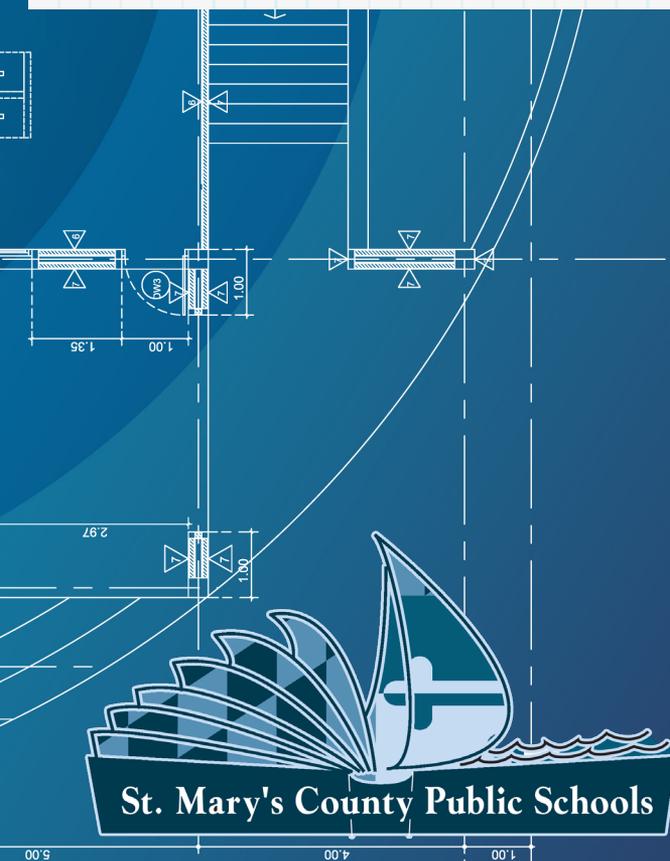


ST. MARY'S COUNTY PUBLIC SCHOOLS

ANNUAL REPORT

Building a better future for our students.



ST. MARY'S COUNTY PUBLIC SCHOOLS
23160 MOAKLEY STREET
LEONARDTOWN, MD 20650

Letter from the Superintendent



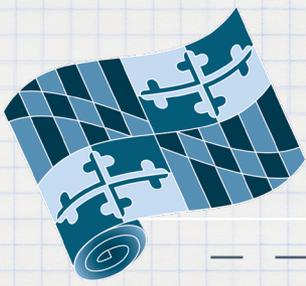
With a return to a traditional school year, we have over 17,500 students attending school each day and leaning into closing the learning gaps created over the past three years. Our dedicated employees from all facets of St. Mary's County Public Schools (SMCPS) are committed to this work which is framed by The Blueprint for Maryland's Future. The aspirational goals of the Blueprint provide direction for our district in expanding early childhood programs, securing high-quality and diverse teachers and leaders, strengthening rigorous college and career pathways, and ensuring supports for all students' success. Undergirding all our work is an assurance of transparency and accountability.

In the 2021 school year, we began unpacking the 5 Pillars of the Blueprint and the requisite requirements. The inclusive pillar implementation teams of over 60 staff and stakeholders have worked faithfully for the past two years and will see the culmination of their work with the finalization

of the SMCPS Blueprint Implementation Plan this spring. This Plan will guide the work of SMCPS for the next decade. All our work is posted at www.smcps.org/blueprint.

Coupled with the extensive requirements and aspirational goals of the Blueprint is the need to invest in these reforms. With a shared financial commitment of both state and local resources, we can meet the promise of the Blueprint.

James Scott Smith
Superintendent of Schools



Maryland's Blueprint

The Blueprint for Maryland's Future

In 2020, the Maryland General Assembly passed legislation that ushered in a new era of educational reform. The Blueprint was designed to help guide our education system with equity for students, enhanced early childhood education, standards for rigorous career and technology education, competitive salaries for teachers as well as standardized accountability for our school systems.

The Blueprint is a product of the recommendations made by the Commission on Innovation and Excellence in Education, more commonly known as the Kirwan Commission, which met over the course of three years. The commission's recommendations formed the basis for the Blueprint legislation designed to transform the State's education and early childhood systems with sweeping policy changes and investments of State and local resources.

St. Mary's County Public Schools has been working since the inception of the legislation to develop its plan to implement the requirements of the Blueprint. Working with stakeholders across the system, including students, staff, parents, and community partners, SMCPs is developing its plan for submission in the spring of 2023. The Blueprint's requirements are delineated under five (5) pillars, which are outlined in HB1300. Subsumed under each of these policy areas are requirements and legislated elements.

Pillar 1

Early Childhood Education



Investing in high-quality early childhood education so that all children have the opportunity to begin kindergarten ready to learn

Pillar 2

High Quality and Diverse Teachers and Leaders



Elevating the teaching profession with efforts to attract and retain the highest performing teachers

Pillar 3

College & Career Readiness



Creating a world class instructional system aligned with college and career readiness and career development pathways

Pillar 4

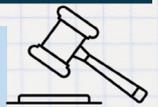
Resources to Ensure All Students Are Successful



Ensuring the availability and access to resources to ensure that all students are supported and successful

Pillar 5

Governance and Accountability



Establishing processes, procedures, and oversight to ensure the implementation of the Blueprint for Maryland's Future as intended and achievement of the desired outcomes

Pillar 1:



Early Childhood Development & Education

Recognizing that the early years are the most critical period for brain development and set the foundation for lifelong learning and achievement, the Blueprint for Maryland's Future emphasizes equitable early education opportunities that prepare all children for school and overall success.



Kindergarten Readiness Assessment (KRA):

The state-wide administration of the KRA provides valuable information to help guide instructional supports for students, ensuring they are on a path to meet Maryland's state standards for learning.

Professional Development and Support:

St. Mary's County Public Schools continues to offer high quality professional development to Pre-K teachers and paraeducators in foundational language and literacy, foundational mathematics, and social emotional learning. There are numerous parent and family engagement workshops at the school and district level for families to interact with school staff, learn hands-on ways to support their children's learning, and a complement of live and virtual Conscious Discipline workshops throughout the school year.

Pre-Kindergarten (Pre-K) Expansion:

We know that for successful students, learning starts early. With expanded pre-kindergarten options for 4 year olds, our students have the opportunity to begin kindergarten ready to learn. This year, SMCPS implemented full-day Pre-K, with priority enrollment for economically disadvantaged students. In addition, the students in the Judy Center and Infant and Toddler program will continue to be supported through these expanded programs.





Career Ladders for High-Quality, Diverse Teachers & Leaders

Maryland's Blueprint prioritizes the need to elevate the teaching profession, ensuring our classrooms are staffed with the most highly qualified and effective teachers.

Teacher Induction:

As teachers begin their careers with SMCPs, their support and professional development helps ensure they are on a track for success. A comprehensive and differentiated program is in place for teachers new to SMCPs that includes mentoring, professional development seminars, and online supports.

Teacher Apprentices:

This year, an innovative program is in place to provide job-embedded learning for future teachers. Apprentices have opportunities to observe and learn from veteran teachers and support instruction throughout the day at schools, offering valuable experiences to shape them as future educators.

Career Ladders:

The Blueprint calls for the development of career ladders for teachers and leaders, providing different avenues for professional growth. Models are still being developed for consideration.

National Board Certification:

Teachers are encouraged to pursue National Board Certification to enhance their skills. This recognized credential fosters reflection and further values the work our teachers do with our students. Additionally, teachers who hold National Board Certification earn additional salary increments.



Pillar 3:



Rigorous College and Career Pathways

The Blueprint provides a focus on college and career readiness, and highlights the pathways students take in high school as they prepare for their lives beyond high school.

Student Pathways:

Multiple pathways are available to students to help them pursue their goals and future aspirations. This includes pathways for dual enrollment and college preparation, as well as career and technical education programs.



Student Apprenticeships:

As a companion program to our Career & Technology Education (CTE) pathways, students have opportunities to gain embedded experiences with 450 hours of work-based training with local employers in the field.

Assessments:

Students will be assessed by grade 10 in the areas of mathematics and reading, and are then able to follow instructional pathways specific to their needs and interests, earn college credits or pursue a rigorous technical education. For students who do not meet the standard set by the state, additional academic supports will be provided.



Freshman Academy:

A key component of the Blueprint is ensuring students graduate on time and are college/career ready. To this end, it is important to ensure every student is successful from the onset of their high school experience. The Freshman Academy provides scaffolded, individualized, and engaging instruction to students who have struggled academically and socially as they enter high school to provide a supportive pathway to earning credit and academic success.

Pillar 4:



Funding/Resources to Ensure All Students Are Successful

One of the key elements of the Blueprint is to ensure equity in access, support, and opportunity. This means new supports for schools serving high concentrations of students living in poverty with before-and after-school and summer academic programs, student access to needed health and social services, and increased support for English learners and special education students.



Mental Health Resources:

Our school system provides mental and behavioral health supports in a multi-tiered system of support to all students. These services include social-emotional learning, group support, and individual counseling support. In addition, SMCPs offers an evening counseling program to support the increasing social-emotional needs of students. Lastly, SMCPs staff have been trained in “Gatekeeper” training for the purpose of reducing suicidal behaviors by recognizing the signs and symptoms of mental health concerns, learning how to intervene with someone, and get that person to the support they need.

Community Schools:

Strategic partnerships are established between the school and other community resources that promote student achievement, positive learning outcomes, and the well-being of students by providing wraparound services. Blueprint for Maryland’s Future legislation provides Concentration of Poverty grants for personnel and wraparound services in community schools and requires needs assessments and implementation plans.

Differentiated Supports:

St. Mary’s County Public Schools offers a continuum of support to students. These supports are provided to students in the areas of academics and mental/behavioral health. Student progress data is used to determine the most appropriate instruction, the need for reteaching, and leveled interventions. Supports include multilingual tutors, academic interventions provided during after-school and summer programs, and a tiered response to mental/behavioral health based on student need. Schools implement a multi-tiered approach to support all student groups, removing barriers through the implementation of appropriate supplementary aids, resources, accommodations, and modifications to meet student needs.

School-based Health Centers:

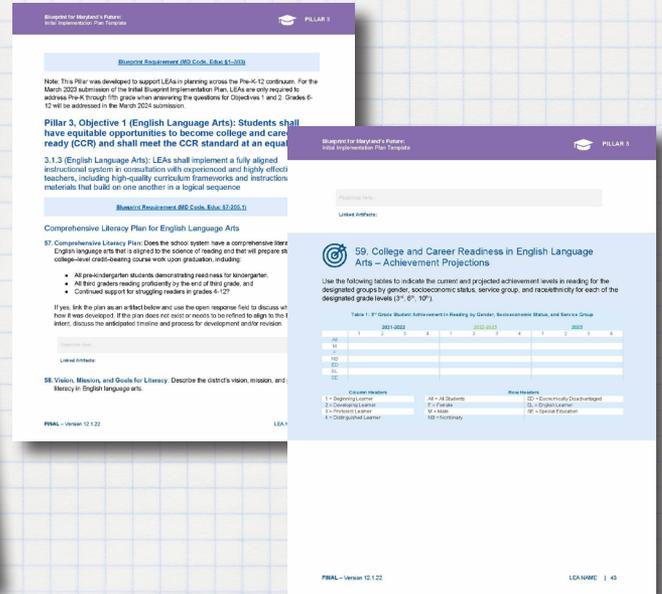
Through a strong partnership with the St. Mary’s County Health Department, school-based health centers were established at two schools - Margaret Brent and Spring Ridge middle schools to bring clinical health services to our students and families in the northern and southern areas of our county.

Pillar 5:



Governance and Accountability

State and local school systems will be held accountable for upholding the implementation of the Blueprint. At the state level, an Accountability and Implementation Board is appointed to review plans by the Maryland State Department of Education and local school systems. This Board is an independent committee assigned to evaluate how the Blueprint is implemented, and they may withhold funding if the state or a local school system does not follow through on elements in the plan.



Blueprint Implementation Plan:

In the spring of 2023, each school system will be responsible for submitting a comprehensive plan detailing how the system will implement the requirements.

Blueprint Reports:

Several times each year, school systems report progress to the Maryland State Department of Education (MSDE), the Accountability and Implementation Board (AIB), and the Maryland General Assembly. These reports document the required elements of the Blueprint and ensure there is consistent implementation across the state.

Implementation Team:

Our stakeholders are part of the process as we engage with them in planning and developing our implementation plan. This collaborative process involves dozens of staff, students, and community partners.

Expert Review Teams:

To help provide support and evaluation of school and system improvement, the state is deploying Expert Review Teams, made up of educators from across the state to visit schools ensuring quality implementation, looking for opportunities as well as best practices.

www.smcps.org/blueprint



System Initiatives

Beyond the Blueprint, SMCPs continues to implement programs and supports for students with a focus on engaging students and stakeholders.



SSLAC

The Superintendent's Student Leadership Advisory Council (SSLAC) brings students together to offer insights and recommendations for the system. SSLAC is made up of secondary students from each high school and is facilitated by the Student Member of the Board and other student leaders. The students are also members of the principal's advisory group at their home school and are expected to carry information back and forth between these two groups. These students play an important role in the decisions being made for the school system.

STEM For All

For the past two years, we have implemented STEM For All with our current 4th graders and with our 3rd and 5th graders during the past year. With this program, we have been able to offer STEM-integrated activities to all students as well as provide professional development and lesson modeling for teachers. The program has proven successful and has provided every student in grades 3-5 (approximately 4,800 students) with quality STEM-integrated experiences throughout the school year.

EECAC

The Educational Equity Citizens' Advisory Committee (EECAC) is comprised of parents, guardians, high school student representatives, and community partners that meet quarterly to discuss educational equity issues, to collaboratively problem solve, and to make annual recommendations to the Superintendent and the Board of Education. This important committee works to increase an awareness and deepen understanding surrounding Educational Equity.

Safety & Security Initiatives

During the past year, the Department of Safety and Security continued to implement plans enhancing safety and security for all students, staff, and schools. This included a focus on response to high risk student behaviors, students in crisis, and threat assessments. The department continued its ongoing implementation of physical security systems to include new public address systems, enhancing emergency communication systems, standardized emergency first aid stations, and enhanced security vestibules for school buildings.

Gatekeeper Training

During the past year St. Mary's County Public Schools implemented Gatekeeper training for all school staff providing guidance on recognition and initial response to students experiencing mental health crises. Over 1,600 employees completed the training in 2022 and additional employees received instructor training providing for a sustainable capacity to train newly hired employees.

Partnerships with St. Mary's County Sheriff's Office

We continue to enhance our partnership with the St. Mary's County Sheriff's Office completing a new memorandum of understanding ensuring law enforcement support for all of our schools. Increased security procedures were implemented for after school events limiting types of carry bags and scanning as needed. The new procedures assist school staff members and law enforcement officers in identifying prohibited items and reducing the likelihood of contraband on campus. Uniformed security officers continue to be deployed to all schools to include elementary schools assisting with daily security of all buildings.

Physical Security Infrastructure

Emergency first aid stations were established to provide needed supplies during an event requiring medical first aid. The new stations include evacuation chairs, automated external defibrillator units, and "stop the bleed" medical supply kits. Security vestibules enhancements were completed in 4 additional schools bringing the total number of schools with enhanced security vestibules to 20. Partnerships were established with external vendors to provide enhanced cellular service and network extenders to increase coverage during school emergencies. The network extenders enhance cellular service during daily school hours and for emergency response. The new public address systems include a direct notification to the county's 911 center of emergency response actions initiated by a school.

The safety of our students and staff remains a top priority. Together with the support of our school community we can remain committed and vigilant to the safety of our schools.



Staffing Excellence

Staff Recognitions

For the 2021-2022 School Year, these outstanding employees have been recognized for their service and dedication to St. Mary's County Public Schools.



Paul Fenwick

- Building Service Manager
- Park Hall Elementary School
- 2022 SMCPs Educational Support Professional of the Year

Lindsay Simone

- 4th Grade Teacher
- Mechanicsville Elementary School
- 2022 SMCPs Washington Post Teacher of the Year



Melissa Kiernan

- Special Education Teacher
- Leonardtown High School
- 2022 SMCPs Maryland Teacher of the Year

Jamie Jameson

- Principal
- Evergreen Elementary School
- 2022 SMCPs Washington Post Principal of the Year



Fast Facts

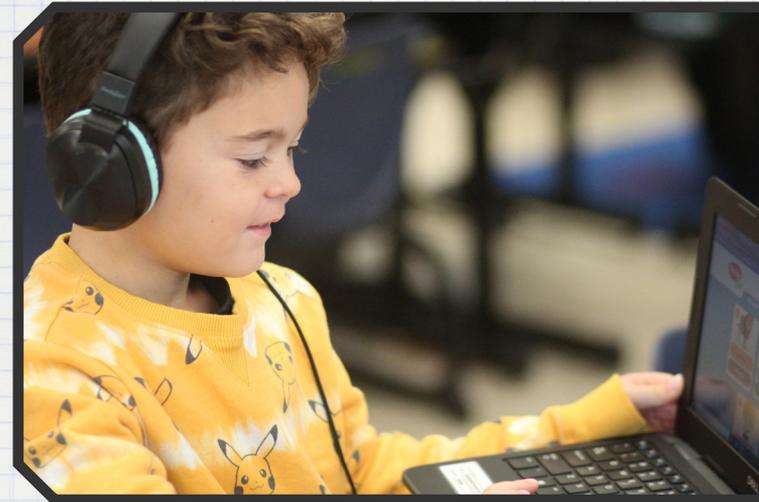
29 Schools	
Elementary	18
Public Charter	1
Middle	4
High	3
Career & Technology Center	1
Fairlead Academy	1
Virtual Academy	1
Enrollment	17,493
White	60.5%
African - American	19.4%
Hispanic	8.2%
Asian	<5%
American Indian/Alaska Native	<5%
Native Hawaiian/Pacific Islander	<5%
Two or More Races	9.1%
Students Receiving Special Services	
Title I (Elementary only)	13.3%
Limited English Proficient	<5%
Free/Reduced Meals (Includes Pre-K through 12)	40%
Special Education	11%
Attendance	
Attendance—Elementary	92%
Attendance—Middle	92.2%
Attendance—High	90.9%
Student Mobility (2021 Data)	
Elementary	11.8%
Middle	7.6%
High	5.2%
Our Staff	
Professional Staff	1,535
Classified Staff	799
Teachers' average years of service	13.2

Average Class Size	
Grade Pre-K	17.8
Grade K	18.7
Grades 1-2	18.8
Grades 3-5	20.9
Grades 6-8	23.1
Grades 9-12	21.6
Educational Pathways Enrollment	
Chesapeake Public Charter - Grades K-8	519
Fairlead Academy - Grades 10-12	98
J.A. Forrest Center - Grades 10-12	1,078
Academy of Finance - Grades 9-12	54
Academy of Visual & Performing Arts - Grades 9-12	64
Global & International Studies - Grades 9-12	70
STEM Academies - Grades 6-12	297
Virtual Academy - Grades 3-12	135
Class of 2022	
Graduation Rate (four-year cohort) (Class of 2021) (2021 data)	91.02%
Dropout Rate (2021 data)	4.1%
Attend a 4-year College	33%
Attend a 2-year College	32%
Attend a Trade/Technical School	2%
Enter the Workforce	24%
Enter Military	5%
Scholarships Offered	\$24.7M
ELL Program SY 2022-2023	
Approximately 370 students participate in the program for English Language Learners (ELL)	
Early Childhood	
There are 165 spaces in Head Start, a federally funded early learning program for income eligible 3 and 4-year-olds. There are 420 general education Pre-K 4 spaces for income eligible children.	
There are 68 half-day spaces for Pre-K 3 serving income eligible children in two Title I schools. There are additional Pre-School special education spaces for eligible children. Full day Kindergarten is currently held at all St. Mary's County public elementary schools. There are 68 half-day spaces for Head Start 3 and 17 full day.	

Supporting Services

Supporting Schools

Staff of the Division of Supporting Services has worked collaboratively through the local capital improvements program to develop annual funding for replacement of building components that extend the life-cycle of major systems and improve the learning environment. This collaboration has reduced the deferred maintenance of these systems from five years to two years, resulting in improved facilities for our students and staff.



Maintenance	
Staff	39.85
Work Orders Processed	6,015
Maintenance Dollars Per sq. ft.	\$1.34
Sq. ft. of Building Maintained	2,585,230
FY 22 Projects Completed	\$2.4 M
Projects in Progress	\$1.6 M
Operations	
Staff	136.5
Sq. ft. to building service worker ratio	19,724
Design and Construction	
Staff	4
Projects in Design	6
Projects Under Construction	11
Completed Projects	10
FY 22 Projects Completed	\$6.1 M
Transportation	
Staff	9
Buses, Including Field Trip	267
Bus Contractors	41
Certificated School Bus Drivers	326
Certificated School Bus Attendants	63
Miles Traveled Per Year	4,000,000
Food and Nutrition Services	
Staff	116
Breakfasts Served	850,219
Lunches Served	1,490,880
Capital Planning	
Staff	3.5
State Capital Funds (FY 2023)	\$7,402,000
Local Capital Funds (FY 2023)	\$11,313,000
Utility Cost Per sq. ft.	\$2.63

Information Technology Services	
ITS Staff	29
Help Desk Tickets Processed (annually)	19,500
Physical Data Capacity	801 Terabytes
Physical Data Used	413.2 Terabytes
Desktops and Laptops	32,788
Apple iPads	4,910
Internet Bandwidth	5.1 Gbps
Average Wireless Clients (daily)	14,500
Unique Wireless Devices (annually)	129,570
Physical and Virtual Servers	304

Budget

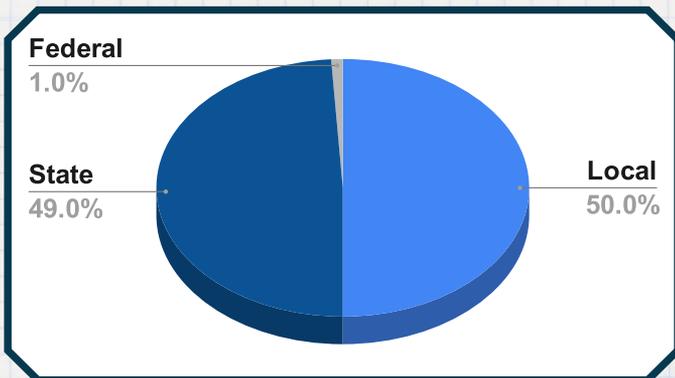
Summary of Revenues by Object	FY 2023 Unrestricted Revenues	FY 2023 Restricted Revenues	FY 2023 Total Revenues
Local	\$123,812,738	\$37,845	\$123,850,583
State	125,382,752	11,313,622	136,696,374
Federal	2,486,000	52,711,880	55,197,880
Other	1,070,800	2,752,740	3,823,540
Total Unrestricted and Restricted Funds	\$252,752,290	\$66,816,087	\$319,568,377

Summary of Expenditures by Object	FY 2023 Unrestricted Expenditures	FY 2023 Restricted Expenditures	FY 2023 Total Expenditures
Salaries & Wages	\$146,179,428	\$29,978,186	\$176,157,614
Contracted Services	29,162,412	9,710,922	38,873,334
Supplies & Materials	6,685,342	7,787,313	14,472,655
Other Charges	8,655,006	5,057,972	13,712,978
Land, Buildings, and Equipment	236,823	888,435	1,125,258
Transfers	2,292,000	1,637,171	3,929,171
Fixed Charges	59,541,279	11,756,088	71,297,367
Total Unrestricted and Restricted Funds	\$252,752,290	\$66,816,087	\$319,568,377

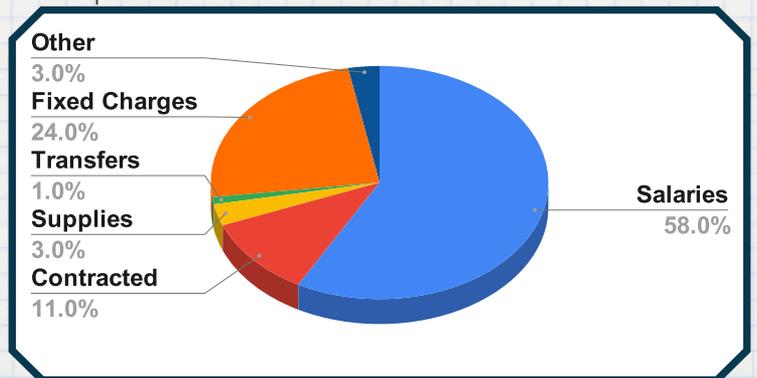
Note: Includes Chesapeake Public Charter School

Unrestricted Funds

Revenues



Expenditures



Board of Education



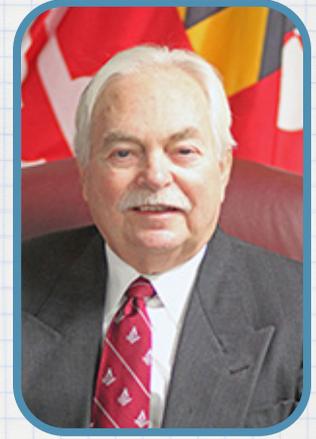
Mrs. Karin M. Bailey
Chairman
District 03
Term Expires 2026



Mrs. Cathy Allen
Vice Chairman
At-Large
Term Expires 2024



Mrs. Dorothy Andrews
Member
District 01
Term Expires 2026



Mr. James J. Davis
Member
District 02
Term Expires 2024



Mrs. Mary M. Washington
Member
District 04
Term Expires 2024



Ms. Manasa Iswara
Student Board
Member
Term Expires 2023



Dr. J. Scott Smith
Secretary/Treasurer

For many current residents, history was made in December 1996, when the county-elected school Board took the helm, ending a long tradition of operating under an appointed Board. St. Mary's County Public Schools is governed by a Board of Education consisting of five members and a nonvoting student representative. The Board of Education of St. Mary's County's power and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the school system. Board of Education members are guardians of the public trust. Through the policies they make, Board members are ultimately responsible for the success or failure of local public education. The Board serves as the advocate for educational excellence for the community's youth and puts those interests first. The policies Boards of Education make dictate the standards and philosophies by which schools are run and the criteria used to judge whether they are being run well.

Committed to excellence

Committed to action

Committed to students



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YouTube

<http://www.youtube.com/c/smcps>

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To obtain additional copies of this report, contact St. Mary's County Public Schools at 301-475-5511, ext. 32178, or review an online copy at www.smcps.org/super.