Implementation Coordinator Perspective for the MABE Blueprint Implementation Ad Hoc Committee

August 30, 2022
Agenda

• Blueprint Overview
• Implementation Coordinator Experiences
• Current Implementation Efforts
• Sample of Current Questions/Issues
• Updated Timelines
Blueprint Overview

- Beginning in 2016, the Maryland Commission on Innovation and Excellence in Education began working under the leadership of Dr. William E. Kirwan
- The Commission’s work became the basis for *The Blueprint for Maryland’s Future*

- **HB 1300**
  - Approved by MD General Assembly in 2020
  - Vetoed by Governor in 2020
  - Overridden by MD General Assembly in 2021

- **HB 1372**
  - Approved by MD General Assembly in 2021
  - Served to amend the timelines originally found in HB 1300 and add legislation regarding student learning loss due to the pandemic
Goals of the Blueprint

To transform Maryland’s early childhood, primary and secondary education system to the levels of high performing systems around the world.

Establish a career ladder system for educators composed of levels through which teachers may progress and gain certain authority, status, and compensation as they gain certain expertise.
# Blueprint for Maryland’s Future Pillars

<table>
<thead>
<tr>
<th>Early Childhood Education</th>
<th>High-Quality and Diverse Teachers and Leaders</th>
<th>College and Career Readiness</th>
<th>More Resources for Students to be Successful</th>
<th>Governance and Accountability</th>
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<tbody>
<tr>
<td>Significantly expand publicly-funded full-day PreK for all 4-year-olds and low-income 3-year-olds through a public-private delivery system</td>
<td>Increase rigor of educator licensure and prep programs</td>
<td>Implement PreK-12 curriculum for students to be college- and career-ready (CCR) by the end of tenth grade</td>
<td>Provide more support for students and schools who need it most, specifically, additional supports for English learners, low-income, and special education students</td>
<td>Establish the Accountability and Implementation Board to oversee and monitor state and local agencies’ progress in implementing Blueprint policies</td>
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<td>Increase number of high-quality early childhood education providers and educators</td>
<td>Improve educator compensation and working conditions</td>
<td>Develop an aligned instructional system with resources and supports necessary to keep students on track to be CCR</td>
<td>Provide new Concentration of Poverty grants directly to eligible schools to support community schools and enhance wraparound services</td>
<td>Develop state and local Blueprint implementation plans</td>
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<td>Expand supports for young children and their families</td>
<td>Institute new recruitment and professional development efforts to create a more diverse educator workforce</td>
<td>Provide students with resources necessary to achieve reading proficiency by end of grade 3</td>
<td>Coordinate community supports to meet student behavioral health needs and provide technical assistance to school systems</td>
<td>Create expert review teams to visit schools and make recommendations for improving student achievement</td>
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<td>Fully fund the Maryland Infant and Toddlers Program</td>
<td>Establish new statewide educator career ladder to continually improve professional practice and student performance</td>
<td>Create a statewide framework for rigorous CTE programs and skills standards</td>
<td>Require school systems to demonstrate that at least 75% of per-student formula funding follows students to their schools</td>
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<td>Improve student readiness for kindergarten</td>
<td>Implement more comprehensive in-service educator training and professional development</td>
<td>Establish pathways for CCR and non-CCR students in grades 11 and 12</td>
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Accountability and Implementation Board

• Seven-member Board to be appointed by the Governor
• Responsible for the implementation and evaluation of outcomes under the Blueprint
• Authority to adopt regulations and has broad oversight of funding, reporting, and accountability
• Final authority in cases where there is a conflict between AIB policy and other entities under their authority
Maryland State Department of Education (MSDE)

Responsible for assisting in the implementation of The Blueprint

Established Office of Strategic Planning and Continuous Improvement

Scheduled monthly meetings with Implementation Coordinators (The Hub)

Provide technical assistance on plan development
On Your Mark! Get Set! Go?

Maryland Commission on Innovation and Excellence in Education begins work in Spring 2020.

HB 1300 is vetoed in Spring 2021.

HB 1300 is overturned and HB 1372 is passed on July 1, 2021.

Due date for AIB to be appointed is July 1, 2021.

Due date for LEA Implementation Coordinators to be appointed is Feb. 15, 2022.

AIB is to finalize comprehensive implementation plan on June 15, 2022.

LEAs are to submit local implementation plans on June 15, 2022.
Getting Started (Summer 2021)

HB 1300 & HB 1372 yielded over 200 pages of law

The AIB had not yet been appointed

MSDE was undergoing organizational change

24 LEAs were about to embark on their work
Many Roads to Implementation

• Most LEAs began by convening workgroups to unpack the legislation
• Some LEAs then began making policy changes based on their interpretation of the Blueprint legislation
• Some LEAs waited for guidance
Blueprint Implementation Efforts in Calvert County

- Merged HB1300 and HB1372 as a single document
- Created internal webpages to guide work of study groups
- Developed internal webpages to guide work of study groups
- Convened a steering committee to oversee study groups
- Convened six study groups to unpack Blueprint pillars and funding
- BOE Blueprint Overview by StrongSchools MD
- Provided periodic updates to BOE, A&S, others
- Participated in PSSAM, AIB, MSDE, SOMD-IC, & other Blueprint sessions
- Established web presence to inform community
- Submitted timely all required Blueprint reports
- Convened BOE-GOV joint committee
Resources Start to Become Available!!

- MABE Website Overview of the Blueprint (Summer 2021)
- PSSAM/IC Monthly Meetings (Summer 2021)
- First public meeting of the AIB (Aug 2021)
- HB1450 is passed (Nov 2021)
- SOMD Tri-County IC’s Weekly Meetings (Nov 2021)
- MSDE/IC Monthly Meeting (Feb 2022)
- John Woolums & Ed O’Meally Blueprint Information Sessions (Spring 2022)
HB 1450 - Adjusted Blueprint Implementation Plan Deadlines (Spring 2022)

Sept. 1, 2022
Extends the deadline for MSDE to develop criteria to evaluate local implementation plans from 4/1/22 to 9/1/22

Dec. 1, 2022
Extends the deadline for AIB to develop the state comprehensive implementation plan from 2/15/22 to 12/1/22

Mar. 15, 2023
Extends the deadline for LEAs to develop local implementation plans from 6/15/22 to 3/15/23
Current Efforts

- **LEAs**
  - developing plans to implement Blueprint requirements
  - awaiting specific requirements for local implementation plans
  - participating in monthly PSSAM/IC and MSDE/IC meetings

- **AIB**
  - gathering stakeholder input as it develops the state comprehensive implementation plan
  - participating in monthly PSSAM/IC meetings

- **MSDE**
  - developing criteria to evaluate local implementation plan submissions; researching best practices
  - meeting monthly with IC’s
  - participating in monthly PSSAM/IC meetings

- **MABE**
  - continuing to provide information updates about the Blueprint legislation to local BOE’s and other stakeholders
  - participating in monthly PSSAM/IC meetings

- **PSSAM**
  - coordinating the communication of LEA questions, interests and responses from AIB/MSDE
  - meeting monthly with IC’s
  - participating in monthly MSDE/IC meetings
Pillar 1: PreK

- Administration of Kindergarten Readiness Assessment
- Availability of participating private PreK providers
- Phased-in enrollment of 3- and 4-year-old PreK students
- Enrollment criteria (income eligibility, special education, English Learner)
- Child Dev. Assoc. (CDA) or AA requirement for PreK assistants
- Impact of PreK enrollment expansion on staffing and facilities
Pillar 2: NBC

- Support for teachers pursuing NBC (funding & process)
- Definition of "teacher" to be eligible for NBC salary increase
- Part-time "teachers" receive prorated NBC salary increases
- $10,000 salary increase for "teachers" with NBC effective 7/1/22
- Additional $7,000 salary increase for NBC "teacher" in a low-performing school effective 7/1/22
- Definition of low-performing school
- Apportionment of State and local funding
Pillar 2: Career Ladder

- LEAs must increase teacher salaries by 10% between 7/1/19 and 6/30/24
- New career ladder to be implemented by July 1, 2024
- Minimum teacher salary of $60,000 by 7/1/26
- Negotiation requirements
- Local MOE impact on school budget
- Apportionment of State and local funding
- Percent of time teaching classrooms impact on staffing & schedule
Pillar 3: College & Career Readiness

- Student tracking
- New metric for determining CCR
- Support pathway implementation SY23-24
- Post-CCR pathways implementation SY23-24
- Dual enrollment funding
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<th>Number</th>
<th>Question</th>
<th>Response</th>
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<td>1</td>
<td>What incentives are available for Maryland teachers who hold or wish to pursue an NBC?</td>
<td>Fee Support: Maryland public school teachers interested in pursuing an NBC will receive funding to cover the cost associated with their National Board candidacy if they meet the applicant eligibility requirements. This is a shared cost program between the local school system and the Maryland State Department of Education where MSDE will cover 2/3 of program costs and LEAs will cover 1/3 of program costs. Educators interested in participating must contact their local education agency (LEA) to determine if they are eligible for fee support. If a participant leaves the program prior to completion, participants must repay the MSDE and the LEA for the program costs. See Ed. § 6-1012. Salary increases (increases beginning on July 1, 2022): Teachers shall receive the minimum following salary increases: NBC = $10,000 NBC + Teaching in a low performing school = an additional $7,000 Continuing Professional Development credit: Educators who complete the NBC process are eligible for Continuing Professional Development Credits (CPDs), which may be used toward the renewal of their Maryland Educator Certificate. LEA CPD coordinators have the authority to issue CPD credits for the completion of the NBC process.</td>
<td>Official Response</td>
<td>Official Response</td>
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<td>2</td>
<td>What is the difference between the “career ladder” and the initial NBC incentives identified in this guidance document?</td>
<td>These NBC incentives are a component of the career ladder and are required to be implemented prior to the implementation of the whole career ladder initiative. The Blueprint establishes a new career ladder that enables teachers to qualify for salary increases and evolving job responsibilities. More details can be found in Ed. §§ 6-1001 through 6-1013. MSDE is currently developing a playbook to define and clarify the implementation of the career ladder. This policy (Maryland National Board Certification Incentives) implements salary increases to start in July 2022 as required by statute. See Ed. § 6-1009. Statute requires implementation of the full career ladder by July 2024. See Ed. § 6-1002.</td>
<td>Official Response</td>
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FY23 Implementation Timeline (1 of 2)

- **July 1, 2022**  
  PreK slots provided by eligible private providers account for at least 30% of the total PreK slots

- **July 1, 2022**  
  Tier 1 (new threshold) for full day children 3 or 4 years old may be enrolled

- **July 1, 2022**  
  LEAs to establish MOU with each eligible private provider

- **July 1, 2022**  
  Eligible NBC teachers shall receive $10,000 salary increase

- **July 1, 2022**  
  LEAs submit hiring report findings and proposed changes

- **Sep. 1, 2022**  
  LEAs submit 9th grade tracker report to measure each student’s progress toward graduating on time

- **Sep. 1, 2022**  
  MSDE criteria for local implementation plans due to the AIB

- **Oct. 10, 2022**  
  Window for LEAs to administer statewide kindergarten readiness assessment to all incoming kindergarten students closes

- **Nov. 1, 2022**  
  LEAs submit report on plans to enhance and expand behavioral health services
FY23 Implementation Timeline (2 of 2)

• Nov. 15, 2022  LEAs submit report on technology spending and percentage of students/staff with adequate access to devices/connectivity
• Dec. 1, 2022  AIB to issue final comprehensive implementation plan
• Dec. 1, 2022  LEAs submit disaggregated data by eligible public and private PreK provider
• Dec. 1, 2022  All staff in direct contact with students must complete annual behavioral and trauma training
• Dec. 1, 2022  LEAs must submit report on use of federal and state funding
• Jan. 1, 2023 (pending)  LEAs submit FY22 tutoring (grades 4-12) and supplemental instruction (grades K-3) report
• Jan. 1, 2023  LEAs submit summer school implementation plan
• Jan. 1, 2023  LEAs report how FY22 COVID funds were spent for trauma and behavioral health issues
• Early 2023  Continued collaboration with BOE and local county government prior to finalizing & submitting local implementation plan proposals
• Mar. 15, 2023  LEAs develop and submit local implementation plans to MSDE and AIB
Expert Review
Teams to be deployed to at least 10% of public schools in at least 3 LEAs

July 1, 2023

Implement CCR support pathway and post-CCR pathways

July 1, 2023

Teachers must have received a 10% increase between 7/1/19 and 6/30/24

July 1, 2024

LEAs implement career ladders

July 1, 2024

Teacher evaluation aligned to National Board Certification

July 1, 2024

Minimum starting salary of $60,000 for teachers

July 1, 2026
QUESTIONS