

It's time to begin again



2018-2019 data
Words & Actions
Leadership

"Let go of LAST YEAR....good or bad, it's over, You have different students and a different dynamic. A new school year is a new beginning....Learn it. Laugh about it. Love it!"

-Sandy C.

**EDUCATION
FOR
THE
CORE**





Virginia R. McGraw
Board Chairman



Latina L. Wilson
Board Vice Chairman



Jennifer S.
Abell



Tajala
Battle-Lockhart



Elizabeth C.
Brown



David Hancock



Michael Lukas

Board of Education

“Life’s most persistent and urgent question is, What are you doing for others?” — Martin Luther King, Jr.

“We make a living by what we get, but we make a life by what we give.” - Winston Churchill

“It’s easy to make a buck. It’s a lot tougher to make a difference.” – Tom Brokaw





The state of the school system

August, 2019

CCPS Facts

37 schools

- 22 elementary
 - 8 middle
 - 7 high
 - 3 educational centers
-



**3,542 EMPLOYEES — LARGEST
EMPLOYER IN CHARLES COUNTY**

Our Students

27,000+ students





System Goals

7 goals with indicators to measure performance

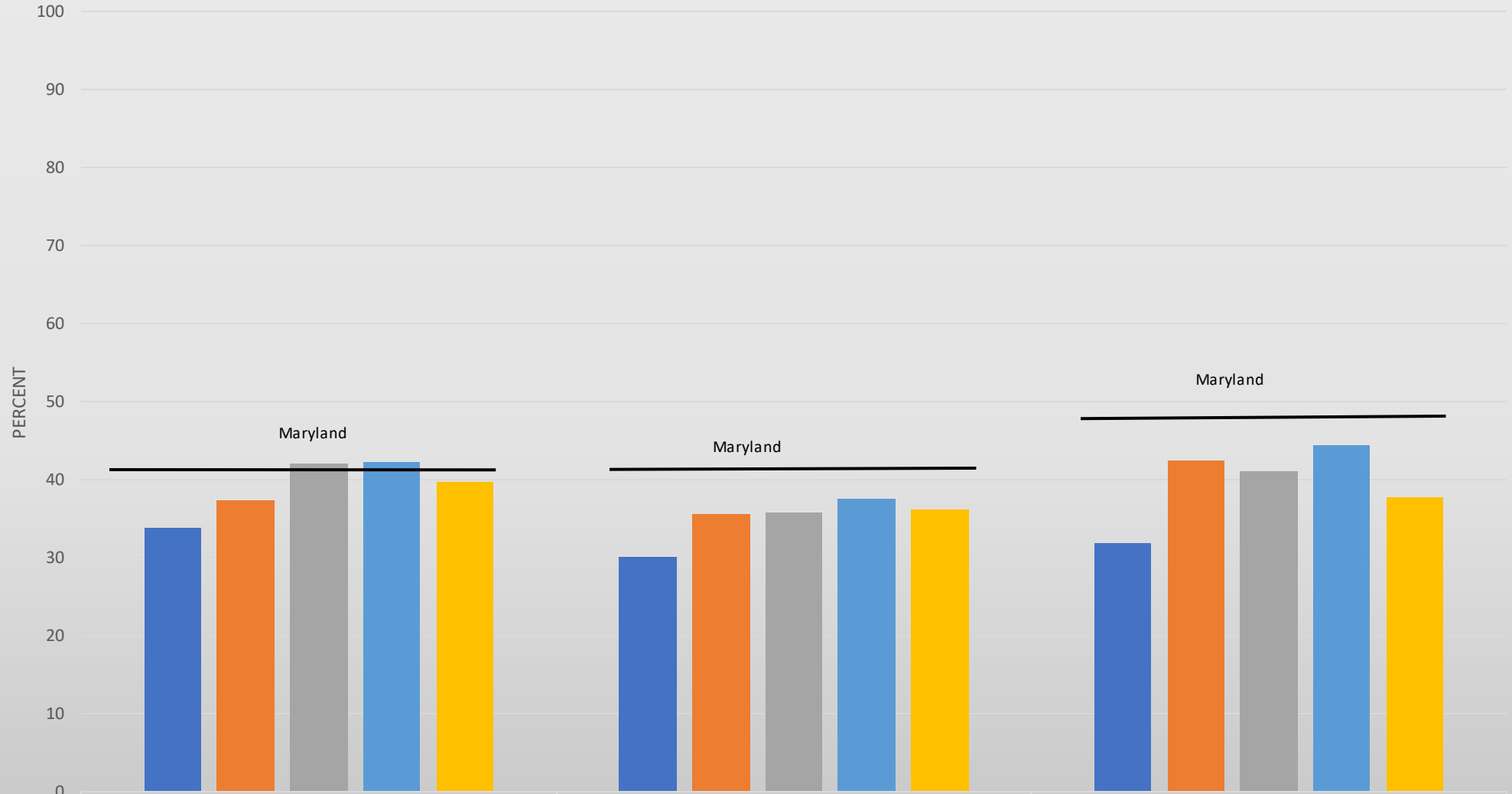


Increase student achievement and close achievement gaps by utilizing the integration of best practices in technology and instruction

Goal 1



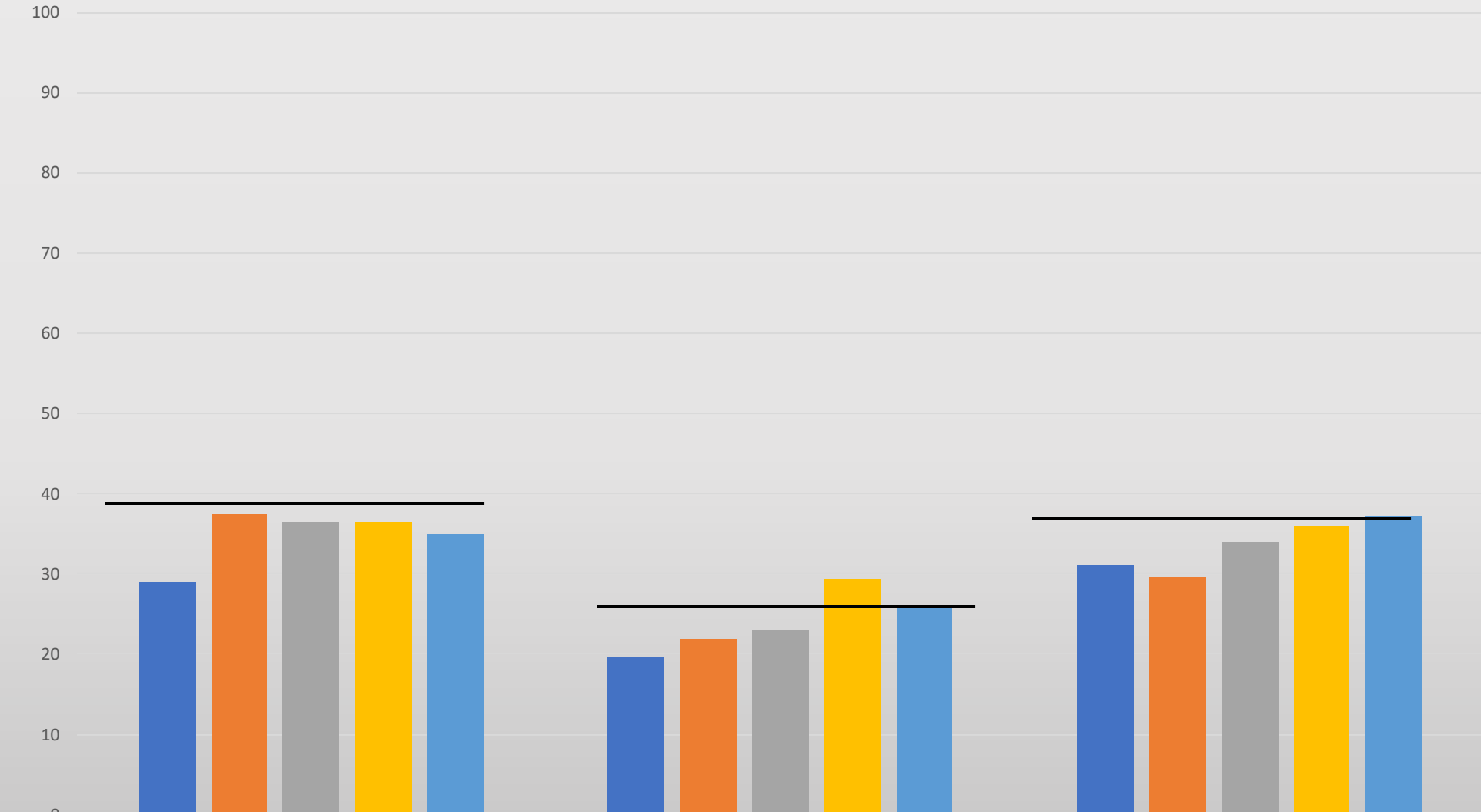
CHARLES COUNTY PARRC RESULTS FOR ENGLISH/LANGUAGE ARTS GOAL 1.1



	1	2	3
■ 2015	33.77	30.13	31.8
■ 2016	37.43	35.53	42.4
■ 2017	42	35.7	41
■ 2018	42.3	37.5	44.4
■ GOAL	39.77	36.13	37.8

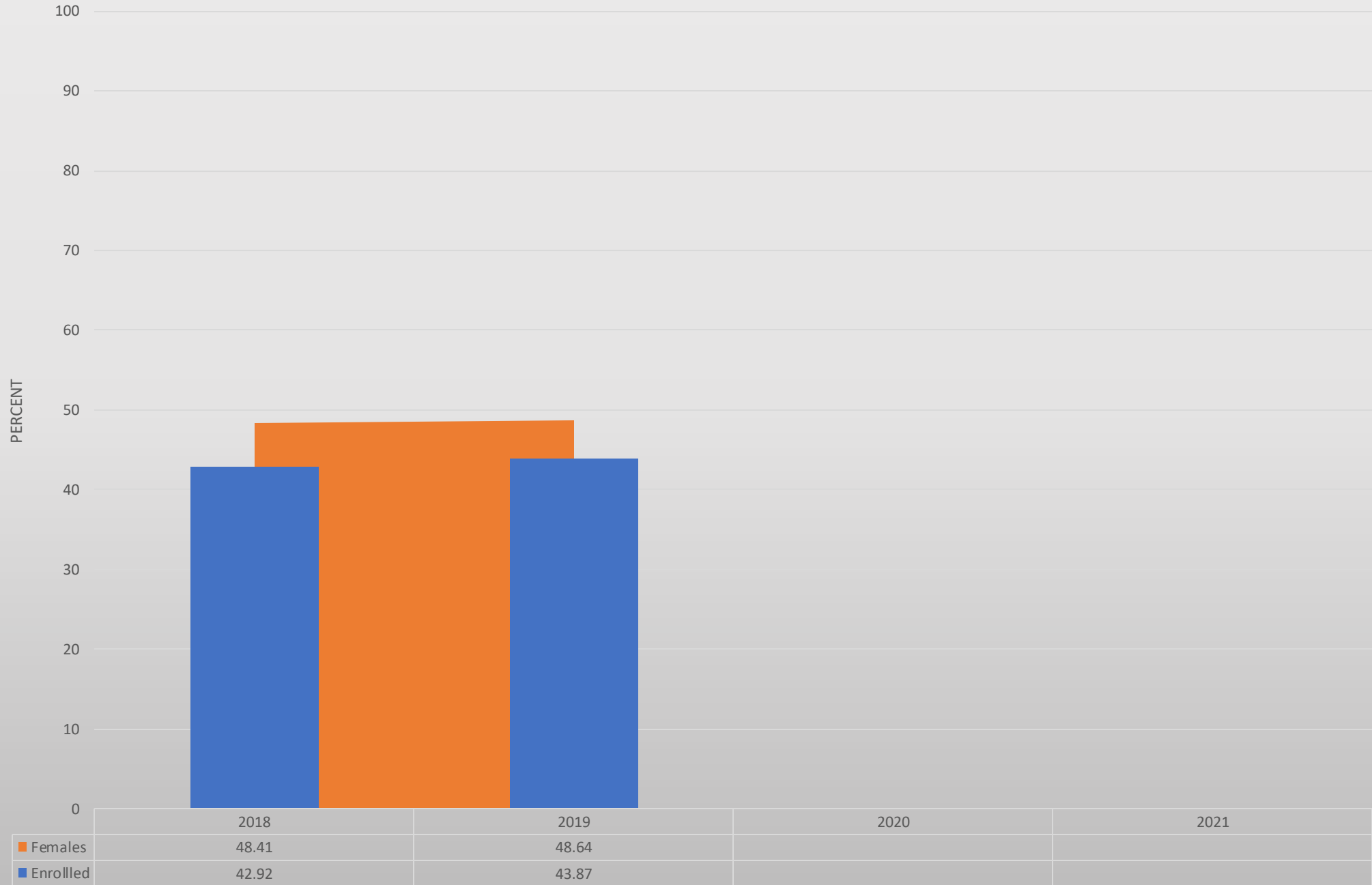
CHARLES COUNTY PARCC SCORES FOR MATHEMATICS

GOAL 1.1

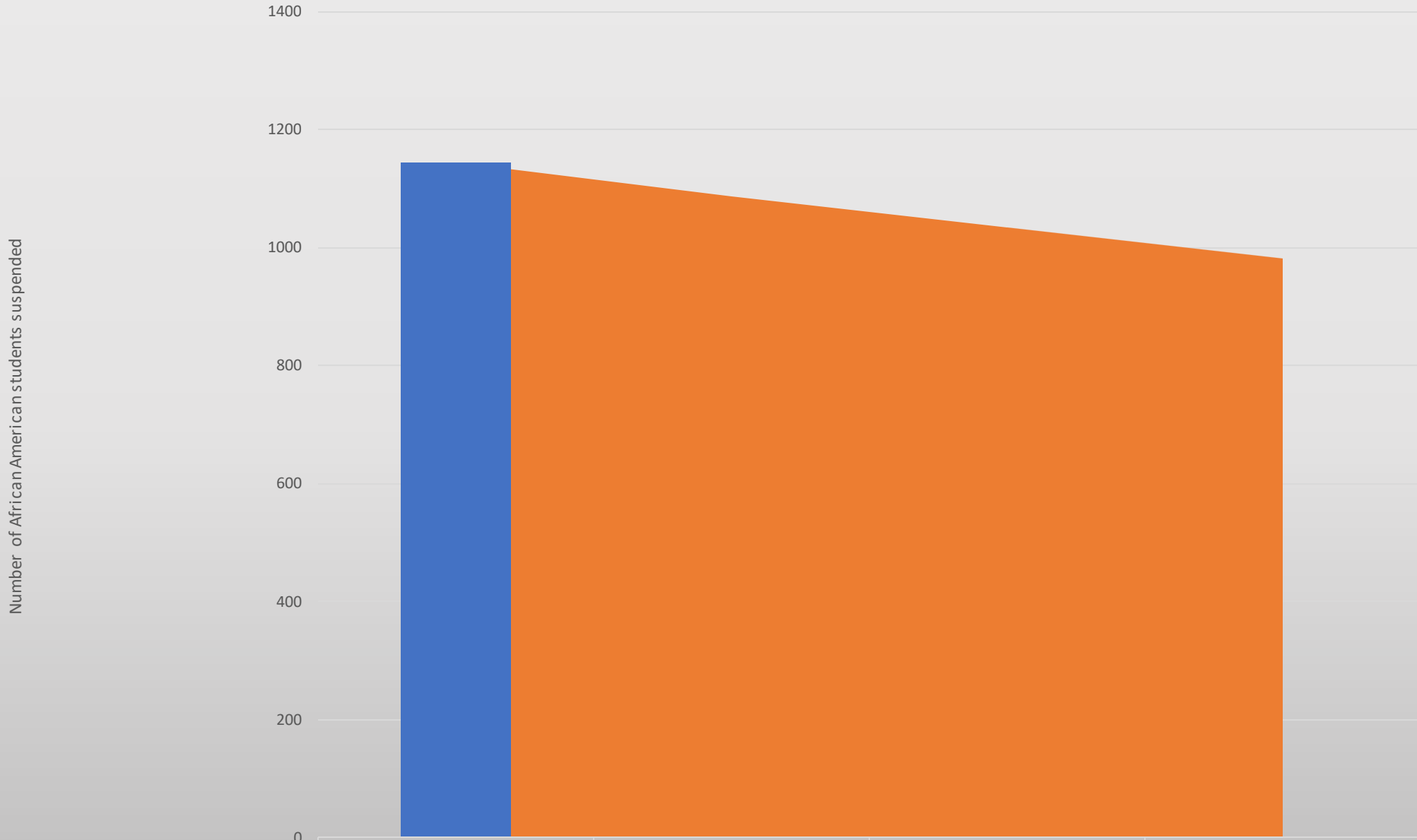


■ 2015	28.93	19.7	31.2
■ 2016	37.43	21.9	29.5
■ 2017	36.5	23.13	34
■ 2018	36.5	29.4	35.9
■ GOAL	34.93	25.7	37.2

THE PERCENTAGE OF FEMALES IN COMPUTER SCIENCE AND PLTW COURSES WILL CORRELATE WITH THE PERCENTAGE OF FEMALES ENROLLED IN CCPS

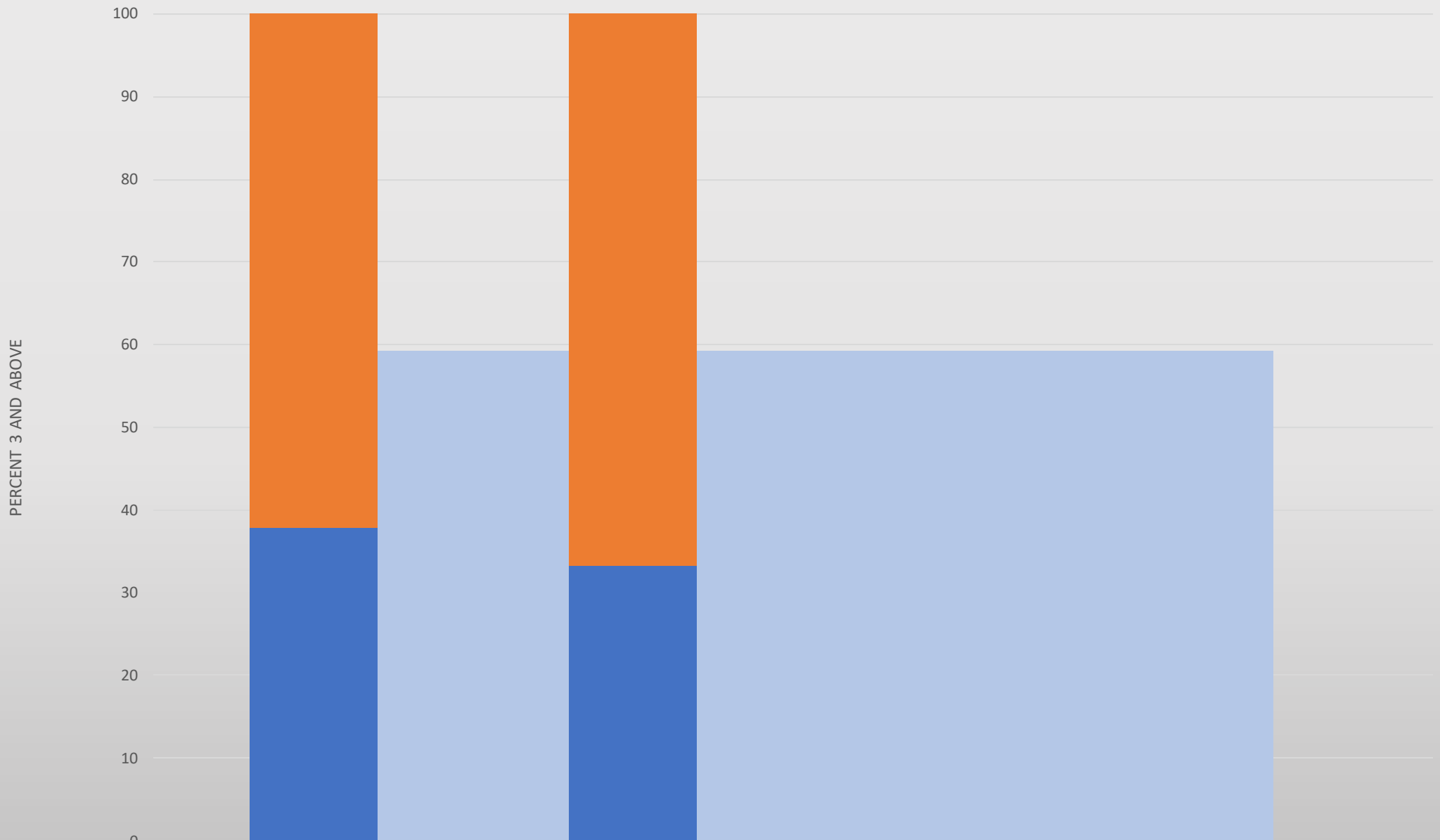


THE NUMBER OF AFRICAN AMERICAN STUDENTS WITH OUT-OF-SCHOOL SUSPENSIONS WILL DECREASE BY 5% ANNUALLY



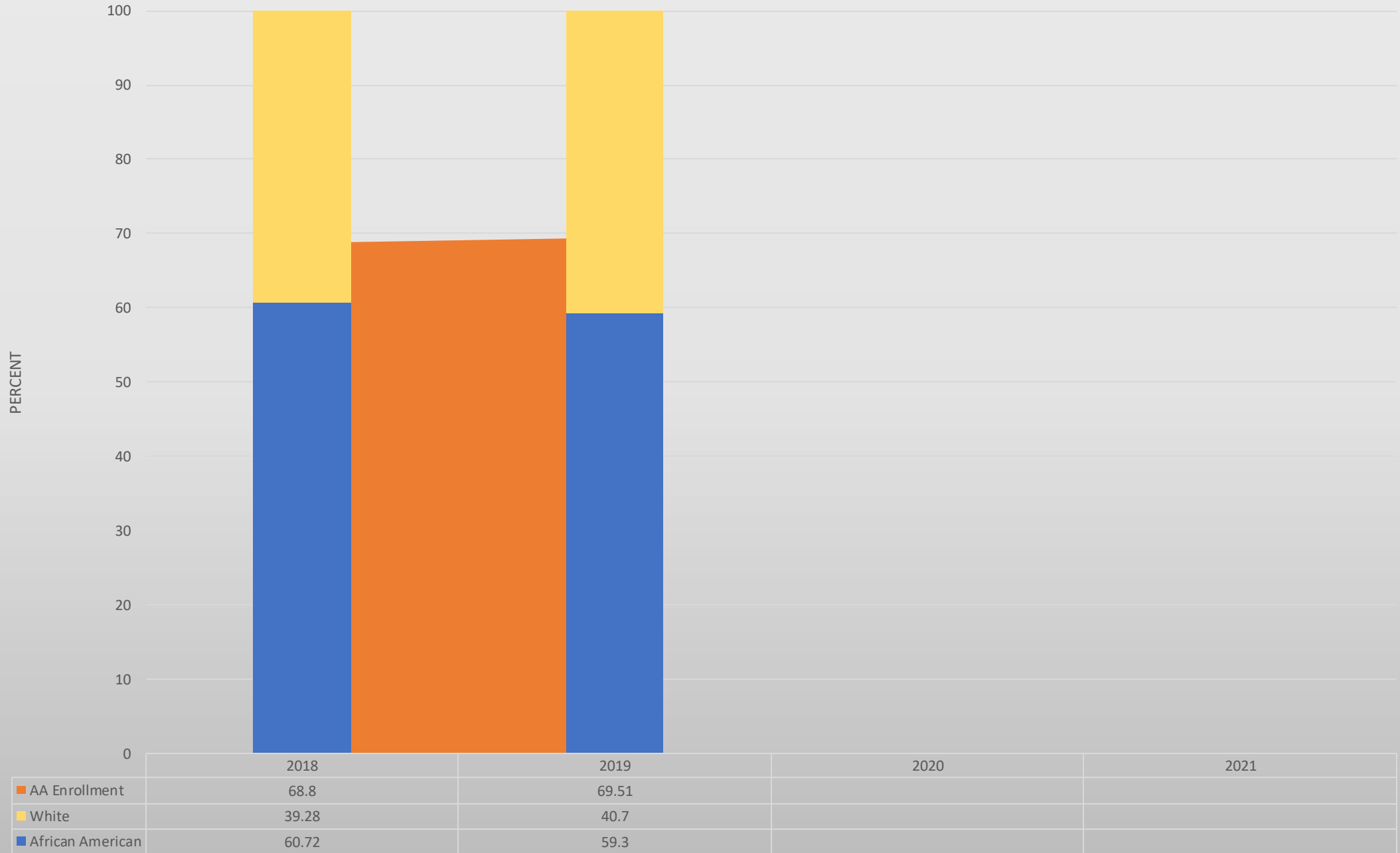
Target	2018	2019	2020	2021
AF. American Out-Of-School Suspensions	1145	1088	1033	982

PERCENT AP SCORES 3 AND ABOVE BY RACE

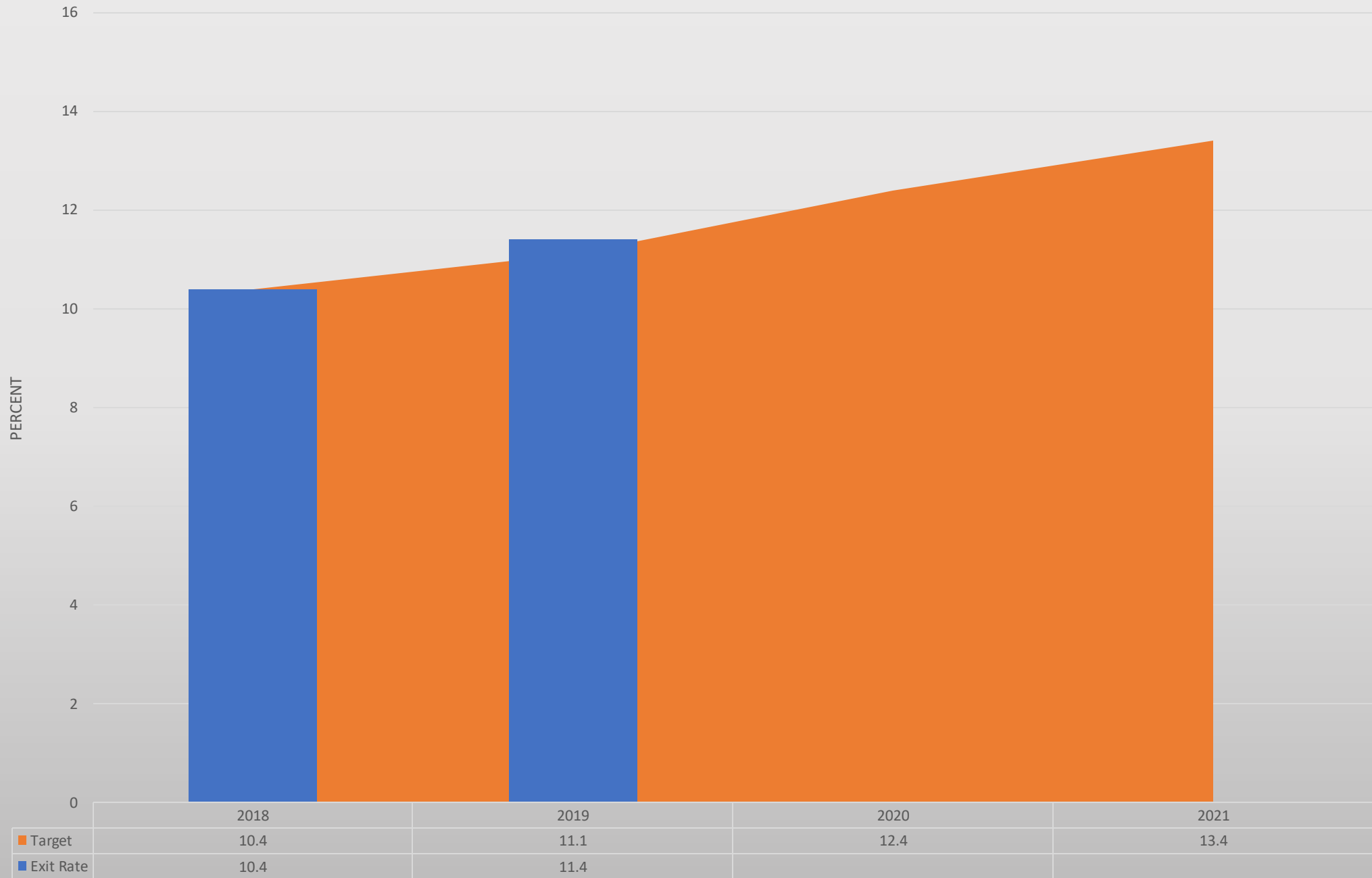


	2018	2019	2020	2021
Target	59.3	59.3	59.3	59.3
White	63.4	66.7		
African American	37.8	33.3		

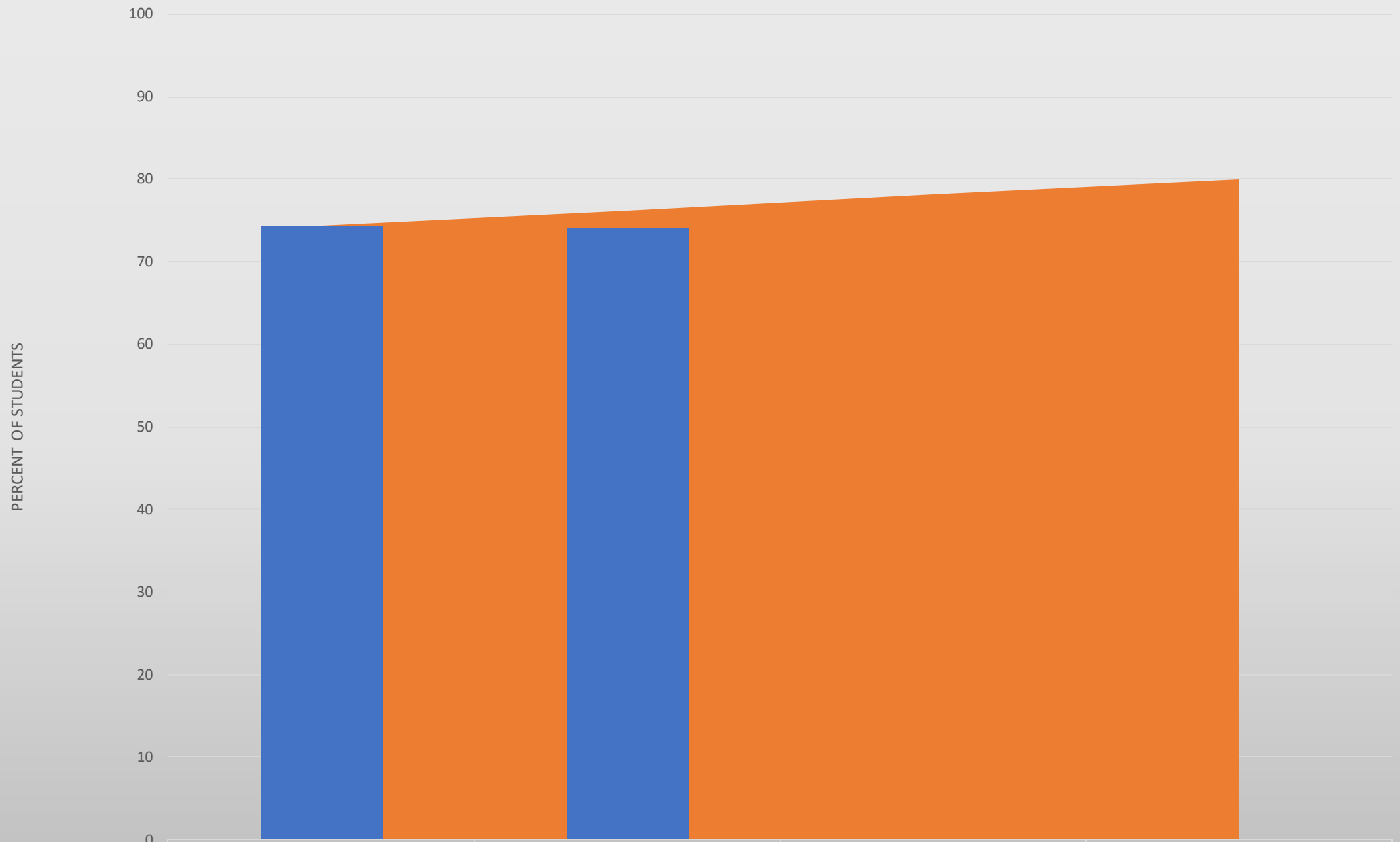
ADVANCED PLACEMENT ENROLLMENT WILL CORRELATE WITH THE OVERALL DEMOGRAPHICS OF CCPS HIGH SCHOOL STUDENTS



ACCESS RESULTS FOR ENGLISH LEARNER STUDENTS WILL INCREASE BY 1 PERCENT ANNUALLY



80 PERCENT OF STUDENTS WILL BE READING ON GRADE LEVEL BY THE END OF GRADE 3 BY 2021



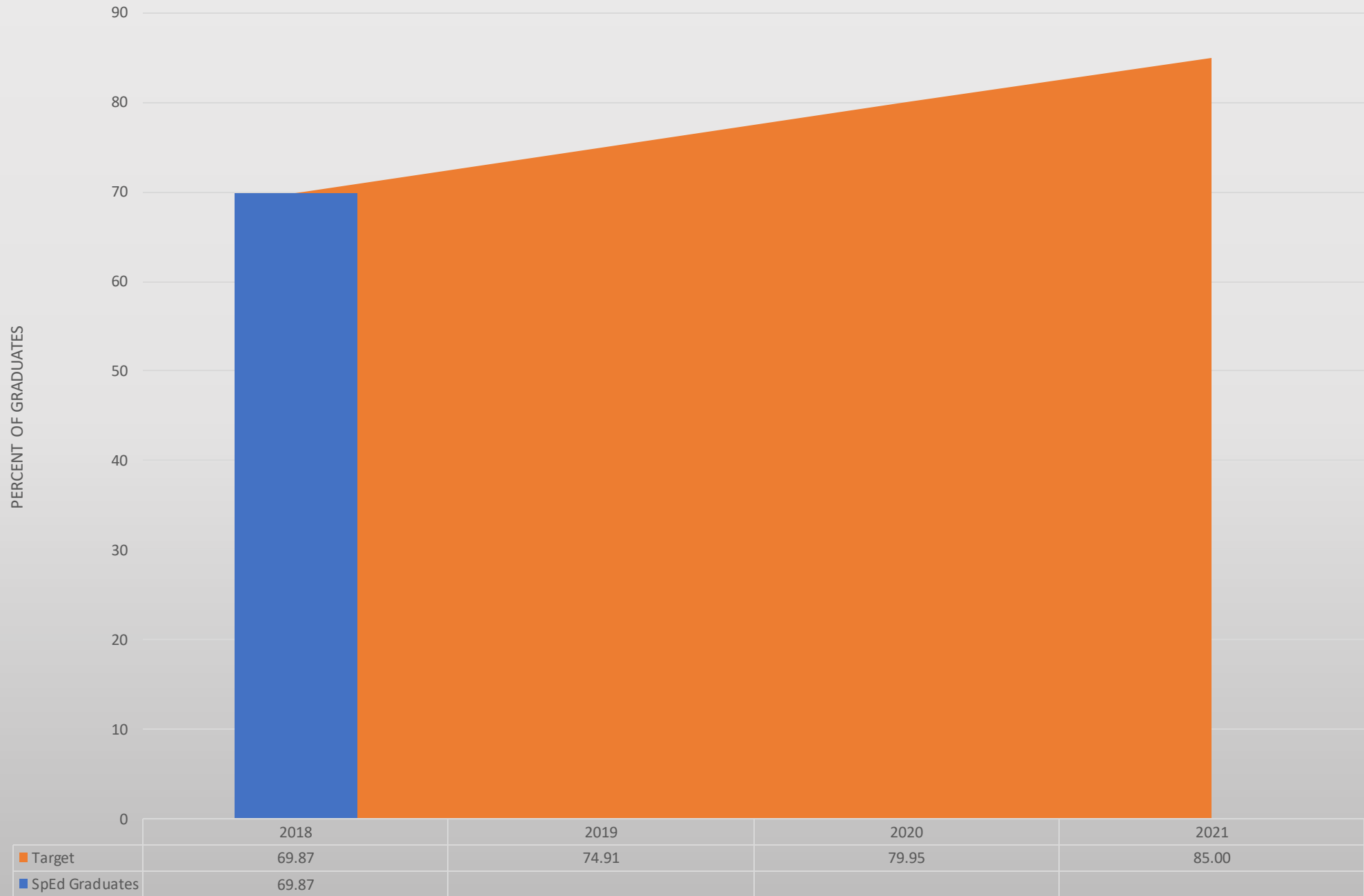
	2018	2019	2020	2021
Target	74.37	76.25	78.13	80
GRADE 3 STUDENTS	74.37	74		

THE GRADUATION RATE FOR ALL STUDENT WILL MEET OR EXCEED 96 PERCENT FOR THE CLASS OF 2021



	2018	2019	2020	2021
Target	93.47	94.3	95.12	96.00
Graduates	93.47			

THE GRADUATION RATE FOR SPECIAL EDUCATION STUDENTS WILL MEET OR EXCEED 85 PERCENT FOR THE CLASS OF 2021

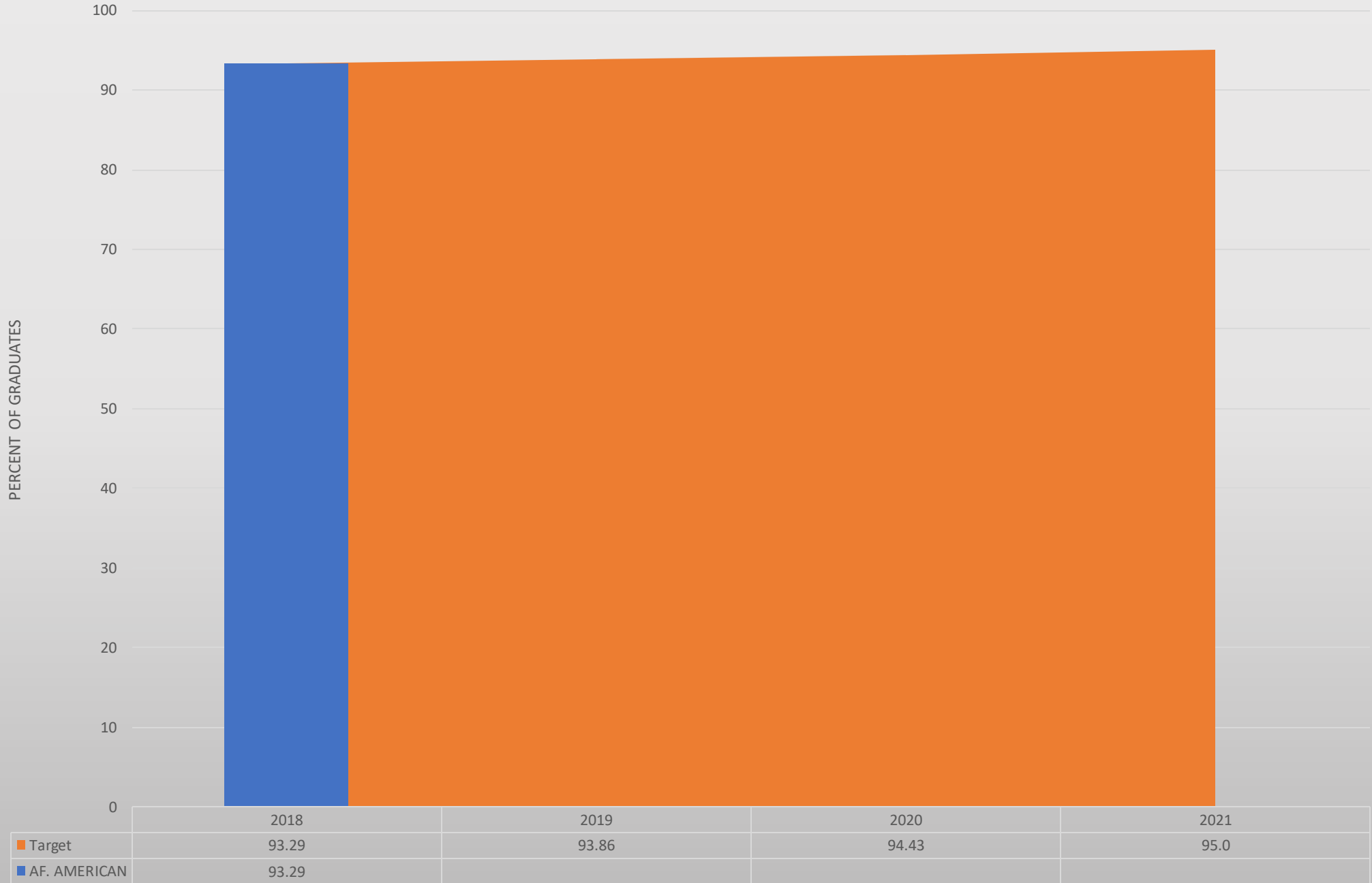


THE GRADUATION RATE FOR FARMS STUDENTS WILL MEET OR EXCEED 92 PERCENT FOR THE CLASS OF 2021

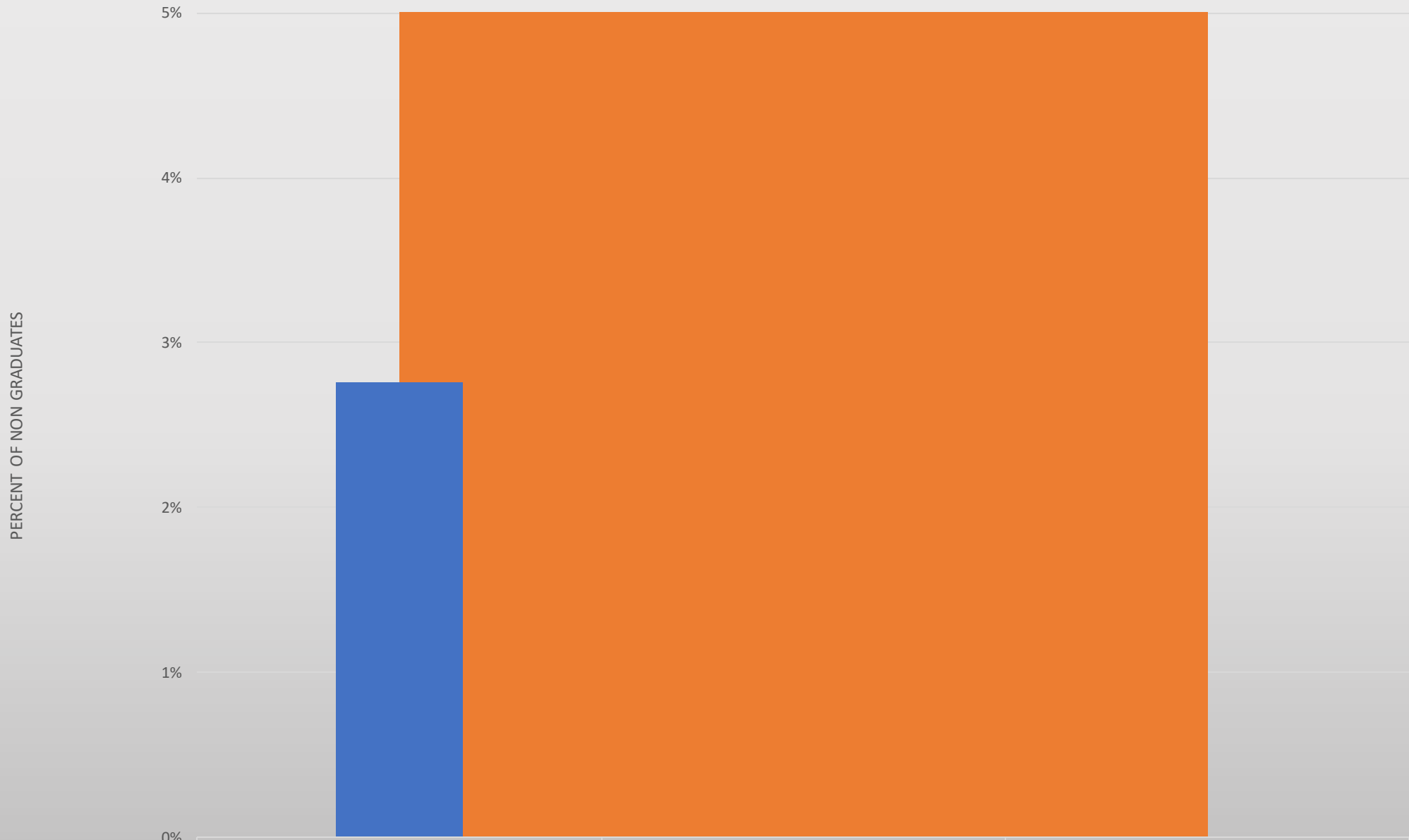


	2018	2019	2020	2021
Target	89.42	90.28	91.14	92.0
FARMS	89.42			

THE GRADUATION RATE FOR AFRICAN AMERICAN STUDENTS WILL MEET OR EXCEED 95 PERCENT FOR THE CLASS OF 2021



THE PERCENT OF NON-GRADUATES FOR THE CLASS OF 2021 WILL BE LESS THAN FIVE PERCENT OF THE TOTAL ENROLLMENT OF THE CLASS OF 2021



	2019	2020	2021
Target	5%	5%	5%
Percent Non Graduates	2.76%		

We are accountable for our students' achievement

The first step in fixing a problem is...

OWNING IT.

No excuses.

"Anger ... it's a paralyzing emotion ... you can't get anything done. People sort of think it's an interesting, passionate, and igniting feeling—I don't think it's any of that—it's helpless ... it's absence of control—and I need all of my skills, all of the control, all of my powers ... and anger doesn't provide any of that—I have no use for it whatsoever."

Toni Morrison





Provide a safe,
orderly and caring
environment for
students and staff



Goal 2

Provide a safe, orderly and caring environment for students and staff

Goal 2

- Emphasizing relationship building and trust in **school cultures**
- Opening the **Fresh Start Academy** as an option to support elementary students
- **5 new school psychologist positions** and **4 new behavior specialist positions** have been created over the past 3 years
 - Every secondary school except Piccowaxen has a full time school psychologist
 - 7 elementary schools have a full time school psychologist
- Improved **Synergy** referral process and added analytics – **new RTI module**
- **Restorative practices** training and mental health first aid training is on going
- Partnered with CSM to offer “**Classroom Behavior Management K-12**”
- Enhanced training for **SST teams** to ensure **fidelity**

Provide a safe, orderly and caring environment for students and staff

Goal 2

- Enhanced **background screening**
 - New hires
 - Volunteers
 - Existing employees
- Received over **1 million dollars in state grant funding**
- 12 guided **vestibules**
- Expanding **student ID** pilot program
- Modernization of our **emergency processes**
 - Options based active shooter response
 - Comprehensive emergency procedures
 - Standard Response Protocols
 - Mobile app for staff notifications during critical events
- Full integration of **See Something, Say Something** and the state tip line
- **Trauma kits** in all classrooms
- Safety advisory/school safety **committees**
- Updated **MOU with the Sheriff's Office**
 - Video sharing and card access
- Exterior **door numbering**
- State of art **radio** system
- **All Hazard Planning group**
- **Exterior surveillance camera access in all main offices**
- **Doors, locks and window film**

A man wearing a red floral shirt, a white hat, and sunglasses is talking to a woman with long braids wearing a white t-shirt. They are standing next to a yellow school bus. The bus has the number 144 on the front and 78 on the side. The text "Recruit and retain a qualified, highly effective, and diverse workforce" is overlaid on the image.

Recruit and retain a
qualified, highly effective,
and diverse workforce

Goal 3

Recruit and retain a qualified, highly effective, and diverse workforce

- 280 certificated hires in 2018-2019
 - 42% African American (29% in 16-17)
 - 55% White
- 20 conditional teachers at elementary
- 70 conditional teachers at secondary
- Year round recruiting: 747 candidates signed in at 41 different events from October 2018 - May 2019
- \$48,000 starting teacher salary – 3rd highest in Maryland
- Tuition reimbursement:
 - support employees - \$78,207.20
 - certificated employees - \$913,441.13

CCPS has 131 school administrators – 38% are nonwhite
Principals – 38% nonwhite
Vice principals – 33% nonwhite
Admin Interns – 62% nonwhite

In Maryland, 17% of teachers are nonwhite. That number is 24% in CCPS (2018)



Recruit and retain a qualified, highly effective, and diverse workforce

- **New teacher support**
 - Induction program – includes mentoring beyond just the first year
 - Offered **19 workshops** specifically for new teachers
 - School based support – admin, ILT, dept chairs
 - **New teacher orientation** and new teacher breakfasts
- **Employee Wellness Program**
 - Credits from CareFirst BC/BS to offer **fitness classes** and webinars. Credits increased by an additional \$30,000 per year for a total of **\$50,000** for the 2019 calendar year.
 - Free fitness class enrollment was up 10% in 2018. In the spring of 2019 – **participation more than doubled** from the previous spring. Classes include beginning yoga to personal training to boot camp.
 - **Weight Watchers** for employees and their families is currently in the 7th series of the program. Each series has had at least 40 participants.
 - **Monthly wellness emails and webinar Wednesdays** are sent to all CCPS employees. Topics include flu awareness, skin cancer, migraines, diabetes awareness, healthy hearts, physical activity and sleep.
 - **Healthy cooking classes** are offered on a first-come, first served basis. Topics have included salad dressings, grilling and smoking meats and vegetables. Classes fill to capacity the day they are offered.
 - **Discounted gym membership** participation increased by 15% last school year.
- **Paid professional development** opportunities and tuition reimbursement for all staff
 - Offered **104 non credit workshops, 34 CPD credit courses and 52 summer workshops**
 - New training for Food and Nutrition Services staff. Offered “Outward Mindset” training to FNS leaders
 - Certified Administrative Professional (CAP) training and cyber security (phishing) offered to secretarial staff



Communicate,
engage and partner
with our parents
and community

Goal 4

Communicate, engage and partner with our parents and community

- The Board and superintendent held **46 community engagement activities** last school year (an **increase of 39%**)
- Launched a **safety communication plan** that included a volunteer background check and volunteer training site
- Launched a **safety and security web page** and an anonymous reporting tool
- Increased **social media** presence
 - FB – 7,384 followers (**up 35%**)
 - Twitter – 12,900 followers (**up 10%**)
 - Instagram – relatively new account – 356 followers so far
- Web clicks – ccboe averages **313,000 hits** per month/about **3 million hits per year**
- Video PTSO meetings took place in 3 schools. **PR liaisons** will be required to video and archive PTSO mtgs in the coming year
- Expanded capabilities of **ParentVue**
- Superintendent outreach
 - Chamber of Commerce Board
 - Economic Development Advisory Board
 - Teacher and student advisory groups meet several times each year
 - OPS representation on United Way, Charles County Advocacy Center for Children, Youth and Families
- Broadened the audience for **Safety and Security Town Halls** through social media and livestreaming



Promote a variety of pathways to prepare students for college and/or career success

Goal 5

Promote a variety of pathways to prepare students for college and/or career success

- **Fine and Performing Arts** participation
 - 5th grade band - **Up 4.0 %**
 - Middle School Fine Arts - **Up 9.7 %**
 - High School Fine Arts - **Up 0.3 %**
 - Dance program coming to McDonough HS
- **Career and Technology Education**
 - **CTE Showcase at CSM** for **all 8th** grade students
 - Revised application process to **ensure access and equity**
 - Added computer science, PLTW biomed and interactive media to **articulation agreements with CSM**
 - Adding **Curriculum for Agricultural Science Education (CASE)** program at McDonough HS

Support the use of environmentally sound practices in the construction, renovation and operation of our facilities



Goal 6

Support the use of environmentally sound practices in the construction, renovation and operation of our facilities

Goal 6

- Completed the **solar site at Piccowaxen MS**
- Two new **geothermal systems** - Billingsley ES and Dr. Mudd ES – total of 3 in CCPS
- **Rainwater harvesting** project ongoing at LPHS. Expected to be operational by the end of this year. Rainwater harvesting already in place at SCHS and TSHS. Rainwater harvesting expected to be in place at Lackey HS by fall, 2020
- **19 major projects** completed this summer
- **12 security vestibules** completed; 9 remaining
- Middleton ES has undergone a **school wide open space enclosure** and had a new roof installed over the past two summers – all **locally funded**
- Opening **two new ES buildings** – Billingsley ES and Dr. Mudd ES
- Exterior door numbering project – 90% complete
- **Stoddert MS renovation** begins this fall – students stay in place
- **Turner ES renovation** begins this fall – students move to transition school

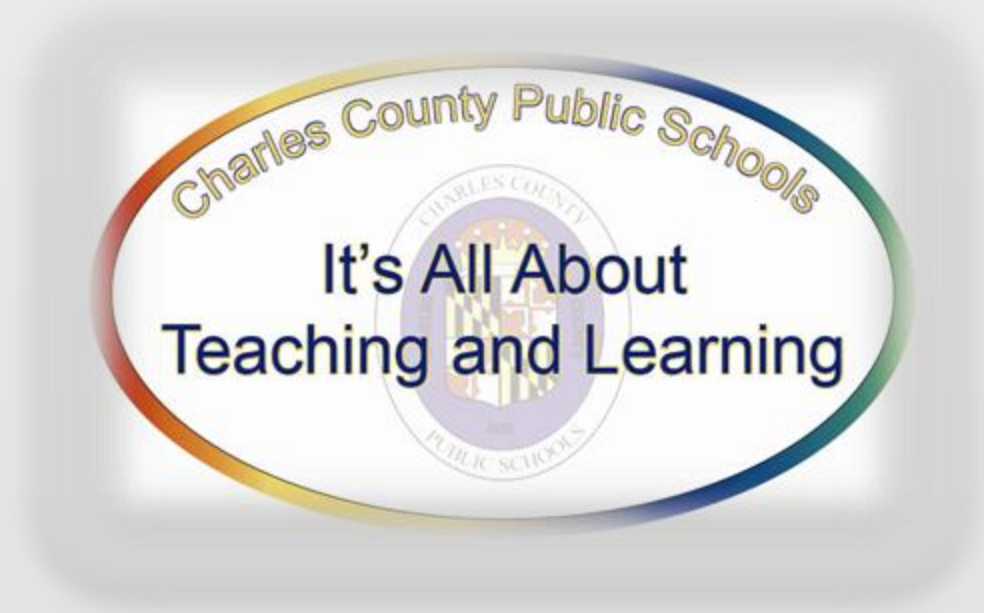


Ensure responsible stewardship of taxpayer dollars by implementing effective practices to best utilize local, state and federal funding

Goal 7

Ensure responsible stewardship of taxpayer dollars by implementing effective practices to best utilize local, state and federal funding

- External audit resulted in an unqualified opinion - **FY19 budget - \$370 million**
- Reduced administrative fees for **health care** by 5%; no increase to premiums
- Redirected funds to:
 - replace computers/laptops over 5 years old
 - renovate space at Stethem for middle school opt in and Fresh Start
 - close open space classrooms at Middleton and replace roof
 - purchase 7 new buses to support enrollment growth and new programs
- **Cell tower funds** paid for Bermuda grass maintenance and bleacher replacement
- Managed \$18.6 million in **grant funding**
- **Reduced employee cost of 403(b)** by switching providers (22 BP to 8.6BP)
- Increased interest income by 32% resulting in **\$594,641 increase** in general fund



The state of the school system is strong

But, we are constantly looking for ways to be better.

Your leadership is key to this effort.

We cannot be great if we're satisfied with good...

You chose this work for a reason

Our “why”

- It’s all about teaching and learning
- Be the difference
- Growth mindset
- The power of relationships
- High expectations for all students and staff (all means all)



*As you enter positions of trust and power,
dream a little before you think.*

Toni Morrison



KIDS WANT TO LEARN





KIDS WANT TO BE
Helpful & Kind



Kids Want to Be



Awesome



This is what we believe about children



What gets in the way?



Managing student behavior

- the definition of *discipline* is (Merriam Webster)
 - **1:** to **punish or penalize for the sake of enforcing obedience** and perfecting moral character
 - **2:** to **train or develop by instruction and exercise** especially in self-control
- The Latin disciplina: "teaching, learning."
- Discipline should be a way to help students understand **alternative ways to manage their behavior** or conflict.
- It's the deed **not the doer**

When students develop and exhibit trust for adults who show care for them in schools, they are more likely to abide by rules and less likely to be defiant.

Romero, 2014; Okonofua et al., 2016

Social emotional skills in conjunction with cognitive skills facilitate school success

Low, Cook, Smolkowski & Buntain-Rickefs, 2015

Identifying emotions

Emotional perspective taking

Emotional self-regulation

Problem solving

Focus on building relationships and setting expectations at the beginning of the school year.

The syllabus can wait.

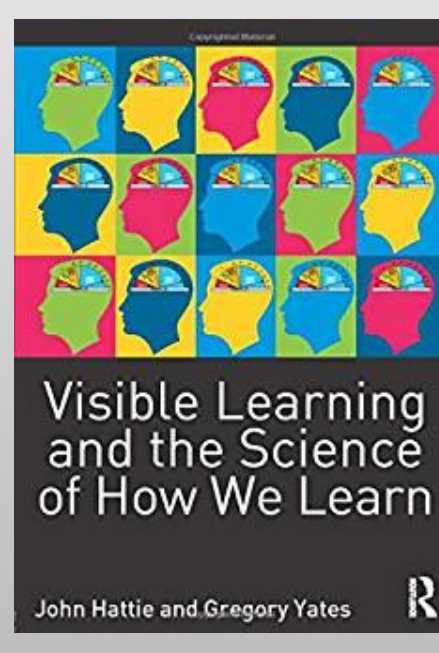
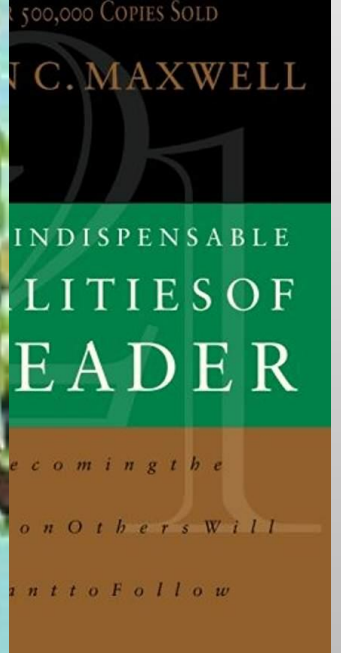
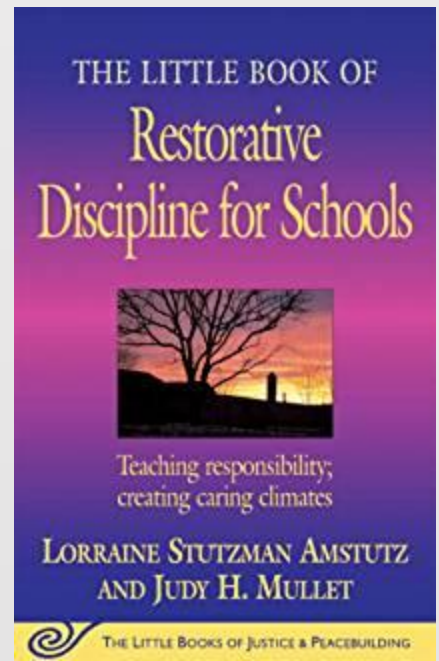
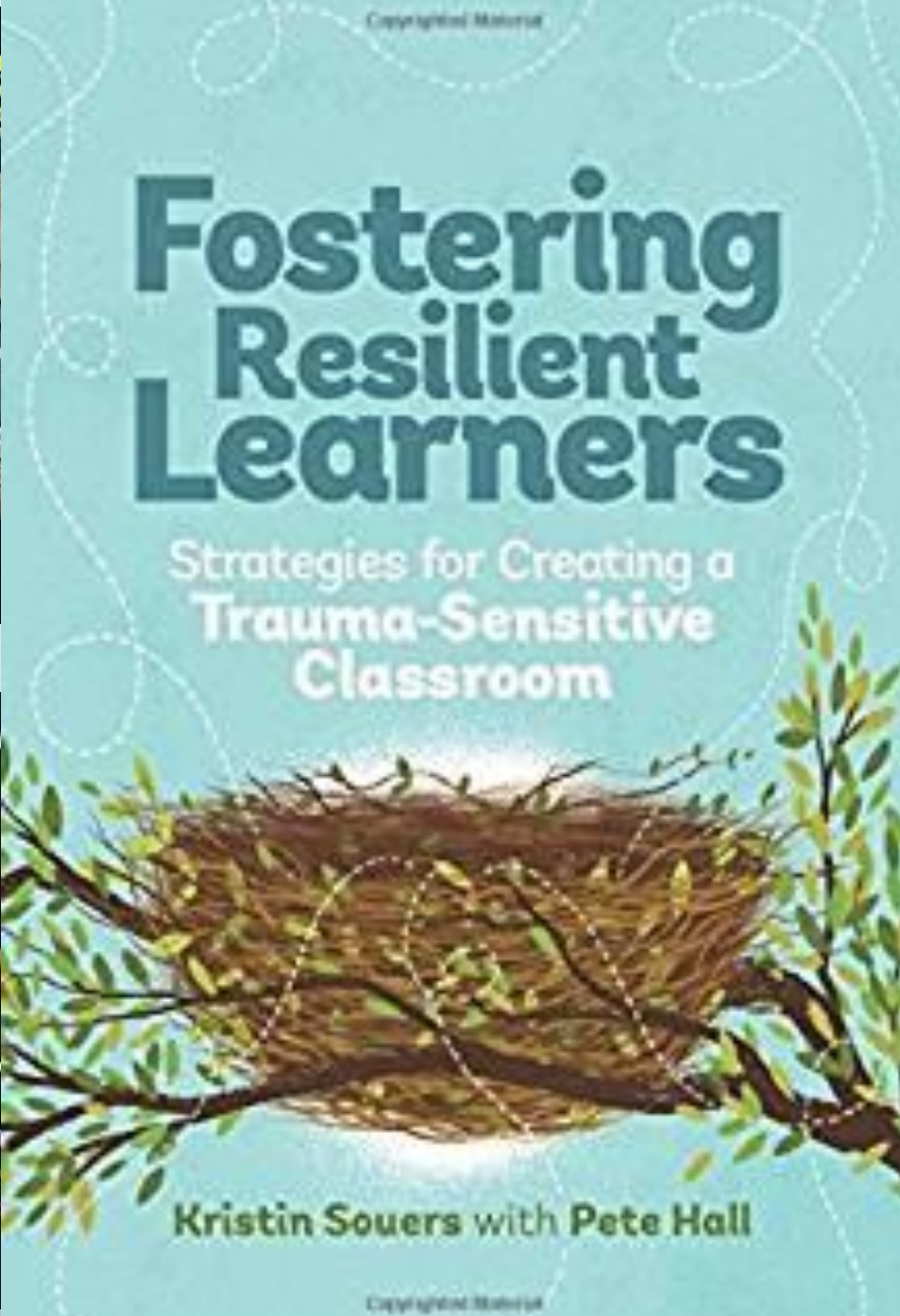
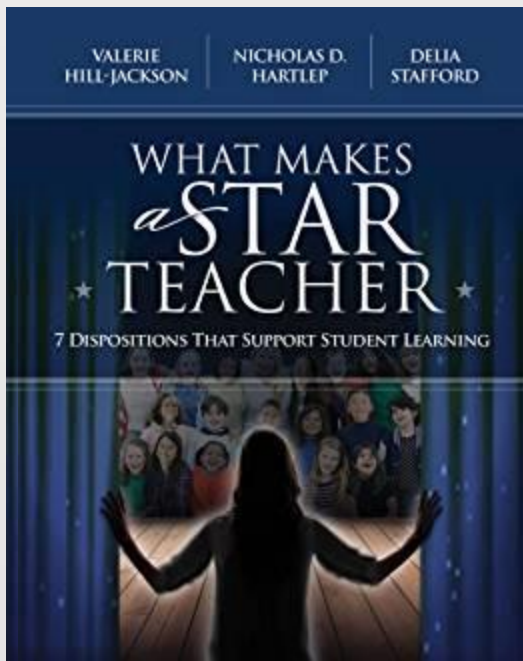
Leadership requires us to stay abreast of promising practices that work



“Not all readers are leaders, but **all leaders are readers**”. Harry S. Truman

- Reading can improve intelligence and **lead to innovation** and insight
- Reading is one of the quickest ways to **acquire and assimilate new information**
- Reading makes you **more effective in leading others** by increasing verbal intelligence, making a leader a more adept and articulate communicator
- Reading novels helps to improve **emotional intelligence** which leads to improved leadership and management ability.

Harvard Business Review (2012)



An elephant is standing in a classroom, surrounded by desks and chairs. The elephant is the central focus of the image, and its presence in a classroom is a metaphor for bias. The word "Bias" is written in large white letters over the elephant's back.

Bias

A large body of compelling scientific research has demonstrated that unconscious or implicit bias influences not only individuals' perceptions and attitudes but also their actions and behaviors.

Implicit bias is unintentional, automatic, pervasive and typically triggered by situational cues such as a person's skin color, manner of speech or cultural attire.

Hopkinsmedicine.org

Implicit Bias: thoughts and feelings outside of conscious awareness and control

It can be easy to reject implicit bias as "not me". But that's the easy path. To ask where these biases come from, what they mean, and what we can do about them is the harder task. Recognizing that the problem is in many others—as well as in ourselves—should motivate us all to try both to understand and to act.

It is possible to confront implicit bias through inclusive conversations that address how to overcome them. Shotter, 1998

Which students do we expect to perform?

Which do we expect to underperform?



We all must be alert to recognize the “soft bigotry of low expectations”.

Bush, G.W. (2004)

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

Words Matter

It's not just what you say, but
how you say it



"Toni Morrison was a magician with language who understood the power of words"

Oprah Winfrey reacting to the Nobel Prize Winner's death

You never know
when a moment
and a few sincere words
can have an impact
on a life.

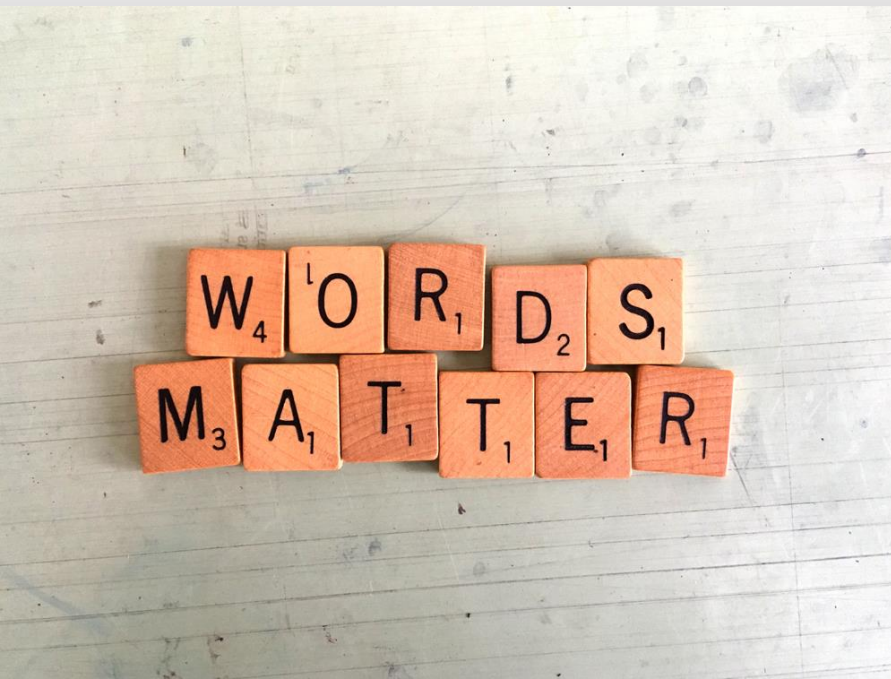
-Zig Ziglar

Ziglar.com

Parents trust us to take care of their children



We **earn that trust** in every interaction we have with **any individual** in
our school



DON'T mix BAD
WORDS with your BAD
MOOD. You will have many
opportunities to change a mood but
you will NEVER get the
opportunity to REPLACE
the WORDS you have
SPOKEN.

Leader

Anyone who holds him or herself accountable for **finding potential** in people or processes.

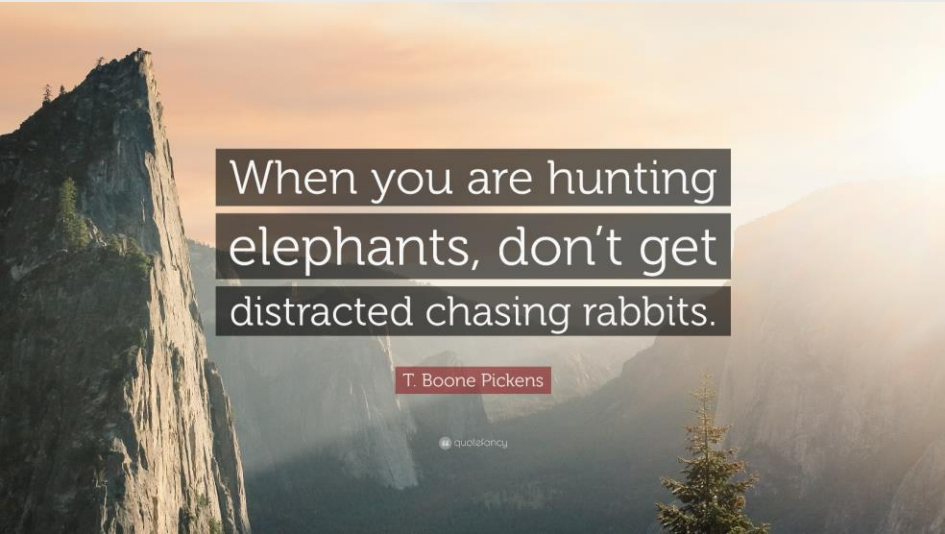
Brene Brown, Ph.D., LMSW



"Leadership is not about titles, positions or flowcharts. It is about **one life influencing another.**"

John C. Maxwell





When you are hunting elephants, don't get distracted chasing rabbits.

T. Boone Pickens

@quotefancy




The road to success is dotted with many tempting parking spaces.

Will Rogers

@quotefancy

Focus on the “why”

Distractions will come...it's up to us to not let them pull us off track



Don't be distracted by criticism. Remember, the only taste of success some people get is to take a bite out of you.

ZIG ZIGLAR

@KEYCHARLIE

We can't let the urgent overcome the important.

Children are counting on us.



The main thing is to keep the main thing the main thing.

-Stephen Covey

Kids

WANT TO LEARN





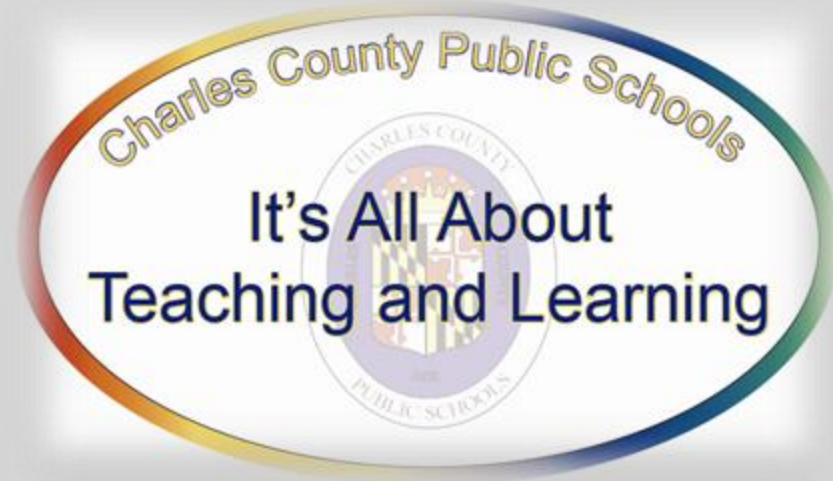
KIDS WANT TO BE
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Kids Want to Be



Awesome





You are awesome

Be the leader and make it a joyful year