



# **Blueprint for Maryland's Future**

OVERVIEW

November 9, 2021





# TONIGHT'S PRESENTATION



Background

Policy Pillars

Process for Plan Development

Timelines



# BACKGROUND

## Commission on Excellence and Innovation in Education (Kirwan Commission)

1. Review and recommend any needed changes to update the current education funding formulas
2. Make recommendations to enable Maryland's preK-12 system to perform at the level of the best performing systems in the world





# REPORT & LEGISLATION

- Report completed in 2019
- Legislation passed in 2020 “Blueprint for Maryland’s Future”
- Vetoed by Governor Hogan
- Veto overridden in 2021 Session
- “Blueprint 2.0” passed in 2021 Session to address timing issues, COVID impact, etc.





# PRELIMINARY BLUEPRINT

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Full-Day Prekindergarten  
Funding

Teacher Salary Grants

Concentration of Poverty  
Grants (Community  
Schools)

Special Education  
Funding

Mental Health  
Coordinator Funding

Transitional  
Supplemental Instruction  
Grants (for Early  
Intervention Teachers  
and Teaching Assistants)

Tutoring and Extended  
Day/Year Funding

Clear requirements on  
how to use these funds.  
These are not optional  
and in some cases MSDE  
is still making the rules







## MAJOR 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



# GOVERNANCE AND 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.





# GOVERNANCE AND ACCOUNTABILITY

- Creates an Accountability & Implementation Board (AIB) to develop a comprehensive 10-year plan and monitor and hold school systems (and other entities) accountable for implementing the law and Kirwan Commission recommendations.
- The AIB is an independent unit of state government with regulatory authority and plenary authority over the State Dept. of Education and local board regarding Blueprint







# FUNDING ACCOUNTABILITY

- AIB will withhold 25% of new funds (i.e., increase in State education formula funds over the prior fiscal year) to be released only if the AIB approves the local implementation plan.
- After 2 years, the AIB may also withhold more than 25% of new funds.
- Systems must distribute at least 75% of per pupil categorical funding to each school. (100% to private PreK providers and community schools.)



# EARLY CHILDHOOD EDUCATION

- Significant expansion of full-day pre-school, to be free for all low-income three- and four-year-olds, so that all children have the opportunity to begin kindergarten ready to learn.





# ELEVATING TEACHERS AND SCHOOL LEADERS

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Raising the standards and status of the teaching profession, including a **performance-based career ladder and salaries comparable to other fields with similar education requirements.**

Creates career ladders that **incentivizes teachers to stay in classroom positions** but take on more school level responsibilities.





# CAREER LADDER & PAY

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Between FY20 and FY25, teachers shall receive at least a 10% salary increase above negotiated schedule

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By July 1, 2026, starting teacher salary must be \$60,000

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Definition of teacher specifically excludes curriculum specialists, instructional aides, attendance personnel, psychologists, social workers, clerical personnel, individuals with a resident teacher certificate, and individuals with a certification for career professionals

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Career ladder requirements set a minimum, but the ladder is subject to collective bargaining

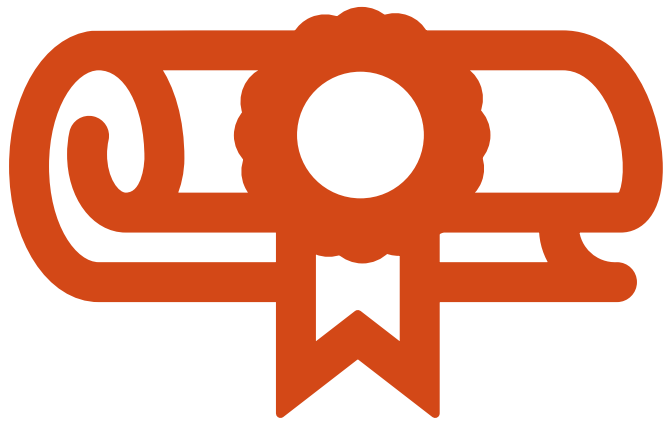
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Transition to strong preference for National Board Certification for advancement, rather than master's degree

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# COLLEGE AND CAREER READINESS

- **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** and then pursue pathways that include early college/dual enrollment, Advanced Placement courses, and/or a rigorous technical education leading to industry-recognized credentials and high-paying jobs.







# CAREER AND TECHNICAL EDUCATION

Responsibility for shaping CTE is being taken from MSDE and placed with new CTE Committee, which will be a unit within Governor's Workforce Development Board, under the oversight of the Accountability and Implementation Board

Members will represent employers, industry and trade associations, labor organizations, agriculture industry, CTE programming professionals, and community colleges

CTE Committee shall establish goals through SY30 for 45% of high school students to complete a registered apprenticeship or industry recognized occupational credential.





# MORE RESOURCES TO ENSURE ALL STUDENTS ARE SUCCESSFUL

Providing More Support to Students Who Need it the Most:

Broad and sustained new supports for schools serving high concentrations of students living in poverty, with before-and after-school and summer academic programs, academic enrichment opportunities, and student access to needed health and social services, behavioral health, and increased support for English learner and special education students.

Creates grant program for high-poverty schools to provide wraparound services for families.





# **IMPLEMENTATION PLAN DEVELOPMENT**





# STEERING COMMITTEE

## Responsibilities:

1. Receive recommendations from workgroups for implementation strategies and Implementation Plan content
2. Serve as the workgroup for any issues related to accountability and governance
3. Recommend the Implementation Plan to the Board of Education
4. Assist with Board, teacher, parent, elected official, and community education/communication regarding the Blueprint
5. Steering Committee and Workgroups provide information for and solicit feedback from stakeholders/community





# PLAN DEVELOPMENT

## Workgroups:

- Early Childhood Education
- Educator Career Ladder
- College and Career Readiness
- Career and Technical Education
- Resources to Ensure All Students are Successful





# TIMELINE

- November – March: Workgroups and Steering Committee formed and initial meetings/information sharing
- Feb 15 - March: Steering Committee and workgroups informing stakeholders and soliciting feedback
- April – May: Plan is written and circulated for internal/appropriate external review
- Early June: Final revisions and receive local approval
- June 15: Deadline to submit plan to AIB/MSDE
- August: Present approved plan to teachers and staff
- September – October: Parent and community presentations on plan as determined necessary

