



TALBOT COUNTY PUBLIC SCHOOLS

# Annual Report

Fiscal Year 2021







**Talbot  
County  
Public  
Schools**

**Kelly L. Griffith, Ed.D.**

Superintendent of Schools

**Sarah Jones, CPA**

Chief Financial Officer

**D. Lynne Duncan**

Assistant Superintendent for  
Administrative and Support Services

**Helga Einhorn, Ph.D.**

Assistant Superintendent for  
Curriculum and Instruction

**Steve Wilson**

Director of Technology

## Schools

Chapel District Elementary

Easton Elementary

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](http://www.talbotschools.org)

*The Talbot County Board of Education is committed to promoting the worth and dignity of all individuals. The Board will not tolerate or condone any act of bias, discrimination, insensitivity, or disrespect toward any person on the basis of race, color, sex, gender, gender identity, sexual orientation, age, national origin, religion, socio-economic status or disabling condition.*

*Employees, students, parents, and community members may report allegations of sexual harassment to the Title IX Coordinator for Talbot County Public Schools:*

*Supervisor of Student Services*

*Darlene A. Spurrier*

*Talbot County Public Schools*

*12 Magnolia Street*

*Easton, Maryland 21601*

*410-822-0330*

*[Title9Coordinator@talbotschools.org](mailto:Title9Coordinator@talbotschools.org)*

# From Dr. Griffith



We are pleased to share our 2020-2021 Annual Report, which provides an overview of financial, demographic and student data for fiscal year 2021 for Talbot County Public Schools. This report also includes a summary of our Strive for 2025 Updated Strategic Plan.

Although we continued to navigate teaching and learning during a pandemic throughout the entire school year, we still have much to celebrate in the achievements of the class of 2021. Our graduation rate increased to a new all-time high of 96.29%, and our drop out rate remained low at 2%. The class earned a composite SAT score of 1005 and an ACT composite average of 20.6, which is outstanding given the limited

access to testing. Our 335 graduates made the most of every opportunity, earning a record high \$19,299,348 in scholarships. 50% completed at least one Advanced Placement course and 30% earned college credit for at least one dual enrollment course.

Our staff, students, and community learned what it truly means to adapt. We began the year in a fully virtual learning environment, moved quickly to a hybrid model, back to virtual, then thankfully finished the year with students back in our classrooms. Our students and staff continued to prove how resilient and determined they are, as they moved through all of these transitions, while successfully completing course and grade level requirements. It was challenging at best, but I could not be more proud of them all.

Some days, I'm unable to remember what it was like to educate children before COVID-19, and I'm fairly certain that we are still trying to find our "new normal." I remain grateful for the opportunity to lead this phenomenal team, and am especially thankful to be able to walk through our schools and see our students and staff TOGETHER, enjoying opportunities that we once took for granted.

Thank you again for your support of our schools!

Kelly L. Griffith, Ed.D.

Superintendent

## Board of Education Fall 2021



**Susan Delean-Botkin**  
President



**Michael Garman**  
Vice President



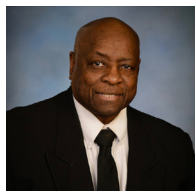
**Candace Henry**  
Board Member



**Emily Jackson**  
Board Member



**April Motovidlak**  
Board Member



**Otis Sampson**  
Board Member



**Mary Wheeler**  
Board Member



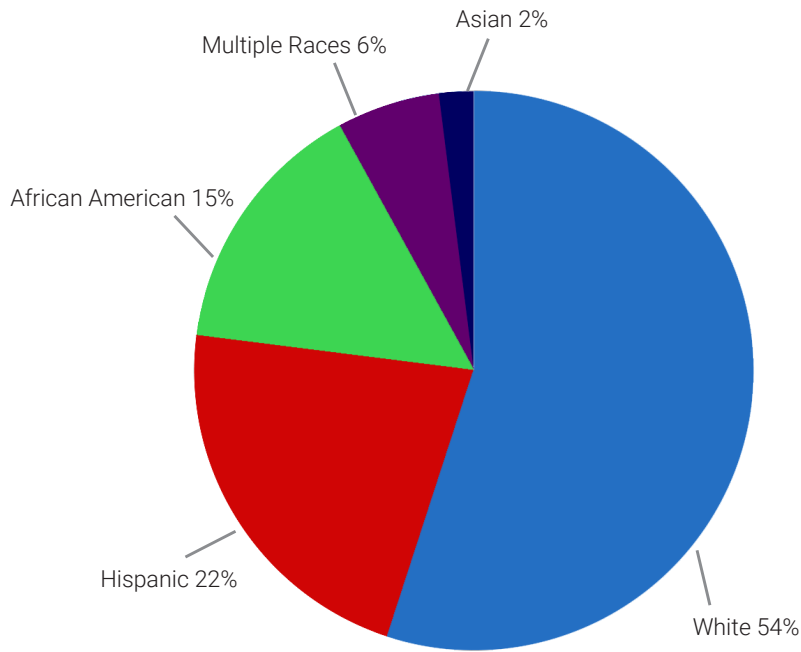
**Joel Duah**  
Student Board Member  
EHS



**Macy Motovidlak**  
Student Board Member  
SMMHS



# 2020-21 Demographics



## Enrollment By Ethnicity

White	2,464
Hispanic	1,009
African American	683
Multiple Races	266
Asian	97
Native American	2
Hawaiian Pacific Islander	3
<b>Total Enrollment</b>	<b>4,524</b>

## Enrollment 4,524

Special Education	10% (467)
504 Plan	6% (207)
Gifted and Talented	364
English Language Learner	11% (484)
Free and Reduced Meals	50% (2,263)
Homeless	121



## Employees 673

Certified Teachers	370
Certified Administrators	31
Support Staff	272



# Strategic Plan Update

TCPS completed the Strategic Plan Update in FY21. The 2015 plan built a foundation from which the district made substantial progress in significant targeted areas. PMG Consulting worked with TCPS leadership and a key group of stakeholders to help them refine and build next steps. In addition PMG helped leadership to do the following: (1) identify areas that have become institutionalized as part of the districts best practices and operations; (2) remove unattainable or unrealistic goals; (3) identify overarching strategies to align the work within the district; (4) develop path forward to build on current goals or launch new ones needed to progress the work of the district.

## STRIVE FOR 2025 GOALS AND OBJECTIVES

Goals and Objectives serve as a guide for administration, management, faculty and support service providers to align their efforts in achieving our mission.

1

### RECRUITMENT, PROMOTION & RETENTION OF STAFF

**Goal 1.1 TCPS will have a highly qualified and diverse workforce.**

**Objective 1.1.1:** Seek increased diversity in TCPS hires annually through policy, recruitment strategies and community engagement.

**Objective 1.1.2:** Retain highly qualified talent utilizing community initiatives and internal supports.

**Goal 1.2 TCPS will identify, train, and promote high quality staff.**

**Objective 1.2.1:** Pursue best practices in training, retainment, and promotion within TCPS.

**Objective 1.2.2:** Retain 80% of those hired and trained with opportunities for promotion.

**Objective 1.2.3:** Continue to update rubrics for training and career pathways annually.

2

### ACADEMIC EQUITY & ACHIEVEMENT

**Goal 2.1 TCPS staff and leadership will enact institutional practices, policies, and procedures that equitably serve the educational needs of all students.**

**Objective 2.1.1:** Develop and implement a district equity plan that focuses on teaching and learning and includes all departments and operations in supporting student success.

**Objective 2.1.2:** Institute a comprehensive professional learning program for all TCPS staff.

**Goal 2.2 All TCPS students will have equitable access to high quality and culturally relevant instruction, curriculum and support.**

**Objective 2.2.1:** Collaborate with the Talbot Early Childhood Advisory Council to coordinate efforts to develop local strategies to support early childhood needs.

**Objective 2.2.2:** Identify and expand successful pilot programs, curriculum, and best practices to address disparities in academic achievement.

**Objective 2.2.3:** Increase the number of underrepresented student groups in advanced placement, career and technical education and dual enrollment opportunities.

**Objective 2.2.4:** Increase equitable pathways to college and career readiness for all TCPS students.

3

### SOCIAL & EMOTIONAL LEARNING

**Goal 3.1 All TCPS students will have access to information, interventions, and supports to meet their social and emotional learning needs.**

**Objective 3.1.1:** Complete the School Mental Health Quality Assessment every year to identify opportunities and develop plans for improvement of services and programs.

**Objective 3.1.2:** Collaborate with community agencies to expand access to providers and resources and reduce wait time for students in need of mental health services

**Goal 3.2 TCPS will make social and emotional learning a priority. All students will engage in high quality prevention (Pre-K through grade 12).**





**Objective 3.2.1:** Identify and implement the highest performing prevention programs and professional learning opportunities.

**Objective 3.2.2:** Provide targeted transitional intervention strategies for critical milestones that affect student performance.

**Objective 3.2.3:** Develop a universal social and emotional learning plan that utilizes proven prevention and support programs and the services offered by various student services staff.



## TCPS STRATEGIC DRIVERS

	<p><b>Equity for Every Student:</b> Achieving equity is closely tied to personalized learning. It requires the understanding of each student's individual needs and designing educational experiences that will help all students achieve success.</p>		<p><b>Quality Communication:</b> High quality, two-way communication reaches all constituents in a way that is timely and understandable. It raises awareness, provides information, and fosters engagement.</p>
	<p><b>Resource Development:</b> Comprehensive financial structure and supports are needed to provide optimal learning environments. Strategies to secure the adequate finances and/or services needed requires intention and should be fostered through diverse streams of support.</p>		<p><b>Collaboration:</b> Creating a culture in which administrators, teachers, partners, parents, and students are committed to collaborating with each other as well as other stakeholders is essential to building the best learning environment. A collaborative culture promotes excellence, equity and resilience, and supports the diverse learning needs of all students.</p>



## FY21 ACCOMPLISHMENTS

- ✓ Opened new state-of-the art Easton Elementary School.
- ✓ Expanded apprenticeship and internship opportunities.
- ✓ Offered all-day Pre-K at all elementary schools (grant funded).
- ✓ Added NJROTC as a CTE Completer.
- ✓ Adopted Savvas EnVision AGA Curriculum for Algebra I, Geometry, and Algebra II.
- ✓ Adopted StudySync, a digital English Language Arts curriculum fully aligned with the MCCR standards, for Grades 9 and 10.
- ✓ Hired additional social workers through grants.
- ✓ Increased mental health services through partnership with For All Seasons and Eastern Shore Psychological Services.
- ✓ Received the MD AWARE II Grant (\$1.5 million over 5 years) to advance mental health supports.
  - Hired Addictions Specialist, Teacher Consultant and Family Navigator.
  - Offered mental health trainings to TCPS staff and the Talbot community.
- ✓ Secured Capital Funding for:
  - EHS Parking Lot Resurfacing
  - EHS Track Replacement
  - EHS Cafeteria Floor Replacement
  - EES Replacement Project
- ✓ Received funding for continued Free Breakfast and Lunch for ALL students.
- ✓ Awarded by the Education Foundation:
  - Teacher Grants - \$118,000
  - Connectivity - \$108,665
  - Scholarships - \$11,860
- ✓ Expanded 1:1 technology Pre-K through grade 12.
- ✓ Added additional network cabling (SMMHS, SMES, TES & TCEC) and replaced network routers in all schools.
- ✓ Replaced 23 Food Service checkout stations with new workstations.
- ✓ Worked with local stakeholders to expand internet access to under-served students in rural areas.
- ✓ Replaced desktop computers in secondary Pre-Engineering Labs.

# Academic Excellence Class of 2021

## 335 GRADUATES<sup>2</sup>

271 from Easton High and 64 from St Michaels High



**96.29%** Graduation Rate \*

**2%** Dropout Rate \*

\* Pending MSDE verification



**68% (228)** Plan to attend college.

**29% (98)** Entering Workforce

**3% (9)** Entering Military



**\$19,299,348** Earned in Scholarships.



**153 (46%)**  
Earned a Career and  
Technology Completer.



**165 (50%)**  
Completed at least  
one Advanced  
Placement (AP)  
course.



**1005** Composite SAT Score for  
math and critical reading. The ACT  
Composite average was 20.6.

## Class of 2021 Career & Technology Education Completers

PROGRAM	EHS	SMMHS	TOTAL
Apprenticeship of Maryland	1	1	2
Automotive Technology	8	3	11
Computer Science	6	0	6
Construction Trade - Carpentry	6	16	22
Cosmetology	1		1
Culinary Arts	18	16	22
Curriculum for Agricultural Science	13	1	14
Emergency Responder/Firefighter	0	0	0
Interactive Media Production	18	9	27
Marketing	8	0	18
NJROTC	6	3	9
PLTW - Biomedical Science	28	12	40
PLTW - Engineering	7	0	7
Teacher Academy of Maryland	4	6	10
<b>TOTAL</b>	<b>124</b>	<b>51</b>	<b>175</b>



## FY21 ADVANCED PLACEMENT (AP)

**359**

TCPS students took at least one of the Advanced Placement tests given last year. Of the 538 tests taken, 242 or 45% earned a qualifying score of 3 or above.



**71** TCPS AP SCHOLARS

**13**

**AP Scholars with Distinction** Average score of 3.5 or higher; scores of 3 or higher on five or more exams

**19**

**AP Scholars with Honor:** Average score of 3.25 or higher; scores of 3 or higher on four or more Exams

**39**

**AP Scholars:** Score of 3 or higher on three or more exams.



# Class of 2021 College Acceptances

Academy of Art University  
Albright College  
Alfred University  
Allegheny College  
Anderson University  
Anne Arundel Community College  
Arcadia University  
Auburn University  
Baylor University  
Bergen Community College  
Boston College  
Boston University  
Bowie State University  
Bridgewater College  
Carnegie Mellon University  
Case Western Reserve University  
Catholic University  
Centenary University  
Central Piedmont Community College  
Chesapeake College  
Christopher Newport University  
Clark University  
Clemson University  
Cleveland Institute of Art  
Coastal Carolina University  
College of Boulder  
College of Charleston  
College of New Jersey  
Colorado State University  
Community College of Philadelphia  
Coppin State University  
Cornell University  
Dartmouth College  
Delaware College of Art and Design  
Delaware Technical Community College  
DePaul University  
Dickinson College  
Drexel University  
East Carolina University  
Eastern Kent University  
Eastern University  
Elon University  
Flagler College  
Florida A & M  
Florida Atlantic University  
Florida Community College  
Florida Gulf Coast University  
Florida State University  
Fordham University  
Frostburg State University  
Furman University  
George Mason University  
George Washington University  
Goucher College  
Hampshire College  
Hampton University  
Harkum College  
High Point University  
Hollins University  
Hood College  
Howard University  
Illinois Institute of Technology  
Indiana Wesleyan University  
Iowa State University  
Jacksonville University  
James Madison University  
Johnson & Wales University  
Juniata College  
Lee University  
Lehigh University  
Lesley University  
Liberty University

Lincoln Tech  
Louisiana State University  
Loyola University  
Loyola University of Chicago  
Loyola University of MD  
Loyola University of New Orleans  
Marietta College  
Marquette University  
Marshall University  
Maryland Institute College of Art  
McDaniel College  
MD Institute of Applied Agriculture  
Messiah University  
Miami University  
Miami University of Ohio  
Morehouse College  
Morgan State University  
Mount Saint Mary's University  
Nassau Co. Community College  
New York University  
North Carolina Agricultural & Technical State University  
North Carolina State University

St. Mary's College of Maryland  
Stevenson University  
SUNY University of Buffalo  
Susquehanna University  
Sweet Briar College  
Syracuse University  
Temple University  
Texas A & M University  
Thiel College of PA  
Towson University  
University of Alabama  
University of Baltimore  
University of Buffalo  
University of California  
University of California San Diego  
University of Central Florida  
University of Chicago  
University of Colorado  
University of Colorado Boulder  
University of Connecticut  
University of Dayton  
University of Delaware  
University of Denver  
University of Detroit, Mercy  
University of Florida  
University of Florida Jacksonville  
University of Georgia  
University of Houston  
University of Kentucky  
University of Lynchburg  
University of Maine  
University of Maryland Baltimore County  
University of Maryland College Park  
University of Maryland Eastern Shore  
University of Maryland Global Campus  
University of Massachusetts  
University of Massachusetts Amherst  
University of Memphis  
University of Minnesota  
University of Mississippi  
University of New Hampshire  
University of New Haven  
University of North Carolina Wilmington  
University of Oregon  
University of Rhode Island  
University of Scranton  
University of South Carolina  
University of South Florida  
University of Tampa  
University of Tennessee  
University of the Pacific  
University of Vermont  
University of Virginia  
University of Western Florida  
Ursinus College  
Vanderbilt University  
Verto Education/ UMD  
Villanova University  
Virginia Commonwealth University  
Virginia Tech  
Virginia Wesleyan University  
Washington College  
West Chester University  
West Virginia University  
Wheeling College  
Willamette University  
Wilson College  
Wingate University  
Xavier University  
York College of PA  
Young Harris College

"I want to commend both the Class of 2021 and our team of educators for their perseverance in achieving these successes. The 2020-2021 school year presented unprecedented challenges for both teaching and learning, and our students and staff gave their all. I could not be more proud."

*Dr. Kelly Griffith, Superintendent of Schools*

Northeastern University  
Northern Michigan University  
Notre Dame of Maryland  
Ohio Northern University  
Ohio University  
Palm Beach Atlantic  
Paul Mitchell School  
Penn State at University Park  
Penn State University  
Pratt Institute  
Pratt MWP College of Art & Design  
Purdue University  
Radford University  
Randolph Macon University  
Reed University  
Regis University  
Roanoke College  
Rochester Institute of Technology  
Roger Williams University  
Rollins College  
Rowan University  
Salisbury University  
Sarah Lawrence College  
Savannah College of Art and Design  
Seton Hall University  
Shenandoah University  
Shenandoah University Honors Program  
Shippensburg University  
Siena College  
Southern Wesleyan University  
Spellman College  
St. John's University  
St. Lawrence University



# Community Partnerships



## TCPS Community Award **Mid-Shore Community Foundation, Inc.**

Established in 1992, Mid-Shore Community Foundation is a 501(c)(3) public charity that connects private resources with public needs to enhance the quality of life throughout the mid shore region. The Foundation works with donors to establish funds that are distributed as grants and scholarships, provides training programs and endowment management services to area nonprofits, and supports start-up charities and local charitable projects through fiscal sponsorship.

Mid-Shore Community Foundation (MSCF) has facilitated millions of dollars in scholarships for local students. Last year they awarded \$218,335 to 63 Talbot County students and more than 1.2 million in scholarships in total. In addition, the school district received nearly \$46,000 in donations from MSCF funds to support the SMASH program in St. Michaels, Spindrift magazine, COVID relief, and meals for our children.

In 2016, TCPS partnered with MSCF to establish our Education Foundation, which has raised more than \$550,000 in contributions from our community and funded \$118,000 in teacher grants and \$11,860 in scholarships. MSCF's infrastructure and support enabled us to quickly launch the foundation, while they provided expert guidance and astute management of the Education Foundations funds. Now comprised of six different Funds, the Education Foundation has become an essential resource for the school district. We would especially like to thank Buck Duncan, Robbin Hill, Francesca Wiseman, Heather Pickens and Dawn Miser, a small but very mighty team that does so much amazing work for our community, along with the entire MSCF Board!

We could not be more grateful to Mid-Shore Community Foundation and are proud to recognize them with the 2021 Talbot County Public Schools Community Award.



## District Partner of the Year **Talbot County Education Foundation & Easton Utilities**

When schools were closed in March of 2020 due to COVID-19, school districts were directed to provide "Continuity of Learning" for students using digital devices and communications. TCPS already provided devices for every student in grades K-12. So while virtual learning was not new to TCPS, the need to quickly transition ALL students and staff exclusively to this model presented significant challenges, and put some students at greater risk of being unable to succeed.

In June of 2020, the Talbot County Public Schools Education Foundation learned of the "Digital Divide." This term describes the educational inequity that could result for students who could not access on-line teaching platforms or engage with their teachers virtually.

Easton Utilities, a long-time TCPS Community Partner, stepped up in generous support by developing a special subsidized internet program for families in their service territory. The Easton Utilities/Easton Velocity Team worked rapidly to establish internal procedures for responding to families who qualified for the program, and mobilized customer service representatives and technicians to install the service. They not only subsidized the cost of the program, but also donated the equipment needed for the households to be connected.

Since the estimated cost for the Easton Utilities/Easton Velocity program would be approximately \$200 per family per year, the Education Foundation set an initial fundraising goal of \$60,000 to support connectivity for 300 families. They literally hit the ground running, reaching out to friends, family and the business community. By the end of the calendar year, more than \$100,000 had been raised to meet this critical need.

This successful project truly represents what Community Partnership is all about," Dr. Griffith said, "and we are so grateful to both organizations for their hard work and creativity on behalf of our students and staff!"





**Chapel District Elementary  
Higginbottom Orthodontics**

Chapel District Elementary recognized Higginbottom Orthodontics as their Community Partner of the Year. "Doctors Kyle, Erik, and Mark Higginbottom go above and beyond to support the students, staff, and families of Chapel District Elementary School in various ways," said Dr. Kari Clow, Principal. Higginbottom Orthodontics adopts multiple classrooms for their PTO's "Adopt a Classroom" program annually, which allows teachers to purchase necessary instructional supplies for their classrooms and students.

In addition, they partner with CDES for their annual "Chapel Kids Care" canned food drive in November, where doctors Mark, Kyle, and Erik personally deliver turkeys to the school to be distributed to families in need and used for holiday dinners. Higginbottom Orthodontics has also provided donations for new teacher baskets and 5th grade end of year celebrations in the past and has remained a loyal community partner throughout the years.



**Easton High  
ACE Mentor Program**

Easton High School chose the ACE Mentor Program of Maryland's Eastern Shore. This program helps students learn about career opportunities in architecture, construction management, and engineering, while also providing mentoring and scholarships for those interested in pursuing these careers. Students are introduced to the building industry's career potential by working as part of a collaborative team under the mentor-ship of an industry professional to plan and design a mock project on a real site.

"Even in the midst of a pandemic, Paul Moffitt worked to organize this invaluable experience for students," said Sherry Spurry, Principal. "Mr. Moffitt was creative in having this club stay active virtually with students and engineering volunteers from the community."



**Easton Middle  
Talbot Historical Society**

Easton Middle School recognized the Talbot Historical Society as their Community Partner of the Year. The Historical Society played an integral role in sharing local black history with the students, staff, and families of Easton Middle School. They shared artifacts that were curated by community members in order to highlight the brilliance and contributions of the residents of Talbot County.

"This collaboration created a bridge between our county's history and the Easton Middle School community," explained Dr. Jodi Colman, Principal. In addition, the Talbot Historical Society worked closely with Easton Middle School staff members to provide a variety of rich activities for the summer learning programming to share Talbot County's history and to create meaningful learning experiences for students.



**Easton Elementary  
Academy Art Museum  
and Constance DelNero**

Ms. Del Nero has been a friend to Easton Elementary for many years, always dedicated to educating the whole child. She has partnered with Kindergarten classes to create masterful pieces of art. "When the pandemic hit, Ms. Del Nero and the Academy Art Museum didn't miss a beat," said Dr. Lisa Devaric, Principal. "While Talbot County Public Schools provided the basics, the Academy Art Museum ensured we educated the whole child by providing a box of art supplies with directions for creating a piece of art. Ms. Del Nero and her colleagues showed up each Friday faithfully."

As Easton Elementary moved into their brand new school building, Ms. Del Nero worked in conjunction with PTO President Lauren Harton to create an art project to symbolize two schools coming together as one and a community coming back together after a pandemic. Each student received a puzzle piece to decorate. Those pieces were assembled to create 18 individual puzzles that will be hung around the school to symbolize the unity of the school family. This project was funded by the Academy Art Museum and will beautify Easton Elementary School for many years to come.



Tilghman Elementary School recognized Tilghman Area Youth Association (TAYA) as their TCPS Community Partner of the Year. "TAYA consistently demonstrates their commitment to our students, staff, families, and the community of Tilghman through their tireless efforts," explained Ms. Kelly Murdoch, Principal. Knowing the challenges the school was experiencing due to COVID, TAYA stepped in and bought school supplies for each TES student at the beginning of the year. They purchased requested materials for teachers to utilize when staff and students returned to the building. They organized take home meals, provided staff to support the CarePacks program, and created and dispersed home supply kits. They also bought and distributed books for students on a monthly basis, and provided diapers and wipes to families in need. In addition to all of that, they are continuing their tradition of purchasing yearbooks so that each student and staff member receives one at no cost.



St. Michaels Elementary and St. Michaels Middle High jointly recognized the Rotary Club of St. Michaels. "Throughout this school year when little has been consistent, St. Michaels Rotary has continued and increased their support of our schools as the needs of our families have also increased," explained Mrs. Theresa Vener, Principal of St. Michaels Middle High. "They offered a Kohl's shopping trip during the winter holidays to families in need."

This year in addition, the Rotary formed a committee to further support families during the COVID-19 pandemic. This committee met with school administration and school counselors to develop a plan to help with specific needs. Among other supports, the Rotary Club of St. Michaels spearheaded a community-wide household supply drive for the schools. From this initiative, the schools were given seven flatbed cartloads of household cleaning supplies, toiletries, and paper products. Both SMMHS and SMES were able to provide dozens of families with large boxes of toiletries, cleaning supplies, and paper products. "We truly appreciate our long standing partnership with the Rotary Club of St. Michaels and look forward to continuing our work together for the St. Michaels community," added Dr. Indra Bullock, Elementary School Principal.



White Marsh Elementary School nominated St. Paul's Episcopal Church, Trappe as their Community Partner of the Year for 2020-21. This school year, under the directorship of Charlotte Meyer, St. Paul's donated multiple times to White Marsh Elementary, in order to help students and families in need.

St. Paul's generosity includes donations made to their "Back to School" event (filled pencil boxes and school supplies for students), as well as Thanksgiving Food Baskets and Christmas/Holiday Gift Bags for students and families in need. Additionally, they have donated plants, flowers, bags of personal hygiene supplies and even venison, to help feed and support families in the Trappe area. "We feel extremely fortunate to have the congregation of St. Paul's and Ms. Meyer as a Community Partner at White Marsh Elementary," said Ms. Kim Seidel, Principal. "Our staff, students and families are all very grateful for their kindness and generosity!"



Tidewater Physical Therapy has been an invaluable partner for the Talbot County Public Schools Internship Program for well over five years. According to Jodie Colombo, TCPS School-to-Work Facilitator, "Brian Mielke and his team go above and beyond to ensure each student's internship provides the knowledge and skills necessary for a successful start to a career." Students who have completed their internship have even moved into paid positions and been accepted into competitive physical therapy programs. Over the years, the positive environment and hands-on experience have generated increased interest into the field, with many of our high school students requesting an internship with the team at Tidewater Physical Therapy.

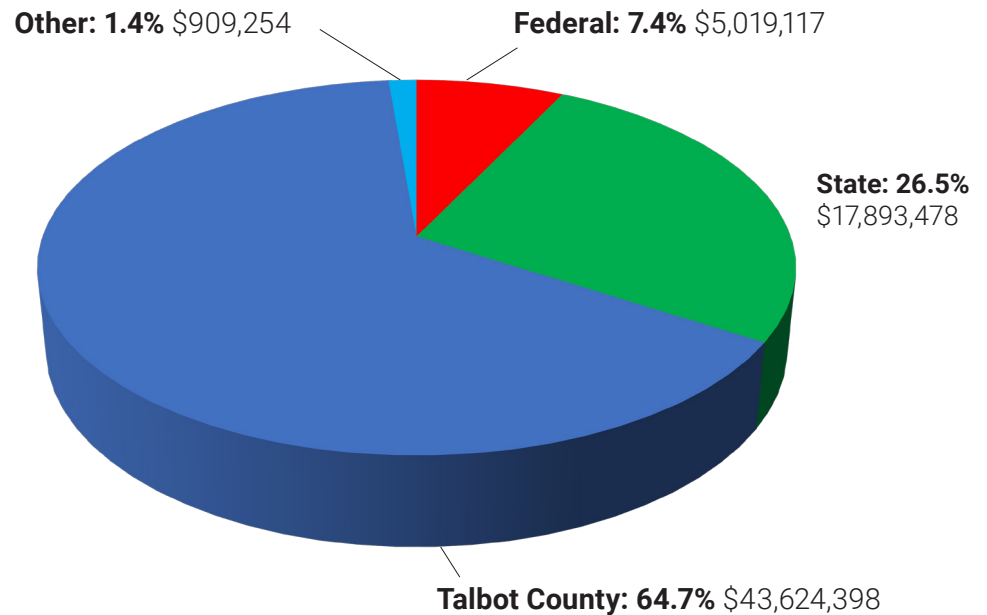


### FY21 Ranking by Total Per Pupil Funding

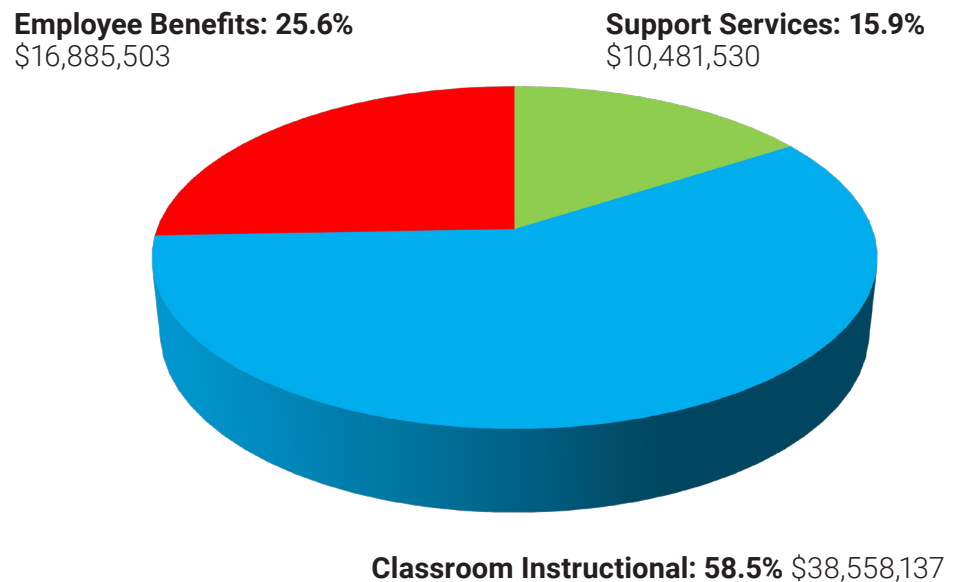
1. Somerset	\$20,318
2. Worcester	20,092
3. Kent	18,791
4. Prince George's	18,538
5. Baltimore City	18,396
6. Montgomery	17,899
7. Allegany	17,826
8. Howard	17,776
9. Dorchester	17,485
10. Caroline	17,292
11. Wicomico	16,775
12. Calvert	16,729
13. Charles	16,672
14. Garrett	16,601
15. Baltimore	16,552
16. Washington	16,130
17. St. Mary's	15,870
18. Anne Arundel	15,842
19. Cecil	15,826
20. Talbot	15,627
21. Carroll	15,617
22. Queen Anne's	15,489
23. Harford	15,411
24. Frederick	15,214

# FY21 Income & Expenditures

FY21 Operating Revenues: **\$67,446,247**



FY21 Operating Expenditures: **\$65,925,170**



# FY23 Budget Timeline

- ✓ **9/30/2021:** Review enrollment data by school. Notify all departments/schools to prepare requests based on needs, including staffing, supplies, materials, and equipment.
- ✓ **10/20/2021:** TCPS Leadership Team presents FY23 Budget Requests to the Board of Education.
- ✓ **11/30/21:** Review most recent State Aid projections by MSDE. Establish potential meetings with departments and schools to review needs based on requests submitted and revenues projected.
- ✓ **12/15/2021:** Presentation of Proposed FY23 Budget to Board of Education Members & Community.
- ✓ **1/19/2022:** FY23 Budget Hearing at 5:30PM; FY23 Budget Work Session 6:00PM. Revised FY23 Budget moves to Second Reader at the Board of Education Meeting.
- ✓ **2/9/2022:** Board of Education will vote on the FY23 Budget Request as Third Reader.
- ✓ **3/2022:** Board of Education FY23 Budget Presentation to the Talbot County Council.
- ✓ **5/2022:** Talbot County Council introduces the FY23 Budget and holds a Public Budget Hearing.
- ✓ **6/2022:** The Talbot County Board of Education receives final appropriations and revises the FY23 Budget.



## 2021 Teacher & Support Staff of the Year

### LAUREN GREER Teacher of the Year



The 2021-2022 Talbot Teacher of the Year is Mrs. Lauren Greer. Mrs. Greer earned a Bachelor of Science in Environmental Science from Gettysburg College and a Master of Arts in Teaching – Secondary Earth Space Science from Towson University. She began her career with Talbot County Public Schools in 2012 as a middle school science teacher at St. Michaels Middle High School. She has since taught a broad spectrum of classes at the middle and high school level, including Environmental Science, Earth Systems, Anatomy and Physiology, Advancement Placement Biology and Project Lead the Way Biomedical Science.

Mrs. Greer has served in many leadership roles on campus. She is an Equity Team leader, co-advisor for the National Technical Honor Society, and chairs the Positive Behavior Intervention Supports (PBIS) Committee. She has lead St. Michaels Middle High School's effort to achieve "Green School" status and served as head coach for Junior Varsity Field Hockey for two seasons. She is fully certified as a Project Lead the Way Biomedical Science teacher, has been a curriculum writer for Earth Systems Science and Biology, and has participated in numerous state level conferences as a researcher, attendee, and presenter.

*"Lauren Greer is an example of a true educator. She is caring, compassionate, trustworthy, devoted and reflective. She never stops learning and is not afraid to try new things. She is a master at technology and is always searching for new ways to improve her craft. She genuinely cares for each one of her students and colleagues and works diligently to foster positive relationships."*

*Theresa Vener, Principal St. Michaels Middle High School*

### AYONNA HAYMAN Support Staff of the Year



Ms. Ayonna Hayman has been chosen as the 2021-2022 Support Staff of the Year. An alumna of St. Michaels Middle High School, Ms. Hayman has served as a Media Center Instructional Assistant at St. Michaels Elementary School since 2019. In that role, she creates and executes lessons for students in grades Pre-K through 5 in literature and media. Her work with students extends into the community, as she is also a Dance Teacher at the Perkins Family YMCA and has previously taught dance at the Academy of the Arts. An accomplished photographer, she seeks to "inspire greatness in others" through her work in the arts.

*"Ayonna is the definition of ambition, creativity, vision, motivation, and most importantly, heart. Ayonna takes time to build relationships with each of her students. The students love her and respect her. She goes above and beyond to give each student a voice, to ensure that each student can see themselves represented in the curriculum, and to hold each student to a high level of expectation."*

*Kelly Coutts, Teacher St. Michaels Elementary*