



Fiscal Year 2017

ANNUAL REPORT





Fall 2017 Board of Education

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- Susie Hayward, *Vice President*
- Kelly L. Griffith, Ed.D., *Secretary*
- Charlene Gould, *Board Assistant*
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- Jack Gill (SMMHS Student Member)
- Katie Spofford (EHS Student Member)

- Kelly L. Griffith, Ed.D.**
Superintendent of Schools
- Charles Connolly**
Director of Finance
- D. Lynne Duncan**
Assistant Superintendent for Administrative and Support Services
- Helga Einhorn, Ph.D.**
Assistant Superintendent for Instruction
- Steve Wilson**
Director of Technology

Talbot County Public Schools

- Chapel District Elementary
- Easton Elementary Dobson
- Easton Elementary Moton
- Easton High
- Easton Middle
- St Michaels Elementary
- St Michaels Middle High
- Tilghman Elementary
- White Marsh Elementary

Talbot County Education Center

12 Magnolia St
Easton, MD 21601
410-822-0330

www.talbotschools.org



From Dr. Griffith



We are pleased to share our 2016-2017 Annual Report, which provides an overview of financial, demographic and student performance data for fiscal year 2017 for Talbot County Public Schools. I am grateful for the opportunity to serve as your Superintendent and lead the TCPS Team as we continue our pursuit of the goals set forth in our 2020 Vision Strategic Plan.

This past year we crossed the midpoint of our 5-year strategic plan timeline. It is both gratifying and encouraging to see the progress we have made. The following are a few of the highlights:

Goal One: Academic Excellence

- Piloted new reading program for Pre-K through 5th Grade
- Increase in Advanced Placement and Dual Enrollment
- Expanded Gifted and Talented Program
- Increase in Career and Technology Education Completers

Goal Two: Partnerships

- Increased internship opportunities
- Community Partnerships increased from 500 – 700
- Launched TCPS Education Foundation
- Greater engagement through digital communication tools and social media
- Increased enrichment programs

Goal Three: Organizational Resources

- Focused on efficiencies through staffing and recruitment
- Increased internet bandwidth and digital devices
- Maximized professional development opportunities

As we continue working the 2020 Vision Strategic plan, we ask you to consider how you might best support our staff and our students as we work together as a community to ensure that all of our students graduate college and career ready. The future depends on our most precious resource, our children!

Kelly L. Griffith, Ed.D.
Superintendent of Schools

The Board of Education of Talbot County does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Darlene Spurrier, Student Services Supervisor, 12 Magnolia Street Easton, MD 21601 410-822-0330



STRATEGIC PLAN GOALS

In 2015-2016 TCPS launched the 2020 Vision Strategic Plan. Our plan includes three aggressive but attainable goals focused on academic excellence, community partnerships and organizational resources, with the theme of equity in education for all students woven throughout.

GOAL ONE



Academic Excellence

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.



GOAL TWO

Partnerships

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.



GOAL THREE

Organizational Resources

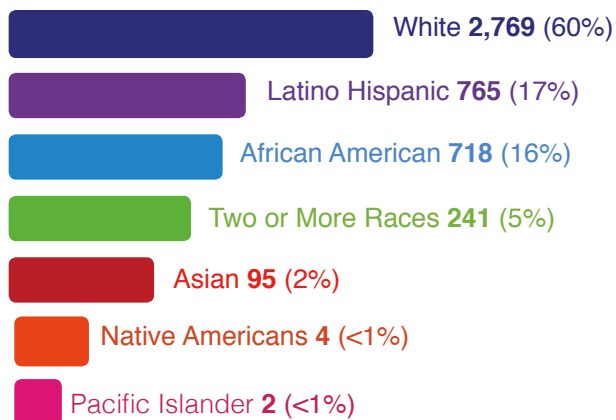
Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

DEMOGRAPHICS FY17

- 19 P3
- 252 PRE-K
- 1,966 ELEMENTARY K-5
- 970 MIDDLE 6-8
- 1,386 HIGH 9-12

4,593 Total

TCPS STUDENTS BY RACE



44%(2,037) Qualify for Free or Reduced Meals



183 Homeless Students



410 ESOL Students (English for speakers of other languages) with **284** students receiving **ELL Services** (English Language Learner)

GOAL ONE



ACADEMIC EXCELLENCE

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.

Individual Reading Assessments

The chart below reflects elementary reading assessment outcomes over a three year period. Each color represents a group of students as they progress through grade levels.

Percent Meeting or Exceeding Grade Level Reading Benchmarks

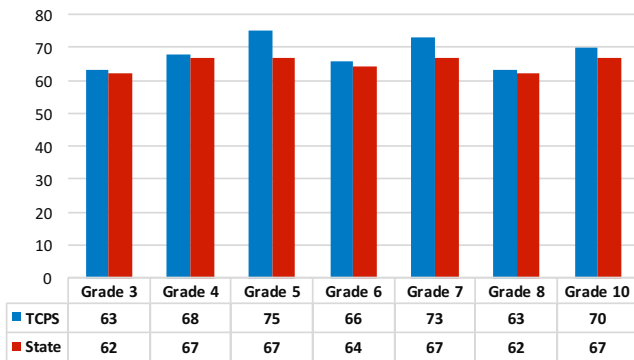
Entering Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
2016-17	83%	83%	78%	84%	89%
2015-16	85%	77%	81%	86%	89%
2014-15	77%	75%	84%	85%	93%
2013-14	86%	78%	79%	88%	93%

2017 Career & Technology Education Pathway Completers

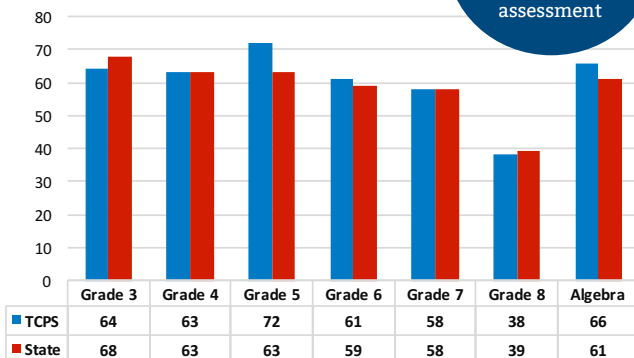
Automotive	9
Computer Science (new in 2015-16, 4 course program will be fully implemented in 2018-19)	0
Construction Trade - Carpentry	25
Culinary Arts	25
Pre-Engineering	10
Teacher Academy	13
Career Research & Development	8
Business Management	4
Interactive Media Production	31
Biomedical Science	35
Curriculum for Agriculture Science	18
Marketing (new in 2016-17)	1
Total	179

2017 MD State Assessments

PARCC English Language Arts



PARCC Mathematics



TCPS Outperformed the State in 10 out of 14 areas in the 2017 assessment

Advanced Placement Data

While other school systems pre-screen students for Advanced Placement (AP) and “hand select” students to take AP Exams, TCPS allows and encourages every high school student to at least try AP. All TCPS students who enroll an AP course are required to take the exam.

328

Students enrolled in AP Courses in the 2016-17 school year.

57%

of AP exams taken received a qualifying score (540 exams were taken with 309 receiving a score of 3, 4 or 5)

35

AP SCHOLARS

Score of 3 or higher on 3 or more exams

13

AP SCHOLARS W/ HONOR

Average of 3.25 or higher; 3 or higher on 4 or more exams

14

AP SCHOLARS W/ DISTINCTION

Average of 3.5 or higher; 3 or higher on 5 or more exams

TALBOT COUNTY PUBLIC SCHOOLS CLASS OF 2017

College Acceptance List

Albright College
 Allegheny College
 American College of the Building Arts
 American University
 Anne Arundel Community College
 Appalachian State University
 Apprentice School of Northrop Grumman
 Augustana College
 Baldwin Wallace University
 Belmont University
 Beloit College
 Berklee College of Music
 Bloomsburg University of Pennsylvania
 Boston College
 Boston Conservatory at Berklee
 Boston University
 Bowie State University
 Bridgewater College
 Brigham Young University
 Brigham Young University-Hawaii
 Brigham Young University-Idaho
 Brooklyn College of the CUNY
 Brown University
 Cabrini University
 California Institute of Technology
 California Polytechnic State University
 California University of Pennsylvania
 Capitol Technology University
 Carnegie Mellon University
 Centenary University
 Chesapeake College
 Christopher Newport University
 Clark Atlanta University
 Clarke University
 Clemson University
 Coastal Carolina University
 College of Charleston
 College of William and Mary
 Colorado School of Mines
 Colorado State University
 Columbia College
 Columbia College in Chicago
 Columbia University
 Community College of Baltimore County
 Coppin State University
 Cornell University
 Davis & Elkins College
 Delaware College of Art and Design
 Delaware State University
 Delaware Technical & Community College
 Delaware Valley University
 Dickinson College
 Drexel University
 East Carolina University
 East Stroudsburg University of Pennsylvania
 Edinboro University of Pennsylvania
 Elizabeth City State University
 Elizabethtown College
 Emory & Henry College
 Empire Beauty School
 Fashion Institute of Design , Los Angeles
 Flagler College
 Florida Atlantic University
 Florida Gulf Coast University
 Florida Institute of Technology
 Florida International University
 Florida Southern College
 Florida State University
 Fordham University
 Frostburg State University
 Gallaudet University
 George Mason University
 George Washington University
 Georgia Institute of Technology
 Georgia State University
 Gonzaga University
 Goucher College
 Great Falls College
 Hamilton College

Hampden-Sydney College
 Hampton University
 Haverford College
 High Point University
 Hofstra University
 Hood College
 Howard University
 Hudson Valley Community College
 Humboldt State University
 Hunter College of the CUNY
 Jacksonville University
 James Madison University
 Johnson & Wales University
 Kent State University
 La Salle University
 Lafayette College
 Lancaster Bible College
 Lehigh University
 Liberty University
 Longwood University
 Loyola Marymount University
 Loyola University Maryland
 Lynchburg College
 Manhattan College
 Marist College
 Marshall University
 Maryland Institute College of Art
 Marymount Manhattan College
 Marymount University
 Maryland University
 Mass. College of Art and Design
 Mass. Institute of Technology
 McDaniel College
 McGill University
 Meredith College
 Messiah College
 Miami University, Oxford
 Millersville University of Pennsylvania
 Mississippi State University
 Monmouth University
 Monroe Community College
 Montana State University, Bozeman
 Moravian College
 Morgan State University
 Mount St. Mary's University
 New Jersey City University
 New York University
 Norfolk State University
 North Carolina A&T State University
 North Carolina State University
 North Dakota State University
 Northeastern University
 Notre Dame of Maryland University
 Nova South Eastern University
 Ohio Wesleyan University
 Ohio State University
 Old Dominion University
 Pace University, New York City
 Palm Beach Atlantic University
 Pennsylvania Academy of the Fine Arts
 Pennsylvania State University
 Pratt Institute
 Purdue University
 Queens University of Charlotte
 Radford University
 Randolph-Macon College
 Rensselaer Polytechnic Institute
 Roanoke College
 Rochester Institute of Technology
 Rosemont College
 Rutgers University-New Brunswick
 Saint Francis University
 Saint Joseph's University
 Saint Louis University
 Salisbury University
 Savannah College of Art and Design
 School of the Art Institute of Chicago
 School of Visual Arts
 Sewanee: University of the South

Shenandoah University
 Shepherd University
 Shippensburg University of Pennsylvania
 Siena College
 St. Mary's College of Maryland
 Stanford University
 Stevenson University
 Stockton University
 Stony Brook University
 SUNY Oswego
 Susquehanna University
 Syracuse University
 Temple University
 Texas A&M University
 The Art Institute of Fort Lauderdale
 The Cooper Union
 The New School (Parsons School of Design)
 The University of the Arts
 Towson University
 Trinity College
 Trinity University
 Union College (New York)
 University of Alabama
 University of Arizona
 University of California
 University of Cincinnati
 University of Cincinnati Conservatory of Music
 University of Connecticut
 University of Dayton
 University of Delaware
 University of Delaware (Honors Program)
 University of Florida
 University of Hartford
 University of Illinois at Urbana-Champaign
 University of Kentucky
 University of Mary Washington
 University of Maryland, Baltimore County
 University of Maryland, College Park
 University of Maryland, Eastern Shore
 University of Massachusetts, Boston
 University of Miami
 University of Michigan
 University of North Carolina at Chapel Hill
 University of North Carolina at Charlotte
 University of North Carolina at Wilmington
 University of North Dakota
 University of Northern Colorado
 University of Pittsburgh
 University of Roehampton
 University of Scranton
 University of South Carolina
 University of South Florida
 University of Tampa
 University of Tennessee, Knoxville
 University of Texas, Austin
 University of the Sciences (Philadelphia)
 University of Virginia
 University of Washington
 Villanova University
 Virginia Commonwealth University
 Virginia Tech
 Wake Forest University
 Washington and Jefferson College
 Washington and Lee University
 Washington College
 Washington State University
 Wells College
 Wesley College
 Wesleyan University
 West Chester University of Pennsylvania
 West Virginia University
 West Virginia Wesleyan College
 Western Carolina University
 Wilson College
 Wingate University
 Worcester Polytechnic Institute
 Wor Wic Community College
 York College of Pennsylvania

Class of 2017

320 Graduates

256 from Easton and 64 from St. Michaels

87%

of the class of 2017 plan to enter college, 145 students plan to attend a 4 year university while 130 plan to attend a 2 year college or technical school.

198 graduates were offered at least one scholarship earning a record high of

\$11.9 Million!

55%

Graduated with at least one AP course taken.

24%

Graduated with at least one AP qualifying score.

51%

Earned college credit for at least one dual enrollment course.

43%

Completed at least one Career and Technology Education Program. State average is 22.8%.

The Class of 2017 SAT composite score was **1080**, an increase of **52** points over last year.

36,765

Service Learning Hours earned. An average of 113 hours for each student. The graduation requirement is 75 hours.

GOAL TWO



PARTNERSHIPS

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

- ✓ 59 students had an internship in 2016-17
- ✓ Hired an Internship Coordinator to increase opportunities (2017-18)
- ✓ Increased Business Partnerships from 500 in 2015-16 to 700 in 2016-17
- ✓ Financial contributions, program and event sponsors significantly increased educational opportunities for our students
- ✓ Increased Social Media engagement at both district and school levels.
- ✓ Expanded Social Media presence by adding district and school level Instagram Accounts
- ✓ Implemented School Messenger communication tool allowing for email and text messaging to all parents and staff
- ✓ Established Education Foundation Advisory Board (\$87,944 Raised 2016-17)
- ✓ Expanded the Career Pathway Initiative Program Partnership with Rotary, the YMCA, TCPS and Chesapeake College connecting students with community resources

TALBOT COUNTY ARTS COUNCIL RECEIVES COMMUNITY AWARD



The Talbot County Arts Council has a longstanding relationship with Talbot County Public Schools that has nurtured the creative spirit and artistic talents of our students while exposing them to a wide range of cultural experiences. The mission of the Talbot Arts Council is to support the arts in Talbot County by granting funds to arts organizations, arts activities, and arts education in our schools. In fulfilling their mission, they invite our students to explore new opportunities for creative expression and to develop an appreciation of diverse art experiences.

During the 2016-2017 school year alone, Talbot County Arts Council contributed more than \$23,000 in matching grants to TCPS for Arts in Education, Mini Grants, and Summer Arts Scholarships. The Arts education provided to our students included performing arts, (dance, music, theater), and visual arts, (drawing, painting, sculpture, and design). Programs offered by this community partner are an essential part of the fine arts curriculum and the learning experiences of all TCPS students.



TCPS EDUCATION FOUNDATION ADVISORY BOARD



The Talbot County Public Schools Education Foundation announced its inaugural Advisory Board. The Foundation was formed in October of 2016 in partnership with the Mid-Shore Community Foundation. Its mission is to engage and utilize community resources to provide Talbot County Public Schools students and teachers with otherwise unavailable enrichment opportunities that will enhance the TCPS educational experience and produce exceptional graduates.

Patrick Fitzgerald
Chair, TCPS Alumnus,
 Partner, Ewing, Dietz,
 Fountain & Kaludis, P.A.

Laura P. Heikes
Vice Chair, Senior Vice
 President Government and
 Community Relations Officer
 Shore United Bank

Rebecca Firth, Ph.D.
 Former TCPS Parent, Retired
 Teacher and Learning
 Specialist

Juanita Hopkins
 TCPS alumnus and former
 parent, Attorney Talbot
 County Board of Education
 Member

F. Graham Lee
 Former TCPS Parent, Vice
 President for Philanthropy,
 Shore Regional Health

Victoria Gomez Lozano
 TCPS Parent, Hispanic
 Outreach Coordinator,
 Chesapeake Multicultural
 Resource Center

Richard Marks
 Chief Executive Officer,
 Arbre Group Holding Corp.

JoAnn Asparagus Murray
 Former TCPS Parent
 Former Talbot County
 Board of Education Member
 Magistrate, Caroline County
 Circuit Court

David Short, CPA
 TCPS Parent, Former
 TCPS Board Member and
 PTO President, Managing
 Partner, Weaver Mavity Short
 Associates, LLC

GOAL THREE

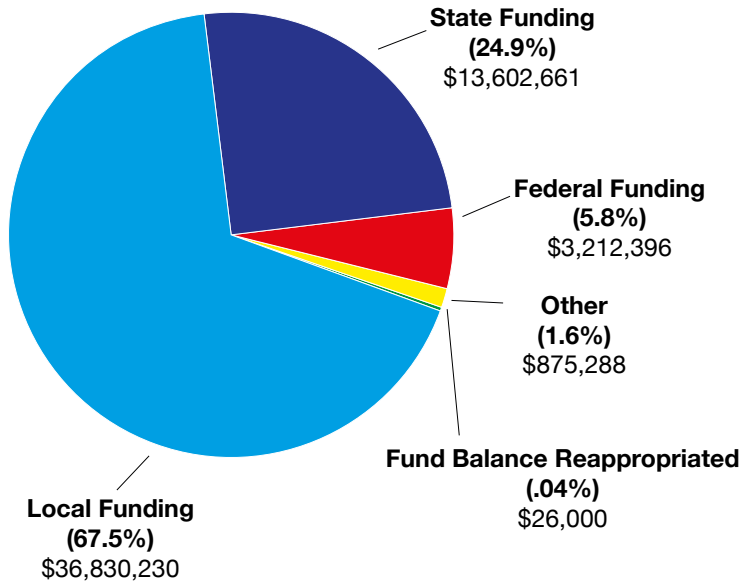


ORGANIZATIONAL RESOURCES

Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

FY17 Operating Revenue

\$54,546,575



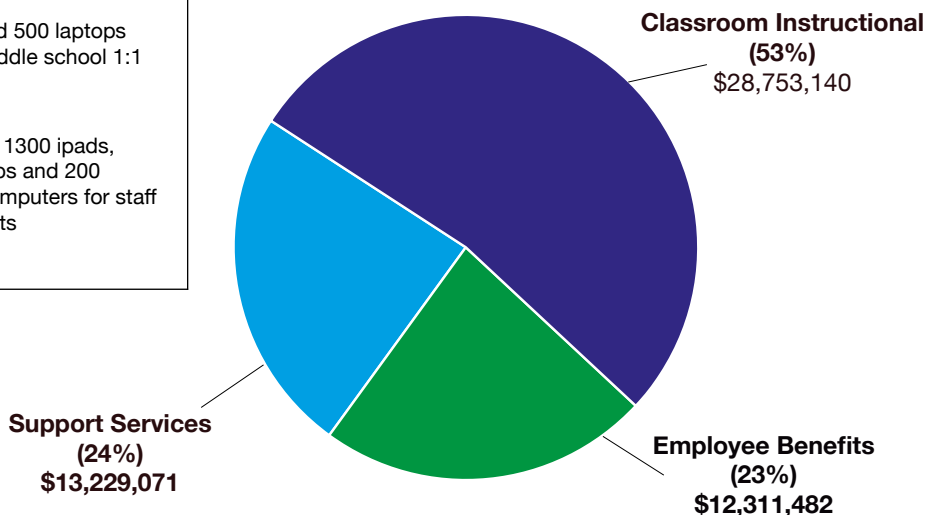
FY17 Ranking in Maryland by Total Per Pupil Funding

STATE AVERAGE:
\$15,268

1. Worcester: \$17,971
2. Baltimore City: \$16,942
3. Somerset: \$16,603
4. Montgomery: \$16,344
5. Howard: \$16,313
6. Kent: \$16,149
7. Prince George's: \$16,078
8. Allegany: \$15,415
9. Garrett: \$15,386
10. Dorchester: \$15,028
11. Charles: \$14,804
12. Baltimore: \$14,462
13. Calvert: \$14,199
14. Wicomico: \$14,159
15. Carroll: \$14,134
16. Caroline: \$14,054
17. Cecil: \$14,027
18. Anne Arundel: \$13,947
19. St. Mary's: \$13,789
20. Queen Anne's: \$13,535
21. Washington: \$13,521
22. Harford: \$13,489
23. Talbot: \$13,474 (*\$1,794 Below the State Average*)
24. Frederick: \$13,409

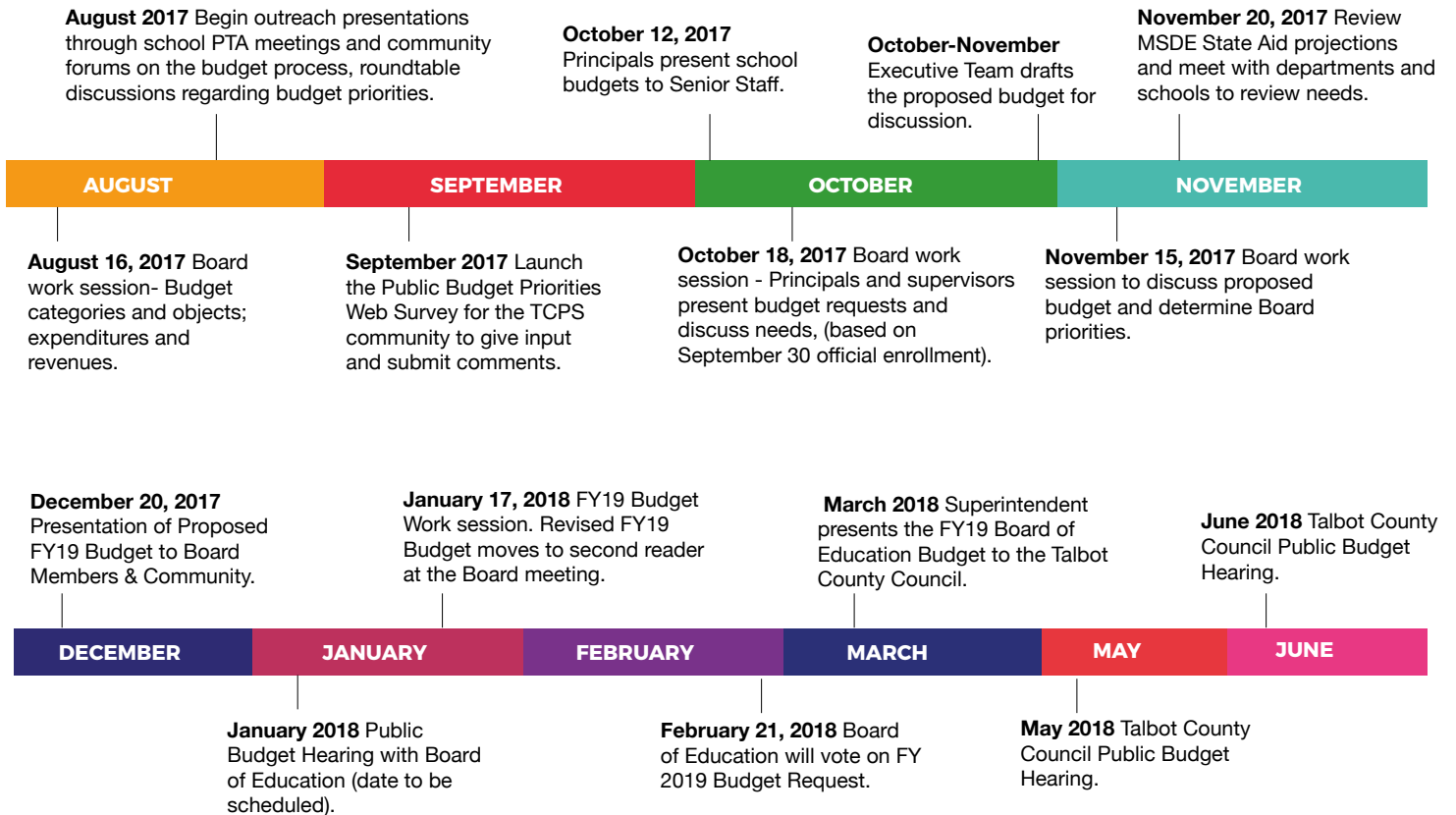
FY17 Operating Expenditures

\$54,293,693



- ✓ Focused on recruiting and hiring bus drivers
- ✓ Hired 19 new teachers, 4 are TCPS graduates
- ✓ Placed School Resource Officers at both high schools
- ✓ Continued Discovery Education partnership to bolster digital learning across all grades
- ✓ Increased system-wide internet bandwidth from 400 to 600 megabytes per second
- ✓ Device to student ratio: Elementary 1:1.5, Middle 1:1, High 1:1
- ✓ Added timeclocks to all buildings
- ✓ Added a new Project Lead The Way pre-engineering lab at Easton High School
- ✓ Added/replaced security cameras at Easton High School, St. Michael's Middle High School and Talbot County Education Center
- ✓ Implemented visitor volunteer background checking system at all buildings
- ✓ Replaced 100 wireless access points - Easton High School
- ✓ Refurbished 500 laptops for both middle school 1:1 Programs
- ✓ Re-imaged 1300 ipads, 2900 laptops and 200 desktop computers for staff and students

FY19 BUDGET TIMELINE



2017 Talbot County Teacher of the Year and Support Staff of the Year

Talbot County Public Schools named the Teacher of the Year and Support Staff of the Year at an evening celebration on April 6, 2017 at the Milestone in Easton. Mrs. Katie Fox, a kindergarten teacher at Tilghman Elementary was selected as the Teacher of the Year for 2017 – 2018, and Mrs. Tonya Hayman, Instructional Assistant at Easton Middle School was selected as the first TCPS Support Staff of the Year recipient. Katie Fox went on to the Maryland State competition and was named one of 7 finalists! The Support Staff of the Year is a locally-sponsored recognition designed to honor a support employee who has demonstrated exceptional dedication to Talbot Public Schools.



Katie Fox holds a B.A. in Elementary Education from the University of Michigan, earned Early Childhood Teacher Education Certification from the University of Puget Sound, and an M.Ed. in Curriculum and Instruction with an emphasis in Reading from Grand Canyon University. She serves on the Gifted and Talented Advisory Committee, the Early Childhood Report Card Committee, Courageous Conversations

– CARE Team, and Leads the Primary Talent Development Team. She is on the Board of Directors of the Tilghman Area Youth Association, is a Tilghman After School Club – Science Technology Engineering and Mathematics (STEM) teacher, and is on the Midshore Reading Council.



Tonya Hayman has worked for TCPS for a total of 46 years. Her first assignment was at Idlewild Elementary School, and she since has worked at several other schools in the county as a Special Education Instructional Assistant. She has spent the last 10 years in her current position at EMS. Her management of the ISS/Planning Room is very structured, yet nurturing. She is truly dedicated to the education profession, and she

has a wealth of knowledge which benefits the entire school community. Ms. Hayman also serves on the Talbot County Education Association negotiation team for support staff. She is the Youth Program Manager at the Neighborhood Service Center and is very active in her church, where she serves as the Director of Christian Education and Church School Superintendent.