



**Talbot
County
Public
Schools**

ANNUAL REPORT FY19



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 ensure 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.

Superintendent's Message

I invite you to review the Talbot County Public Schools 2018-2019 Annual Report, which provides an overview of financial, demographic and student performance data for fiscal year 2019.

As we enter the final year of our 2020 Vision Strategic Plan, we are extremely proud of all that our staff and students have accomplished as we continue to work towards achieving the goals set forth in the plan. Our team of educators is committed to ensuring that our students develop the global competencies they will need on their journey to military service, the workforce, technical training or college. As we have experienced changes in the demographics of our community, we have expanded our focus to support the needs of all of our graduating students. This is reflected in the outcomes shared in this report.

The report also outlines improvements made thanks to the continued support of the Talbot County Council, the Maryland State Department of Education, and other key partnerships. A few highlights are as follows:

- Expanded Gifted and Talented program
- Added AP Chemistry and AP Computer Science
- Increased Graduation Rate
- Increased Internship Opportunities
- Continued progress on the Easton Elementary School Replacement Project
- Increased the number of iPads to provide 1:1 for elementary students
- Successful first year of grant funded full-day pre-school at Easton Elementary Dobson

I am grateful for the continued outpouring of support from our great community, and proud to serve as your Superintendent of Schools. #WeAreTCPS!

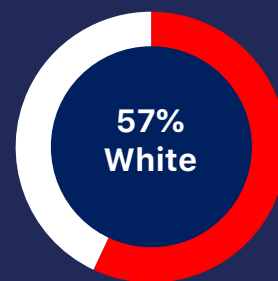
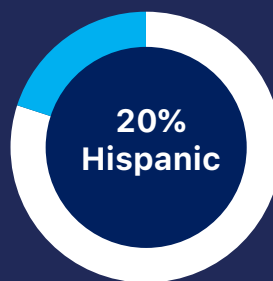
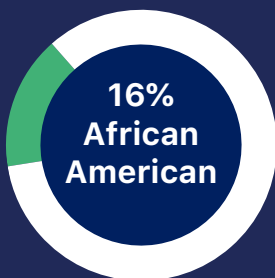
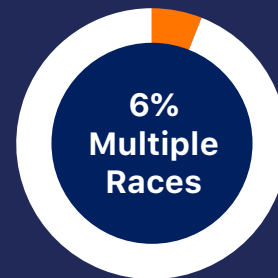
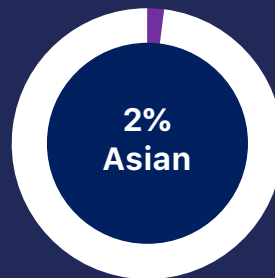
Kelly L. Griffith, Ed.D.
Superintendent of Schools

Board of Education Fall 2019



Left Top: Susan Delean-Botkin, Juanita Hopkins, Otis Sampson, Emily Jackson, April Motovidlak, Left Bottom: Kelly Griffith Superintendent, Michael Garman, President, Mary Wheeler, Vice President, Charlene Gould, Board Administrative Assistant

2018-19 DEMOGRAPHICS



93%
Attendance Rate



45%
Qualified for Free or
Reduced Meals



155
Students Classified as
Homeless



473 Students received
Special Education Services.
193 Students had a 504 Plan.
240 Gifted and Talented
Students served.



363 Certified Teachers
33 Certified
Administrators
250 Support Staff



567 ESOL Students
(English for speakers
of other languages)
407 Students
Recieved 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.

FY19 Academic Highlights

Grant Funded Literacy Coach Program:

- 97 teachers were involved in co-teaching with coaches.
- 248 teachers received feedback on best practices from their coaches' walk throughs.
- Literacy Coaches provided 189 hours of formal Professional Development.
- 510 students and/or parents participated in family engagement activities organized by Literacy Coaches.

Partnered with Talbot County Arts Council to implement a collaborative Arts Education Partnership.

Received approval for a new program of study to implement MD Youth Apprenticeship Program.

Implemented Full Day Pre-K at Easton Elementary Dobson through grant funding.

Expanded Gifted and Talented program to serve grades 1-6.

Decreased drop-out rate and increased graduation rate with the initiation of a focused Drop-Out Prevention and Re-Engagement program.

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
2018-19	74%	79%	81%	90%	91%
2017-18	81%	82%	81%	82%	89%
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%

2019 MD State Assessments



Visit mdreportcard.org to view TCPS and State Assessment Data.

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 in an AP course are required to take the exam.

385

Students enrolled in AP Courses in the 2018-19 school year.

58%

of AP exams taken received a qualifying score (594 exams were taken with 342 receiving a score of 3, 4 or 5).

40

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

21

AP SCHOLARS W/ DISTINCTION

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

2

NATIONAL AP SCHOLARS

A score of 4 or higher on 8 or more exams

TALBOT COUNTY PUBLIC SCHOOLS CLASS OF 2019

College Acceptance List

Alvernia University
 American River College
 American University
 Anderson University-IN
 Anne Arundel Community College
 Appalachian State University
 Arizona State University
 Auburn University
 Beloit College
 Bishop's University
 Bloomsburg University of Pennsylvania
 Boston College
 Bowie State University
 Bridgewater College
 Brigham Young University
 Cairn University
 Campbell University
 Case Western University
 Champlain College
 Charleston Southern University
 Chesapeake College
 Chestnut Hill College
 Cheyney University of Pennsylvania
 Christopher Newport University
 Clark Atlanta University
 Clark University
 Clemson University
 Coastal Carolina University
 College of Charleston
 College of William & Mary
 Colorado State University
 Concordia University - Montreal
 Coppin State University
 Cornell University
 Covenant College
 Culinary Institute of America
 Dartmouth College
 Delaware State University
 Delaware Technical Community College
 Delaware Valley University
 Drexel University
 Duquesne University
 East Carolina University
 Embry-Riddle Aeronautical University
 Erskine College
 Florida Institute of Technology
 Florida Tech
 Frostburg State University
 Georgetown University
 Georgia Military College
 Georgia Tech
 Goucher College
 Grove City College
 Hampton University
 Hartwick College
 High Point University

Hood College
 Hope College
 Indiana University
 Iowa State University
 Jacksonville University
 James Madison University
 Johnson & Wales University
 (Providence)
 Johnson and Wales University
 Johnson C. Smith University
 Keuka College
 Lebanon Valley College
 Lee University
 Lehigh University
 Lincoln University
 Longwood University
 Louisiana State University
 Loyola University Maryland
 Marion Military Institute
 Maryland Institute College of Art
 McDaniel College
 Mercer University
 Miami University, Oxford
 Michigan Technical University
 Morgan State University
 Mount St. Mary's University -
 Maryland
 Neumann University
 Neumont College of Computer
 Science
 Norfolk State University
 North American Trade School
 North Carolina A&T State University
 North Carolina State University
 Nova Southeastern University
 Ohio University
 Old Dominion University
 Pace University, New York City
 Pennsylvania State University
 Pfeiffer University
 Purdue University
 Quinnipiac University
 Radford University
 Randolph-Macon College
 Rensselaer Polytechnic Institute
 Rhode Island School of Design
 Roanoke College
 Rochester Institute of Technology
 Rutgers University-New Brunswick
 Salisbury University
 Savannah College of Art and Design
 Savannah State University
 Shenandoah University
 Slippery Rock University of
 Pennsylvania
 St. Mary's College of Maryland

Stevenson University
 Temple University
 The Catholic University of America
 The Culinary Institute of America- NY
 (Main Campus)
 The University of Alabama
 The University of Memphis
 The University of North Carolina at
 Chapel Hill
 The University of Tampa
 Towson University
 Trine University
 Union College (New York)
 University at Buffalo The State University
 of New York
 University of Colorado at Boulder
 University of Connecticut
 University of Delaware
 University of Florida
 University of Hawaii at Manoa
 University of Lynchburg
 University of Maine
 University of Mary Washington
 University of Maryland, Baltimore
 County
 University of Maryland, College Park
 University of Maryland, Eastern Shore
 University of Massachusetts, Lowell
 University of Mississippi
 University of New Hampshire at Durham
 University of New Haven
 University of North Carolina at
 Wilmington
 University of Oregon
 University of Pennsylvania
 University of Pittsburgh
 University of Rhode Island
 University of South Carolina
 University of Vermont
 University of Wisconsin, Madison
 (College of Letters & Science)
 Ursinus College
 Utica College
 Valley Forge Military College
 Villanova University
 Virginia Commonwealth University
 Virginia Tech
 Virginia Wesleyan University
 Waldorf University
 Washington College
 West Virginia University
 Wilson College
 Wor-Wic Community College
 Worcester Polytechnic Institute
 Xavier University of Louisiana
 York College of Pennsylvania

Class of 2019

93%
Graduation Rate

76%
of the class of 2019 plan to
enter a 2 or 4 year college or
technical school, 22% will
enter the workforce and 5%
will enter the military.

The class of 2019 earned
\$14.8 Million
in scholarship dollars!

50%
Earned a Career and
Technology Completer

19%
Earned college credit
for at least one dual
enrollment course.

51%
Completed at least one
Advanced Placement (AP)
Course

24%
Graduated with at least one
AP qualifying score.

The Class of 2019 SAT
composite score was

1059
which is above the state
and national average

13
Students Awarded
the Biliteracy Seal of
Distinction

Class of 2019

Career & Technology Education (CTE) Pathway Completers

Automotive	12
Computer Science	5
Construction Trade - Carpentry	18
Culinary Arts	21
Pre-Engineering	9
Teacher Academy	9
Careers in Cosmetology	3

EMR/ Fire and REscue	1
Career Research & Development	3
Interactive Media Production	23
Biomedical Science	42
Curriculum for Agriculture Science	13
Marketing (new in 2016-17)	13
Total	172

GOAL TWO



PARTNERSHIPS

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

Partnership Highlights

Placed the Eastern Shore's first student participant in the Apprenticeship Maryland Program, a collaboration between the Maryland Department of Labor, the Maryland State Department of Education, the Department of Commerce, participating school systems, and community business and educational partners.

Increased the number of student internship opportunities to 109.

Participated in joint fundraisers with community partners to address needs in our community and beyond.

The Education Foundation secured financial contributions, program, and event sponsors which significantly increased educational opportunities for our students.

Achieved greater family and community engagement through social media and school system communication platforms.

Utilized School Messenger communication platform to improve school and district-based communications to all parents and staff.

Continued partnership with the Talbot County Sheriff's Office and Talbot Goes Purple to raise awareness about the opioid epidemic and the dangers of substance abuse.



JUNIOR ACHIEVEMENT 2019 District Partner of the Year

Junior Achievement of the Eastern Shore is a non-profit organization dedicated to educating youth, in grades k-12 both public and private, about financial literacy, work readiness, and entrepreneurship.

JA's hands-on, age-appropriate programs are intended to inspire youth to live within their means, prepare them for the world of work, and help them to understand the free enterprise system. Their programs are brought to life by individuals from local businesses who volunteer their time to provide instruction. The unique JA delivery system provides the

training, materials, and support necessary to bolster the chances for student success. The impact is measurable, as students who participate in Junior Achievement programs demonstrate significant understanding of economics and business concepts. During the 2018-19 school year JA of the Eastern Shore taught 59 classes in Talbot County to 1,337 students with 9,940 contact hours. It is with great admiration and gratitude that TCPS recognizes Junior Achievement of the Eastern Shore as District Partner of the Year.



With the help of the community, the Education Foundation provides funding for teacher grants and student scholarships.

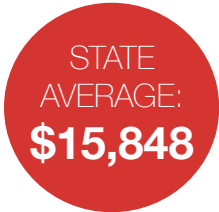
- Foundation awarded \$42,838 in grants for innovative teaching and learning.
- Foundation awarded the first CTE scholarship in the amount of \$1500 for a student to attend diesel-mechanic school through the CTE Scholarship Endowment Fund.
- The Foundation Endowment Fund, devoted to the sustainability of the foundation's efforts, continues to grow.
- Donors who make gifts of \$500 or more to TCPSEF endowment funds are eligible for the Endow Maryland tax credit program.
- Foundation supports learning opportunities that go beyond the standard, the norm or the conventional.



ORGANIZATIONAL RESOURCES

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

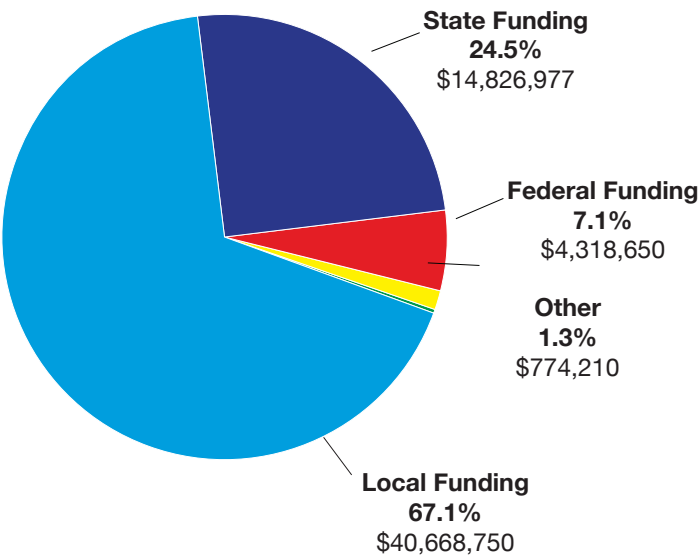
FY19 Ranking in Maryland by Total Per Pupil Funding



1. Worcester: **\$18,472**
2. Somerset: **\$18,353**
3. Baltimore City: **\$17,493**
4. Kent: **\$17,239**
5. Montgomery: **\$16,859**
6. Prince George's: **\$16,664**
7. Howard: **\$16,630**
8. Allegany: **\$16,148**
9. Dorchester: **\$15,835**
10. Charles: **\$15,255**
11. Baltimore: **\$15,231**
12. Garrett: **\$15,180**
13. Calvert: **\$14,912**
14. Wicomico: **\$14,882**
15. Caroline: **\$14,852**
16. Cecil: **\$14,537**
17. Carroll: **\$14,519**
18. St. Mary's: **\$14,390**
19. Anne Arundel: **\$14,341**
20. Washington: **\$14,289**
21. Talbot: **\$14,066**
22. Queen Anne's: **\$13,970**
23. Frederick: **\$13,970**
24. Harford: **\$13,776**

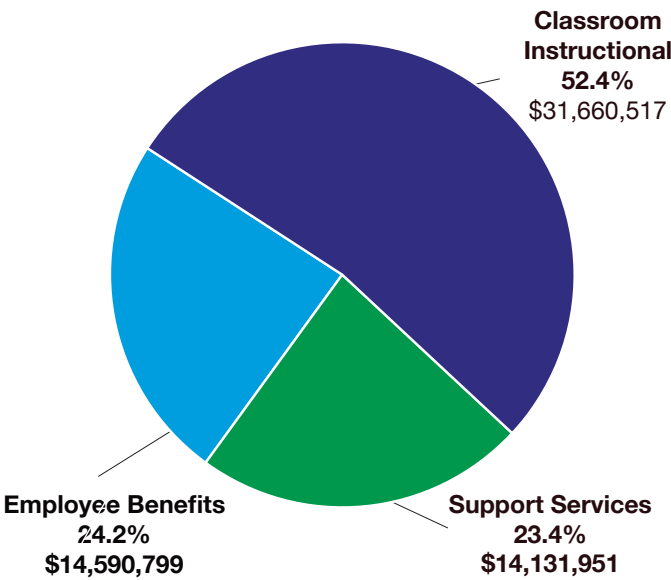
FY19 Operating Revenue

\$60,588,587



FY19 Operating Expenditures

\$60,383,267



Organizational Resources Highlights

Heightened school security with minimized door access and updated cameras.

Obtained \$ 5.8 million in grant funding (\$1 million over FY18 grant funding)

Added 24/7 laptop access for all middle school students.

Upgraded wireless infrastructure across the county.

Maximized Professional Development by implementing Teacher Leaders in each building.

Decreased out of school suspensions overall and in student groups.

Focused recruitment efforts with Teacher Scholarship Program with cooperation from Chesapeake College.

TCPS Transportation implemented the "Here Comes the Bus" APP, allowing parents to access real-time bus information.

Sodexo, TCPS Food Service Provider, implemented "So Happy" APP, showing daily menus and nutritional information.

Easton Elementary Construction Project is on schedule!

FY21 Budget Timeline

OCTOBER

Board of Education Budget Work Session

- Principal and Supervisor Presentations
- Executive Team drafts the proposed budget for discussion
- Budget Survey Launched

NOVEMBER

Board of Education Budget Work Session

- Review MSDE State Aid projections and meet with departments and schools to review needs.
- Survey results presented at the November Board of Education Meeting.

DECEMBER

Presentation of Proposed FY21 Budget to Board Members & Community at the December 18, 2019 Board of Education Meeting at the Talbot County Education Center.

JANUARY

Board of Education Budget Work Session

- Revised budget moves to second reader
- Public Budget Hearing with the Board of Education

FEBRUARY

Board of Education votes on FY20 Budget Request

MARCH

FY21 Board of Education Budget presented to the Talbot County Council

MAY

Public Budget Hearing with Talbot County Council

JUNE

Board receives final allocation from the Talbot County Council



2019 TEACHER AND SUPPORT STAFF OF THE YEAR



Kevin Carroll

The 2019-2020 Talbot Teacher of the Year is Mr. Kevin Carroll. Mr. Carroll teaches Special Education Self-Contained/Functional Living Skills at Easton High School. He earned a Bachelor of Science in Special Education K-12 from Grand Canyon University and a Master of Arts in English (TESOL) in 2018.

He began his career with TCPS as an Instructional Assistant in Special Education in 2008. Mr. Carroll's responsibilities include conducting Individual Education Plan (IEP) meetings and educational testing for students as well as Maryland State Alternative Testing for Special Ed and ELL. He plans and delivers Equity/CARE Professional Development for EHS staff, is the Department Chair for Special Education and serves as a Special Education Transition Coach. In addition, he is the TCPS Night School Manager for the Drop-out Prevention and Re-engagement program.

Sindy Reyes

The 2019-2020 Support Staff of the Year is Ms. Sindy Reyes. Ms. Reyes is an English as a Second Language Instructional Assistant at Easton Elementary – Dobson, where she provides English language support services for kindergarten and newcomer students. A qualified English/Spanish Interpreter, she also assists with enrollment, parent-teacher conferences, Individualized Education Plan (IEP) meetings, and special events.

Ms. Reyes has a degree in Elementary Education from Colegio Ana Geurra de Jesus, El Salvador and a Bachelor of Arts in English from University of El Salvador. She has also earned an Associate of Arts from Chesapeake College. She has worked for Talbot County Public Schools since 2001. In addition to her work at Easton Elementary, Ms. Reyes is tutor at the Easton High Night School and an Equity Team member at EES Dobson.