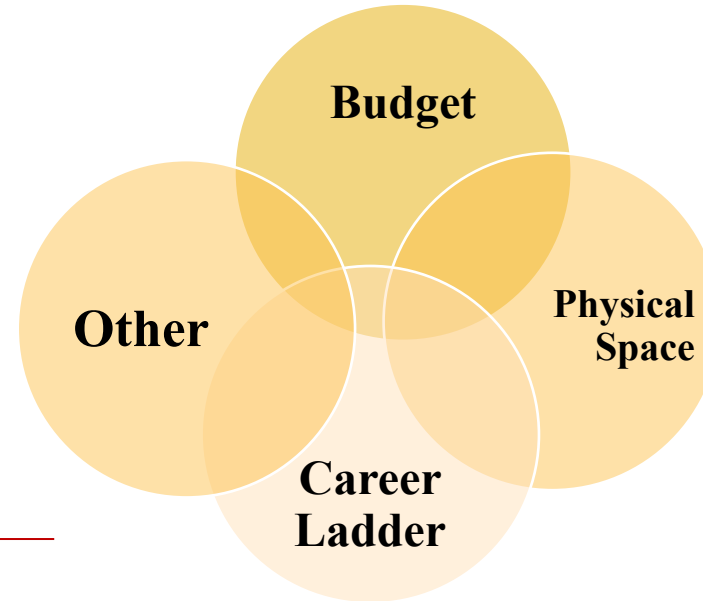
New community schools and  
concentration of poverty  
funding, increased SEL  
integration, increased nurses &  
psychologists, integrated tiers of  
support

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# Challenges

Communication with all stakeholders, balance of services with private PreK providers

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Using fund balances, end of COVID-relief grants, teacher salaries, 75% expenditure reporting, \$1 billion of special education funding supported through local funds *only*

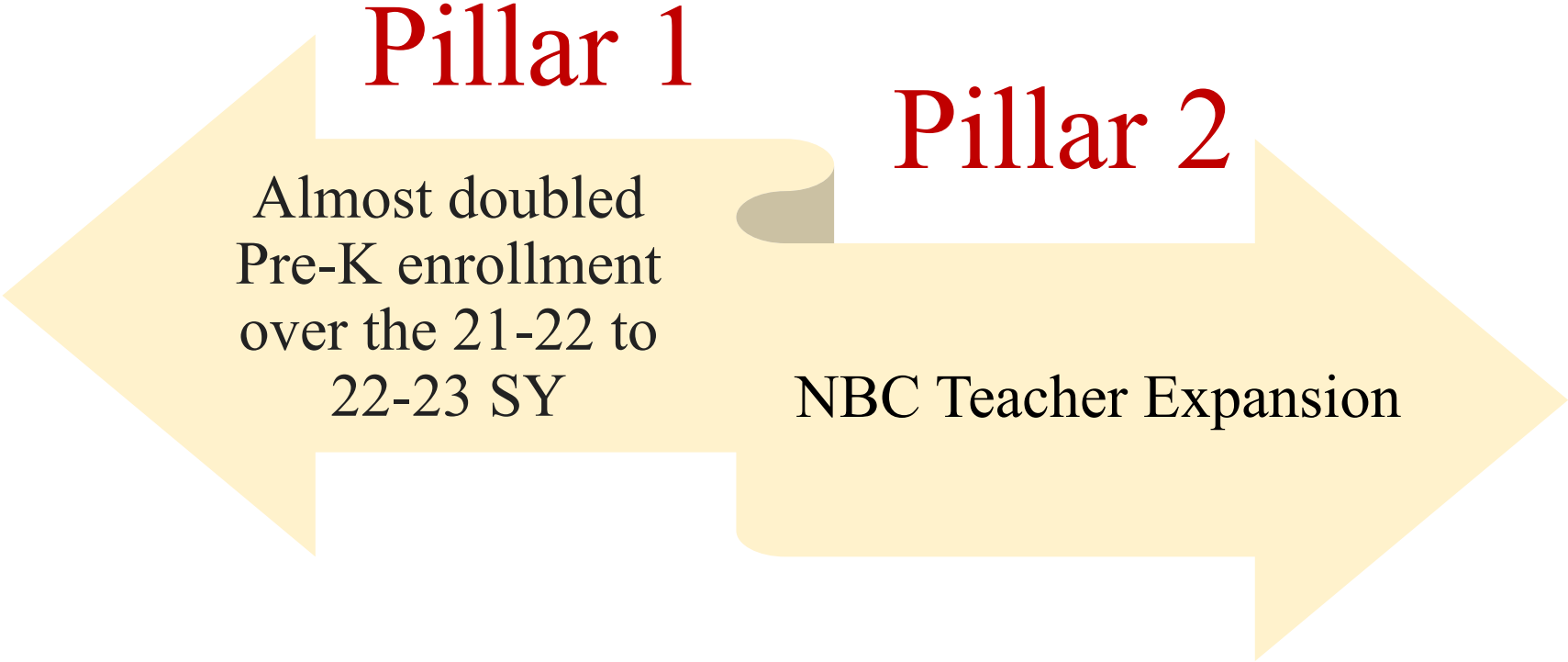
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Pre-K, CTE expansion, staffing and planning, community schools, wrap-around services

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Negotiating with unknowns, % teaching time, working beyond NBC, “harmony in the building” concerns,

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*successes!*

## Pillar 3



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Expanded AP offerings across all HS and implemented an Early College Program, career advisors in all MS (already in HS)

Expanded apprenticeships through MD Dept of Labor with Charles Co Gov't and CCPS (IT, HR, Comms, Building Operations, Education)

*successes!*



# PSSAM

Public School Superintendents' Association  
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## Pillar 2

How to navigate the various interests tied to implementation of the career ladder in the context of overwhelming increases in staff new to teaching and parent/staff buy-in to this reform effort

## Pillar 5

“Scheduling policies to discourage disproportionate placement of novice teachers with students where achievement gaps exist”

**Challenges**

## Pillar 2



**Charles County**  
Dr. Maria Navarro

Blueprint Requirements  
10% Salary Increase  
\$60,000 Starting Salary

Impact on the ecosystem  
of a school (harmony),  
with or without “me too”  
clauses

**Challenges**



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Expansion of Full Day programs  
Mid-year and FY 25  
Additional special education  
support for inclusion  
Intensive 5-day professional  
learning

## Pre-K

Highly qualified and diverse teachers

2<sup>nd</sup> Highest Teacher starting salary  
in the state of Maryland - \$58,500

Paraeducator Post-Bachelors and  
Undergraduate Cohort Programs

Teacher Apprenticeship –  
Residency Design Academy (MD  
Leads Grant)

# Successes





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## Pillar 1

- Capital needs for expansion
- Private provider participation opportunities

## Pillar 2

- National Board Certified Teacher (NBCT) Incentive/ Career Ladder
- Diverse candidates

# Challenges



**Baltimore County**  
**Dr. Myriam Rogers**

## College and Career Readiness

42% of students who completed a CTE program, passed assessments aligned with industry standards or completed a youth or other registered apprenticeship.

Expanded partnership with Junior Achievement of Maryland through JA Biz town, Finance Park, JA Inspire, and a CTE Storefront

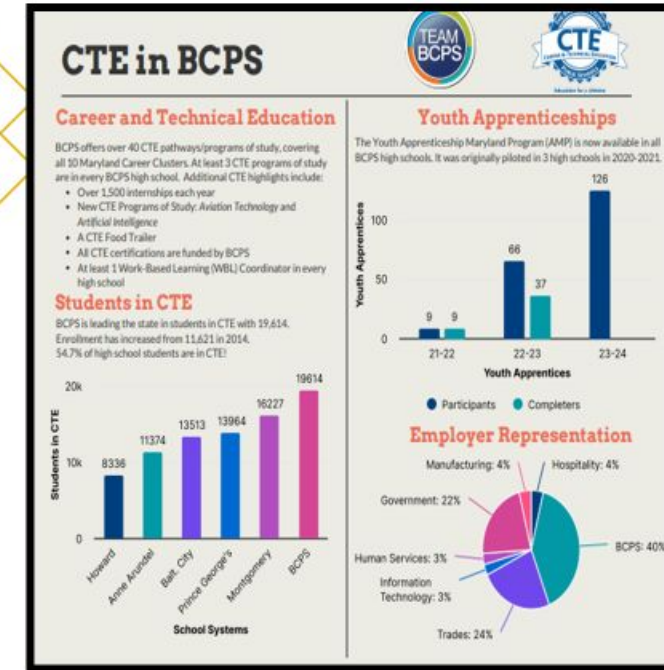
Increase in youth apprenticeship opportunities-from 66 SY22-23 to 195 current

More Resources to ensure students are successful

Expanded health services

Middle School Mental health pilot – Cigna and high school telehealth

Neighborhood approach to Community Schools



# Successes



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## Pillar 3

- Post CCR pathway at no cost
- Individual CCR plan development and reassessment opportunities

**Challenges**



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Questions?

# Shared Successes

- **St. Mary's** – we increased the number of **ESOL dually certified teachers** and our number of **National Board candidates**.
- **Howard** - Moving dual enrollment to free for all students has **increased dual enrollment participation by 30%**. HCPSS expects continued growth as students become aware of the no-cost option.
- **Wicomico** – we have had a remarkable increase in **dual enrollment** for our high school students at Wor-Wic Community College and Salisbury University. This achievement aligns with the Blueprint's goals and demonstrates our commitment to providing students with the best possible preparation for their future careers and higher education. These popular programs are allowing high school students to enroll in college courses and a head start on their college education and a smooth transition into higher learning. This success story is a testament to our commitment to fostering innovation and providing students with a comprehensive educational experience.

# Shared Successes

- **Frederick** - We were one of the first districts to complete our **Career Coaches MOU** with Workforce Development and the local community college. **We were able to hire 23 coaches & 1 coordinator** by July 1st. We had 100% of our career coaches in place at every middle and high school and they have been a huge asset to our Pillar 3 goals.
- **Garrett** - is extremely proud of our **Early Childhood Programs** and the growth we have seen as we continue to strengthen our efforts with increased opportunities for 3-year-olds and an additional Judy Center to support students and families 0-5. In addition to universal PK4, we have established 3 three-year-old classrooms within the county in collaboration with our Head Start programs. We also have increased from 3 to 4 Judy Center grants. Our **KRA scores continue to increase** and we are anticipating higher scores this fall as well.

# Shared Successes

- **Caroline**....The Blueprint related work has provided us the opportunity to **evaluate, reimagine and adjust our practices on tiered supports all students.** Additionally, we used the Blueprint work to identify areas of focus on instruction, social-emotional and behavior interventions and supports. As a result, we are working on transforming **Multi-Tiered Systems of Supports to Integrated Tiered Systems of Supports.**
- **Anne Arundel** - We have been able to leverage **Community School funds to increase our SEL supports in community schools.** This includes: 23 full-time CS Program Managers 23 full-time school nurses 9 full-time social workers 2 full-time school counselors 6 full-time psychologists 5 behavioral specialists 9 behavioral teaching assistants 3 community bilingual specialists

# Shared Successes

- **Prince Georges** - the establishment of the **Career Counseling MOU** in partnership with our local workforce development and community college. We had partnerships with both organizations over the years, but this MOU has enhanced our collaboration immensely!
- **Queen Anne's** - we have used a **three-year plan to expand full-day Pre-K for Tier 1 four-year-olds**. Utilizing the pre-k expansion grant has allowed us to absorb expansion costs. Space has not yet been an issue.....the initial rollout has been positive and well received.



# Shared Successes

- **Washington** - our **universal 4-year-old Pre-K program** has been incredibly successful in preparing children for kindergarten. Our curriculum is designed to provide a strong foundation in early literacy, numeracy, and social-emotional skills, which are critical for success in school and life. We use a play-based approach to learning, which makes the experience enjoyable for children and helps them develop a love of learning. This approach has proven to be effective in boosting kindergarten readiness, and we are proud to see our students thrive as they transition to the next phase of their education.
- **Somerset** - we have our first cohort of teachers that will be receiving their **NBC** certification this year. Currently our county has no NBC teachers.
- **Cecil** - Students enrolled in **Dual Enrollment** courses has increased tremendously. This is a great opportunity for students who would not have pursued DE due to the cost.