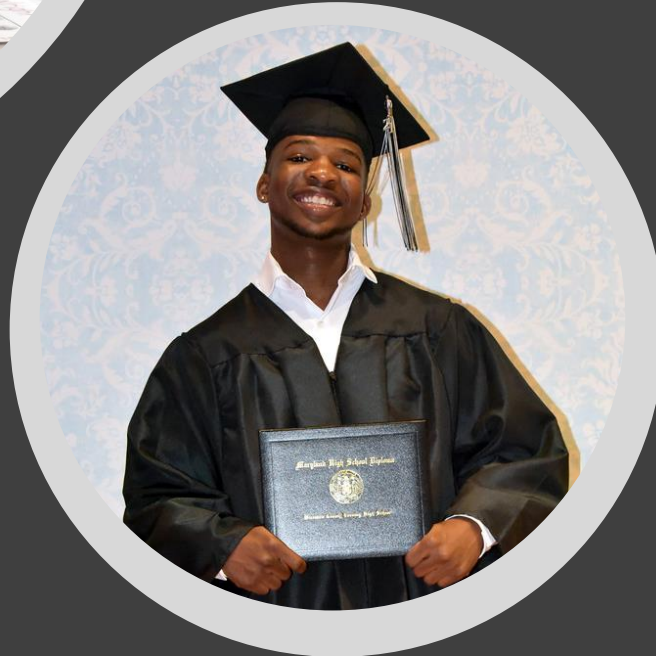
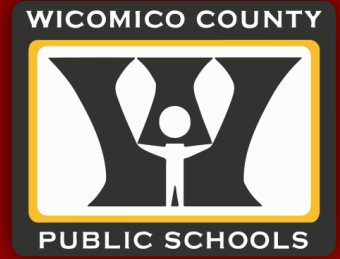




State of the Schools



April 26, 2022

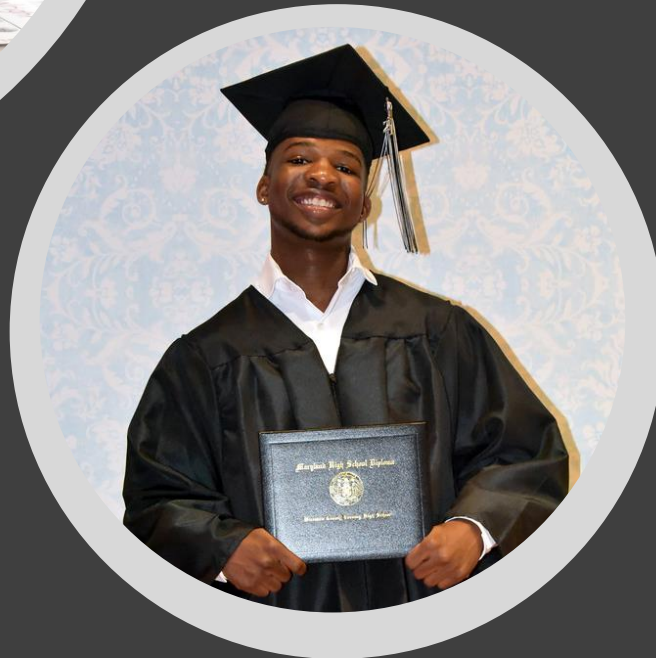
Dr. Donna C. Hanlin
Superintendent of Schools



Wicomico County Board of Education



State of the Schools



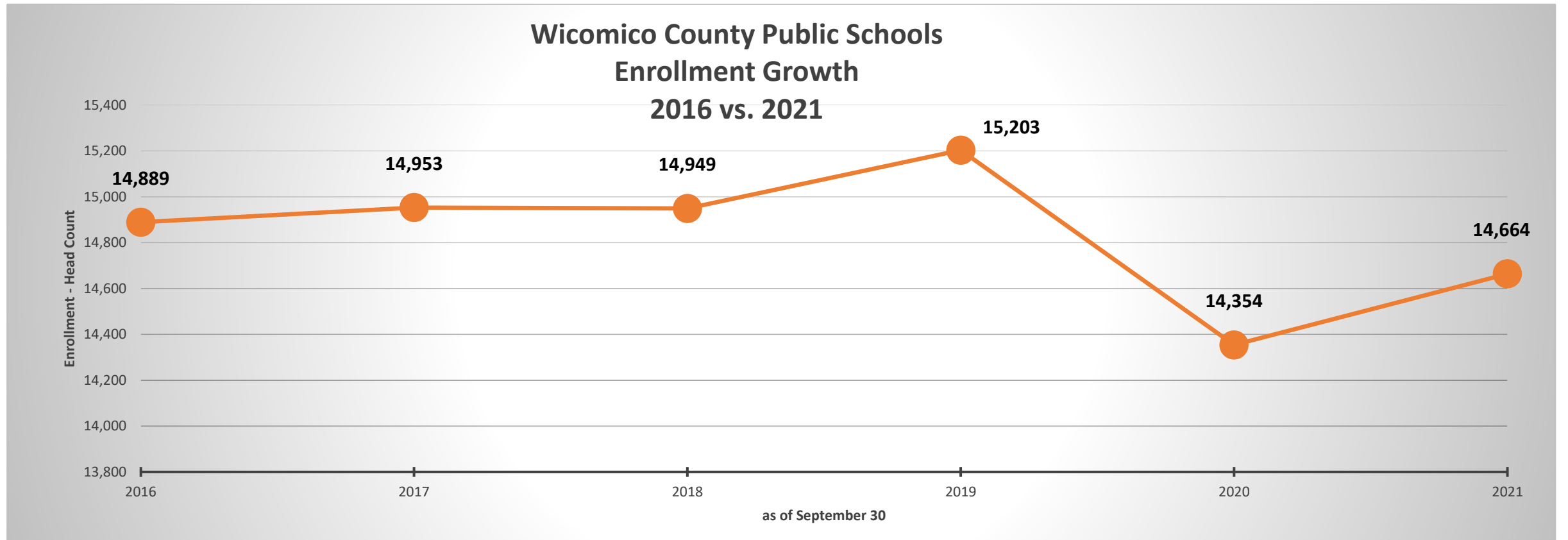
- Annual Report 2020-2021
- Looking Ahead: Blueprint for Maryland's Future
- Friends of Education Awards



Annual Report 2020-2021

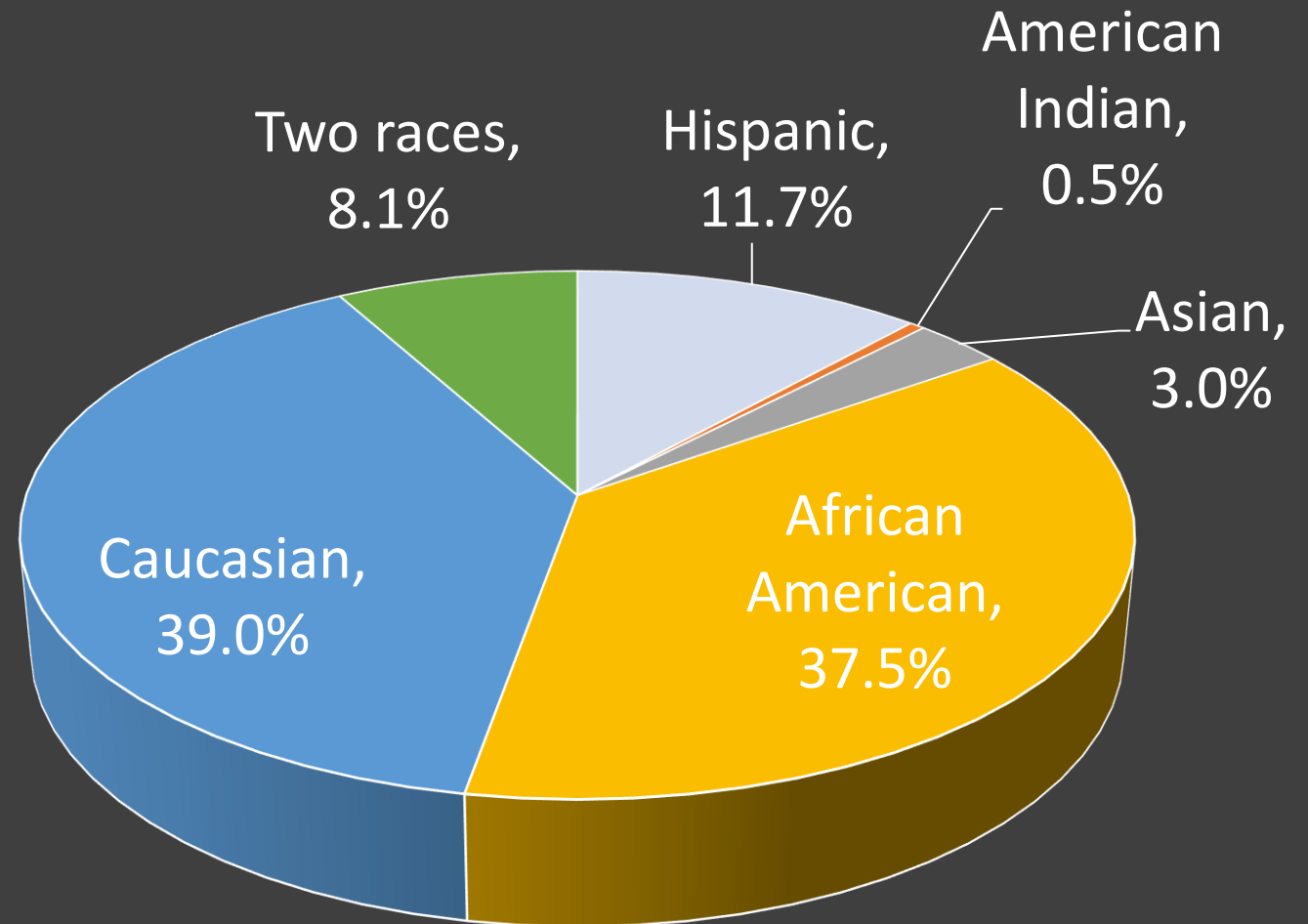


Enrollment Trend



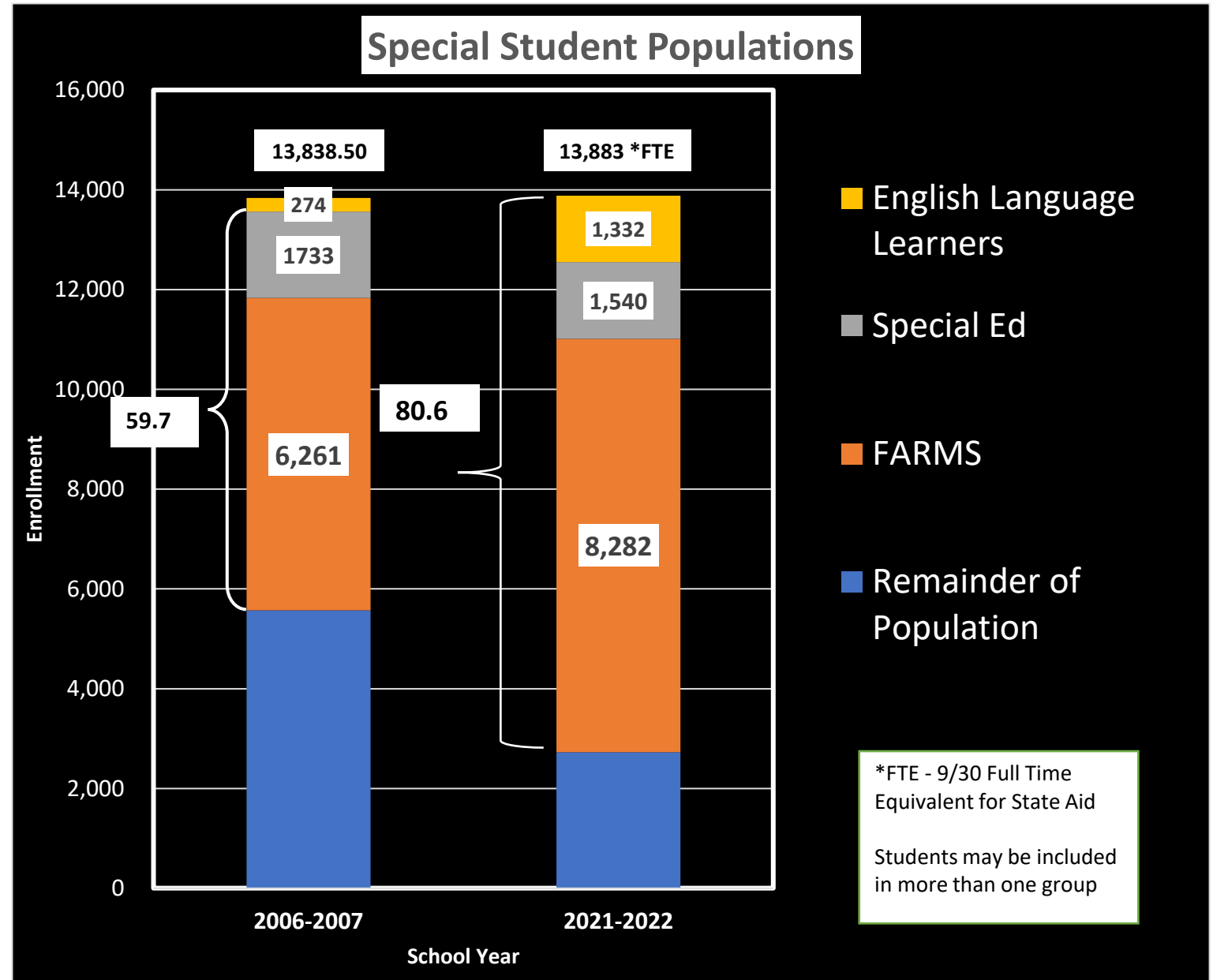
2020-2021 Demographic Data

Percent of Students by Race



Hispanic American Indian Asian
African American Caucasian Two races

Demographic Data Special Populations



Quick Stats 2020-2021

FIT Students

- 437

Total Staff

- 2450+

School Transportation

- 155 buses + 11 vans
- 962,713 miles traveled

Nursing Services

- 24+ nurses

Career Technology Education

- 1747 students (+21%)

Advanced Placement

- 22 courses
- 1445 courses taken

Average Daily Attendance

- 91.3%

Technology

- 1-1

Achieve! 1.0



Wicomico County Public Schools Superintendent's Action Plan: Year 1

Donna C. Hanlin, Ed.D.
Presentation to the Wicomico County Board of Education
February 18, 2016

Achieve! 1.0



Wicomico County Public Schools

Donna C. Hanlin, Ed.D.
Superintendent of Schools
February 2017

Wicomico County Public Schools



We Aspire To Be:



A public school system dedicated to meeting the needs of each student from the most gifted to the most challenged; focusing on early literacy, student engagement in authentic problem solving, innovative instruction that encourages creativity, and preparing students with 21st century skills necessary to successfully enter college or the world of work.



A public school system rooted in a culture of respect, transparency, and collegiality; where trust, the quality of relationships, and empowerment are clearly understood to be the foundation for success.

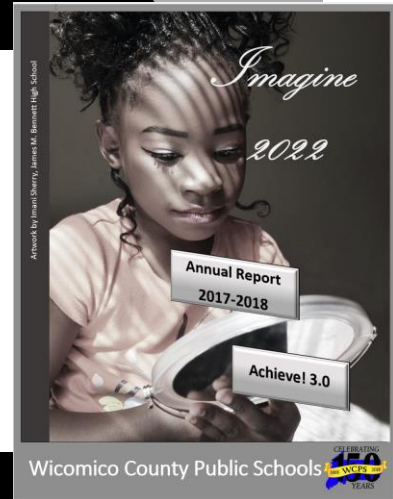
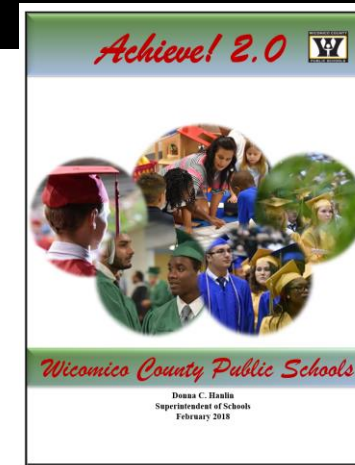
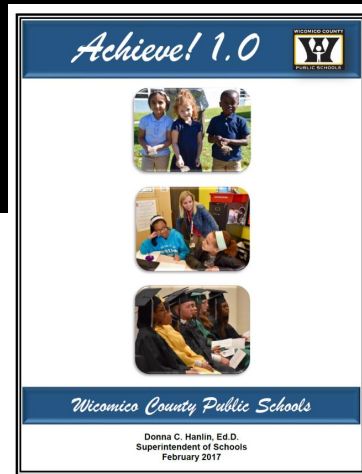
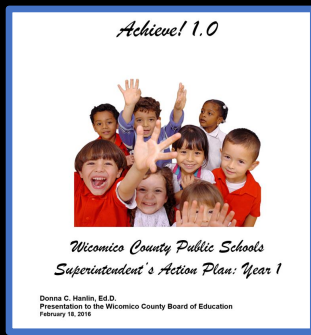


A public school system committed to safe schools; created through a careful balance of clearly communicated and enforced expectations and an atmosphere where students know that teachers and administrators believe in them.



A public school system our community believes in - where teachers compete for jobs, employers compete for well-prepared graduates, families choose to live, and businesses aspire to relocate because of its reputation built upon the pursuit of excellence in providing an outstanding education for our community's students.

The Evolution of *Achieve!*

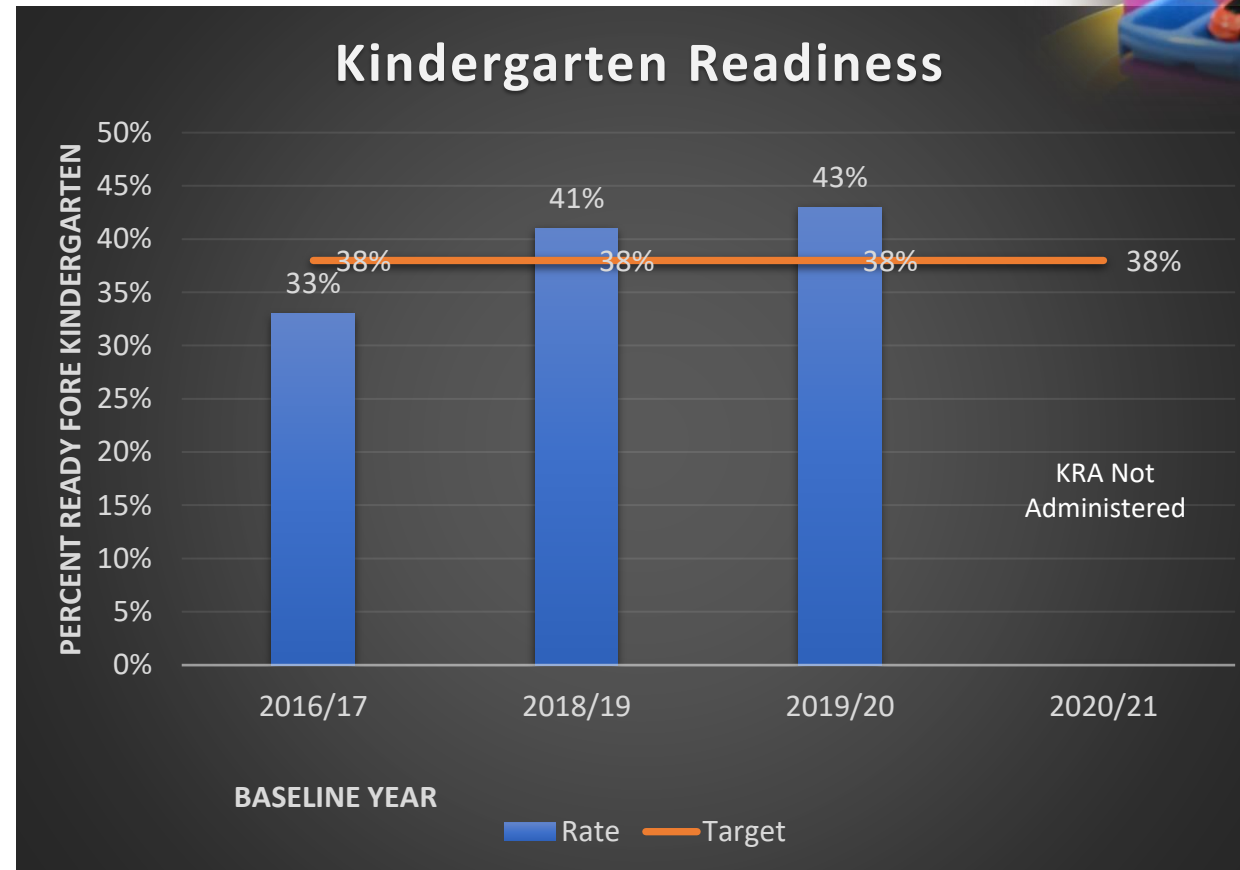


The Evolution of *Achieve!*

Progress Toward Goals

Increasing Kindergarten Readiness

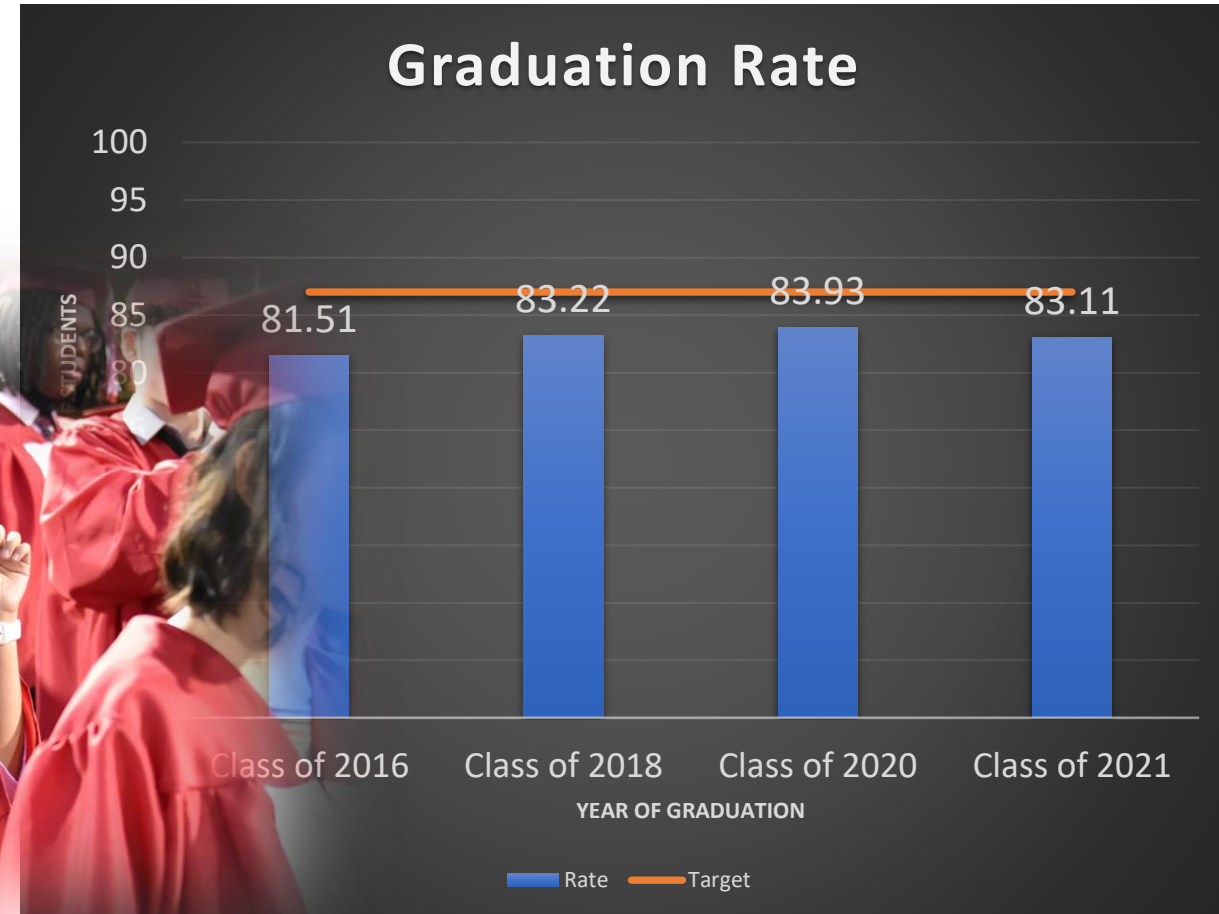
Goal: Increase the percentage of students who enter Kindergarten ready to learn from 33% to at least 38% by 2022 as measured by the Kindergarten Readiness Assessment (KRA).



Progress Towards Goals

Increasing Graduation Rate

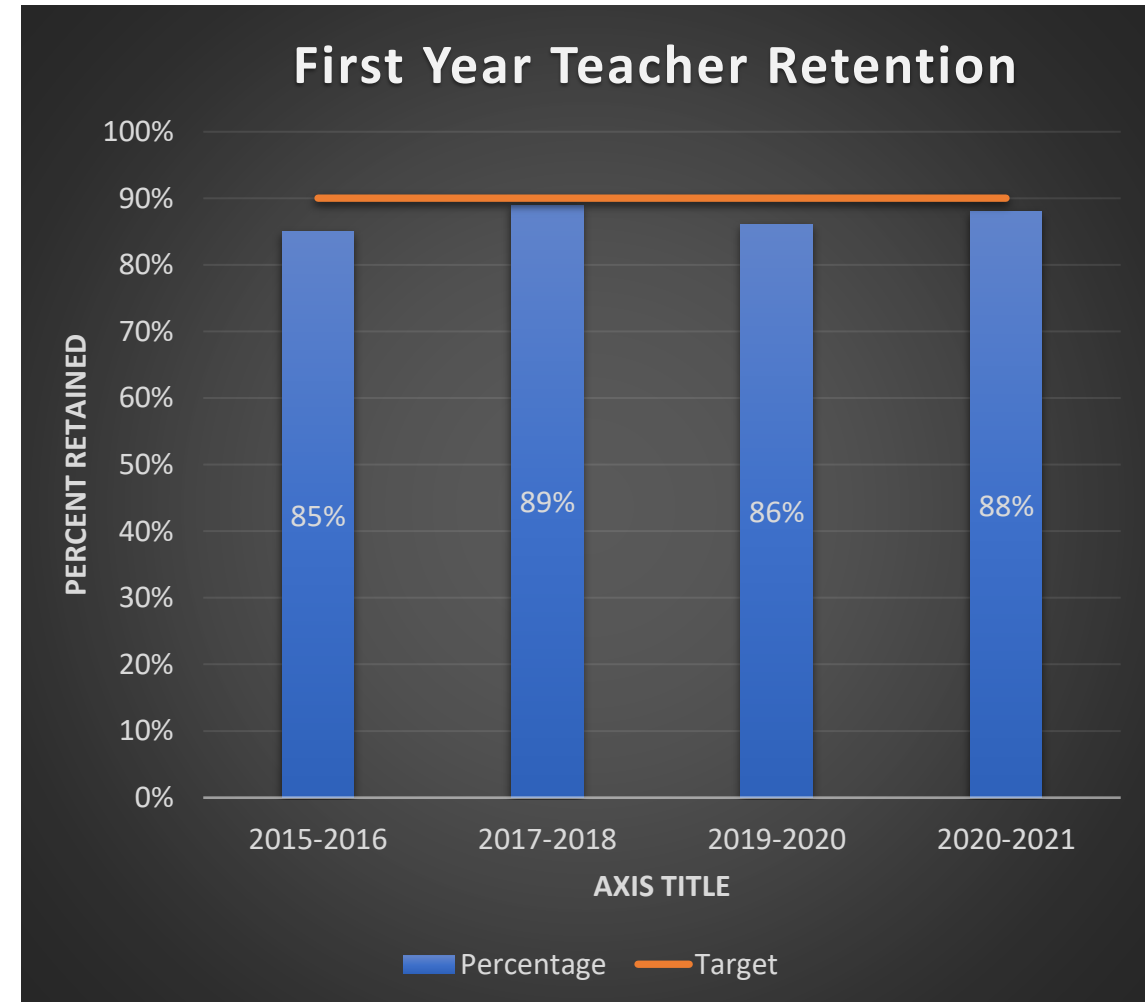
Goal: Increase the percentage of students who enter Grade 9 and graduate 4 years later from 82% to at least 87% as measured by the 4-Year Adjusted Cohort Graduation Rate.



Progress Towards Goals

Increasing New Teacher Retention

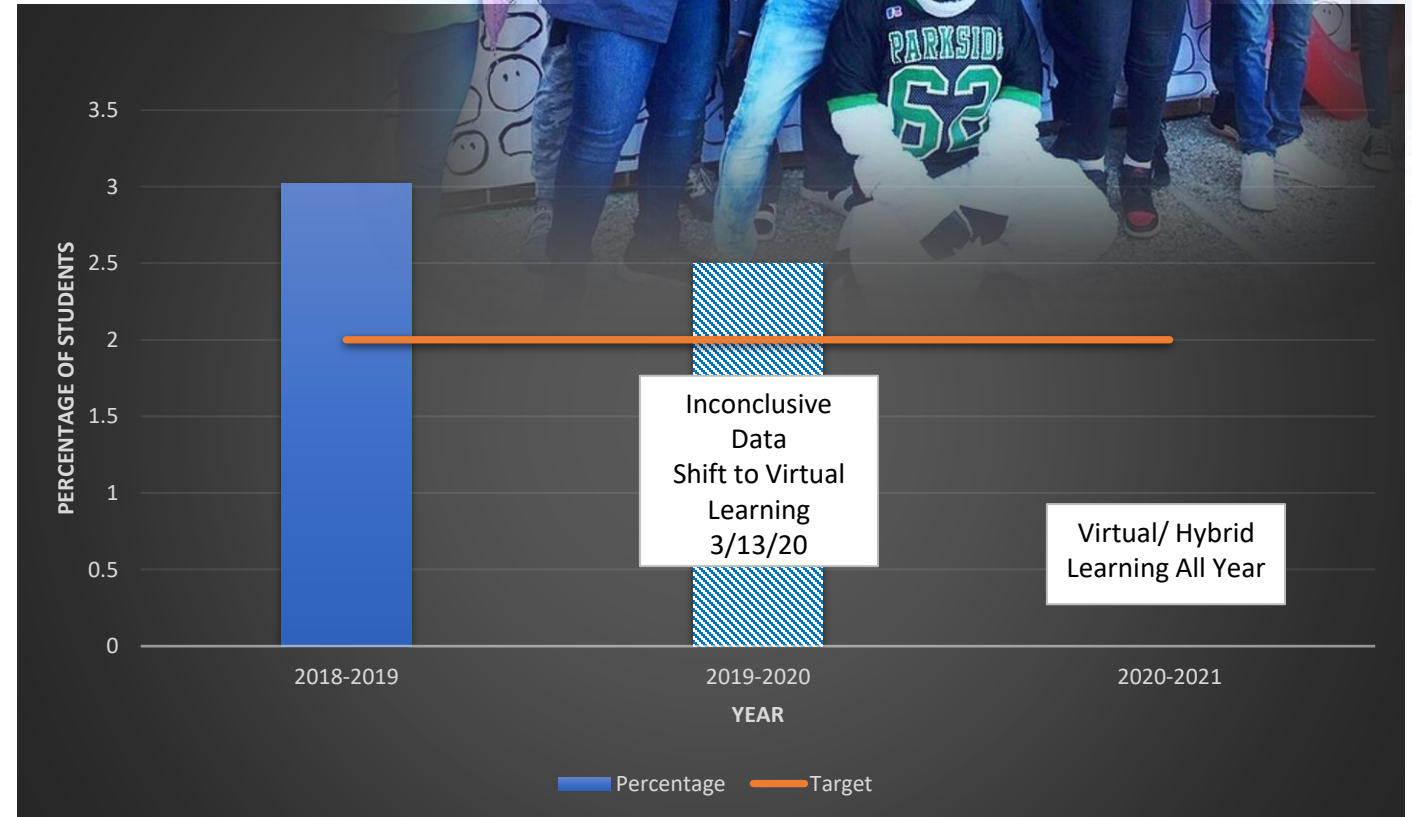
Goal: Increase the retention of first-year teachers from 85% to at least 90% by 2022 as measured by the annual turnover rate.



Progress Towards Goals

Increasing Positive School Climate

Goal: Increase positive school climate and safety by reducing the percentage of students with repeat incidents of physical aggression from 3.01% to 2% or lower by 2022 as measured by database of recorded infractions.



2020-2021 Highlights and Accomplishments

Wicomico County Public Schools:

- *Forbes* magazine 2021 list of top employers in Maryland
- Best Budget Presentation and Accounting Practices Award from ASBO
- 2021 Healthiest Business Wellness Exemplar Award from the MDH
- Among top 4 school Maryland systems on the Maintenance Effectiveness Assessment by IAC
 - 2021 Exemplary PDS Achievement Awards by NAPDS
 - Best Communities for Music Education by NAMM Foundation
 - Instruction continued throughout the 180-day school year

2020-2021 Highlights and Accomplishments

WCPS Students:

- **Class of 2021 graduates earned more than \$15.1 million in scholarship offers**
 - **Marvin Li (JMB 2021) - 2021 U.S. Presidential Scholar**
- **Marvin Li - top 40 finalist in the National Regeneron Science Talent Search**
 - **Sara Sadjadi (Parkside 2021) - National Merit Scholarship finalist**
- **Zoey DiPasqua (Mardela 2022) - Chief Petty Officer in the U.S. Naval Sea Cadets & awarded appointment to the United States Military Academy, West Point**
- **Full-ride scholarships: Geoff Point Du Jour (Wicomico High) - Emory University**
Dong Lee (Wicomico High) - Colby College
Abe Ahmed (Parkside) - Princeton University

2020-2021 Highlights and Accomplishments

WCPS Students (Cont.):

- **Sarah Forrestal (Wicomico 2021) - accepted to Animation program, Ontario's Sheridan University**
 - **Casey Mull (JMB 2021) placed 1st - NFFTY 2020 Stock Footage Challenge**
 - **Four Wicomico students received 2021 Maryland EGATE Awards**
- **Glen Avenue scholars Adam and Aaron Shrieves medaled in the Maryland Regional Braille Challenge**
- **Wi Hi JROTC Academic Leadership Team – 2021 JROTC Academic Bowl National Championships**

2020-2021 Highlights and Accomplishments

- **Mardela's Principal, Liza Hastings - MMEA 2021 Outstanding School Administrator Award**
 - **Wicomico High's, Jana Hobbs - MMEA Outstanding Career Music Teacher Award**
- **Mardela -Special Olympics National Banner Unified Champion School, one of five**
 - **Beaver Run Project continues on schedule**
 - **Mardela renovation and addition planning underway**
- **Hemalatha Bhaskaran WCPS Teacher of the Year & Maryland Teacher of the Year Finalist**

Flywheel Momentum



| Sources of Revenue | FY2023 | FY2022 | \$Incr (Decr) | % Change |
|----------------------|---------------|---------------|---------------|----------|
| County Appropriation | \$50,156,982 | \$48,874,552 | \$1,282,430 | 2.62% |
| State Aid | \$173,275,697 | \$159,020,422 | \$14,255,275 | 8.96% |

| FY 23 Budget Allocations Strategic Priority Area | Total Proposed Funding Allocation |
|---|--------------------------------------|
| Increasing Kindergarten Readiness | \$436,743 |
| Increasing Graduation Rate | \$1,120,163 |
| Increasing Positive School Climate | \$547,346 |
| Increasing Staff Retention | \$11,626,876 |

BLUEPRINT

FOR MARYLAND'S FUTURE



Blueprint Policy Areas

Blueprint for Maryland's Future: Policy Areas

Early
Childhood
Education

College and
Career
Readiness

More
Resources for
Student
Success

High-Quality
and Diverse
Teachers and
Leaders

Governance
and
Accountability

Early Childhood Education

- Full Day PreK – Expansion of no or reduced cost for more families
 - No cost for families up to 300% of FPL (Federal Poverty Level)
 - Sliding scale for families between 300% and 600% of FPL
- Public/Private PreK Partnerships
 - Beginning in the 2022-2023 school year, eligible private providers shall account for at least 30% of eligible prekindergarten providers in each county
 - 50% of PreK slots in each county must be from private providers by 2026-2027
- Kindergarten Readiness Assessment
 - For all incoming Kindergarten students, starting in 2022-2023

Early Childhood Education

- Tuition assistance and professional development for teachers
 - Child Care Credential Program
 - Child Care Career and Professional Development Fund
- Expanded Funding for support programs
 - Maryland Infant and Toddlers Program
 - Judy Centers

College and Career Readiness

- Sets new College and Career Readiness standard that allows graduates to succeed in college courses
- Develops Post-CCR pathways to advance learning and earn a credential
 - Students enter an instructional pathway end of grade 10:
 - IB Diploma, AP program, or Cambridge AICE Diploma
 - Dual enrollment, including Early College which allows the student to earn an associate's degree while in High School
 - Career and Technical Education (CTE) program, earning an industry-based credential
- Develops CTE system that is aligned with industry's needs
 - Programs are developed in consultation with employers, trade associations, labor organizations, community colleges, etc. through a new CTE Committee
- Provides the supports for students to achieve CCR
- Aligns standards, curriculum, and assessments across all levels towards CCR goal

Current CCR Standard

Current *Blueprint* statutory interim standard effective now in 2021-2022

A student meets the CCR Standard if they meet or exceed the standards in both English and Math:

English

English 10

- Score 4 or 5 on the PARCC
- Score 2 or 3 on early Fall MCAP
- Score 3 or 4 on Fall or Spring MCAP

AND

Math

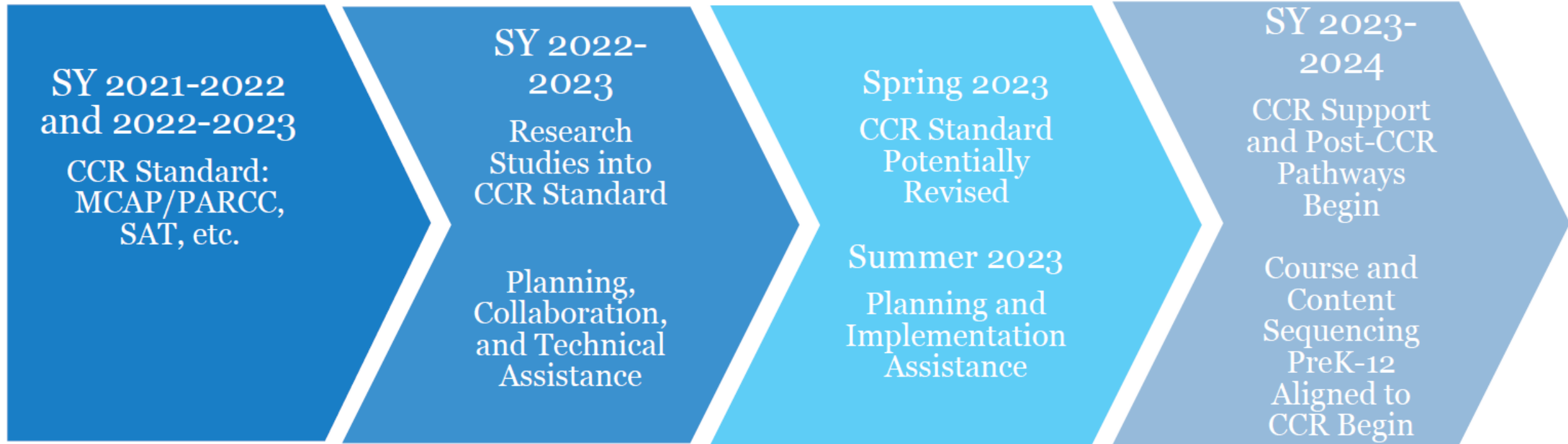
Algebra I, Algebra II, or Geometry

- Score 4 or 5 on the PARCC
- Score 2 or 3 on early Fall MCAP
- Score 3 or 4 on Fall or Spring MCAP

Or a score of 520 on the Math SAT

This **standard may change** in the coming years, based on the results of ongoing research studies

Proposed CCR Implementation Timeline



AIB Blueprint Comprehensive Plan development process – working with MSDE, LEAs, and other implementation partners – will include further discussion of CCR timeline and sequencing and may lead to additional proposed changes for the 2023 Legislative Session

More
Resources
for Student
Success

Strengthens Community
Schools and wraparound
services for students that
need it the most

Establishes the Maryland
Consortium on Coordinated
Community Supports

More Resources for Student Success

- Revises funding formula
 - Revised weight for special education, English learner and FARM students
 - Addition of concentrated poverty weight to formula
 - Additional funding for each identified school for:
 - Establish or enhance community schools
 - Establish or enhance school health and behavioral services

Community Schools and Wraparound Services

Broad Supports for Families with Greatest Needs

- School-based services in community schools
- Increased engagement of community resources to support families in need

Transitional Supplemental Instruction for Struggling Learners

- Before- and after-school and summer academic programs; academic enrichment opportunities
- Student access to needed health and social services
- Increased support for English learner and special education students

Workgroups/Entities to Develop Guidance

- English Learner Blueprint Workgroup
- Neighborhood Indicators of Poverty
- Maryland Consortium of Coordinated Community Supports

Community Schools in WCPS

- Initially identified based on 80% FARM student count.
- Threshold drops by 5% each year until reaching 55%.
- Community schools receive grant funding for Community School Coordinators and other positions identified to meet the needs of students in the school.
- Partnerships focus on ensuring wraparound services for students and families in the school.

Community Schools in WCPS

Beaver Run (2020)

Chipman (2020)

East Salisbury (2020)

Glen Avenue (2020)

Pemberton (2022)

Prince Street (2020)

Pinehurst (2021)

West Salisbury (2021)

Wicomico Middle School (2022)

Elevating Teachers and School Leaders

Raising the standards and status of the teaching profession, which includes implementing a **performance-based career ladder**

Teacher salaries comparable to other fields with similar education requirements that **incentivizes teachers to stay in classroom positions**

High-quality and Diverse Teachers and Leaders

Raises teacher compensation

- Between July 1, 2019 and June 30, 2024 teachers to receive at least a 10% salary increase
- \$60,000 minimum salary for all teachers, beginning on July 1, 2026

Establishes a Career Ladder for Teachers and Administrators

- Earn higher level by pursuing National Board Certification or earning a master's degree in a content area
- Salary increases for NBC teachers, lead or distinguished teacher, NBC teachers at low performing schools

High-quality and Diverse Teachers and Leaders

Requires teacher preparation programs to be more rigorous

- Elevates licensing standards
- Internship programs changed from 100 days to one full school year

Ensures a balanced use of time during the teacher workday

- Provide time to collaborate with colleagues regarding instruction and professional development
- Provide time to tutor struggling students

Encourages a more diverse teacher workforce

- Grant program to provide teacher prep programs with funding to serve underrepresented populations
- Hiring practices evaluated and reporting to state leadership required

Governance and Accountability

Ensuring Excellence for All

- An accountability-oversight board that has the authority to ensure that the Blueprint legislation is successfully implemented and produces the desired results.

Governance and Accountability

Creates a new Accountability and Implementation Board to plan and monitor implementation of the Blueprint's vision

- The AIB is an independent unit of state government with regulatory authority and plenary authority over the State Dept. of Education and local boards
- MSDE and local school systems provide annual reports on the status of implementation

Creates an Expert Review Team structure to visit schools, understand implementation on the ground level, and share best practices across the state

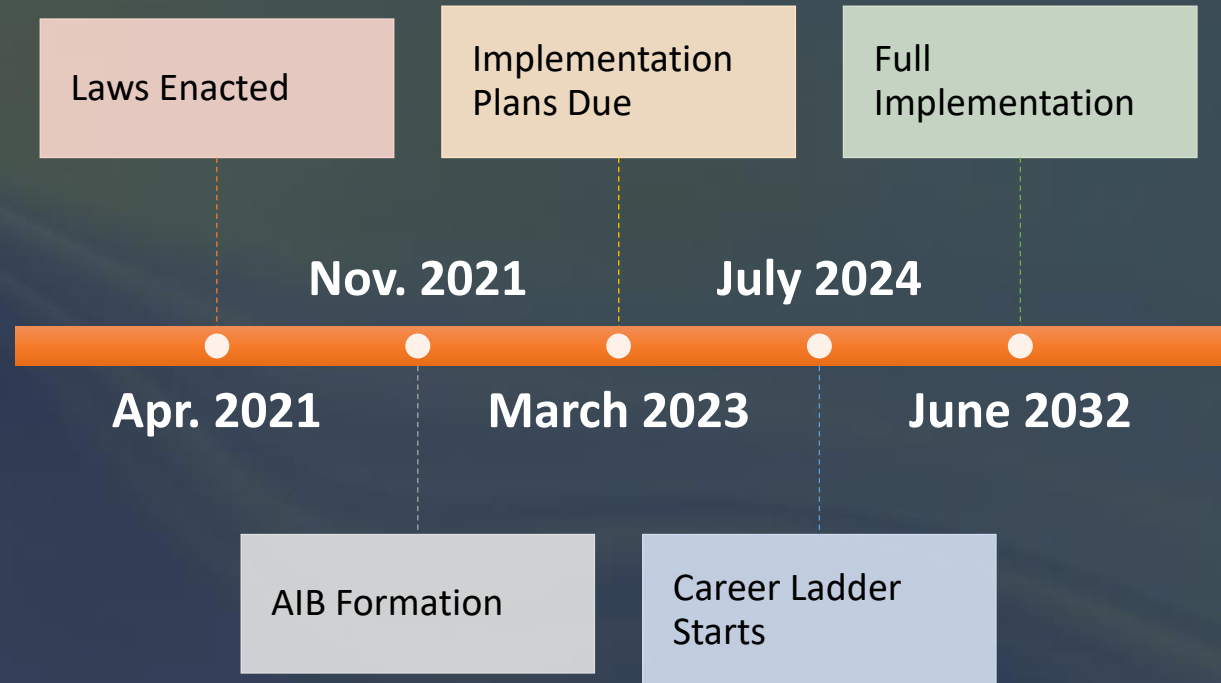
- Teachers, school leaders, and educational experts meet with teachers and staff, observe classes, and analyze data to develop recommendations

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.

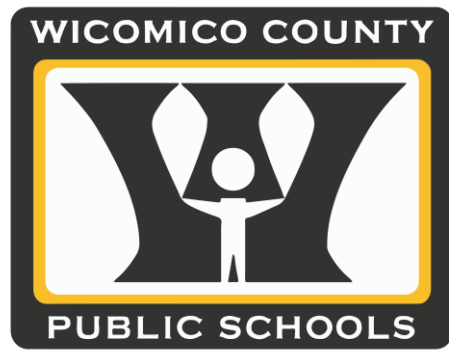


Future Timeline Major Milestones



2021-2022

Friends of Education



2021-2022

Friend of Education Award



United Way
of the Lower Eastern Shore

United Way of the Lower Eastern Shore

2021-2022 Friend of Education Award



14 Education Programs



\$314,007

Invested
2020



9,946

Impacted
Calendar 2019

Read Across America!



2021-2022 Friend of Education Award



Salisbury's Promise



2021-2022 Friend of Education Award



2021-2022

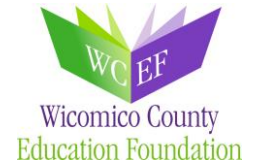
Friend of Education Award



**Wicomico County
Education Foundation**

**Salisbury Area
Chamber of Commerce** & **Greater Salisbury
Committee**

2021-2022 Friend of Education Award



2021-2022
Friend of Education Award



Kind SBY

2021-2022 Friend of Education Award



Thank
you