

TALBOT COUNTY PUBLIC SCHOOLS

Annual Report

Fiscal Year 2022





**Talbot
County
Public
Schools**

Sharon Pepukayi, 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
Teaching & Learning & Principal
Supervisor

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

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

From Dr. Pepukayi



We are pleased to share our 2021-2022 Annual Report, which provides an overview of financial, demographic, and student data for the fiscal year 2022 for Talbot County Public Schools. This report also includes a summary of our Strive for 2025 Updated Strategic Plan.

We are extremely proud of the outstanding achievements of the Class of 2022, especially in light of the impact of the COVID-19 pandemic on their overall high school experience. Their resilience and determination are a wonderful example for all of us!

As I begin my tenure as your Superintendent, I want to again thank the Board of Education for appointing me to lead the phenomenal team here at TCPS. I am honored to be able to come back home and serve Talbot County at this important time in education. I am continuing to listen and learn, so that we can build on the great work that has already been done and together embark on our mission of Transforming and Performing the TCPS Way!

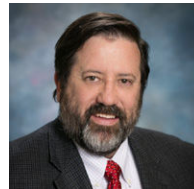
Thank you again for your support of our schools!

Sharon Pepukayi, Ed.D.
Superintendent

Board of Education Fall 2022



Susan Delean-Botkin
President-District 5



Michael Garman
Vice President- District 3



Candace Henry
Board Member- District 2



Emily Jackson
Board Member-District 4



April Motovidlak
Board Member- District 7



Otis Sampson
Board Member- District 1



Mary Wheeler
Board Member- District 6



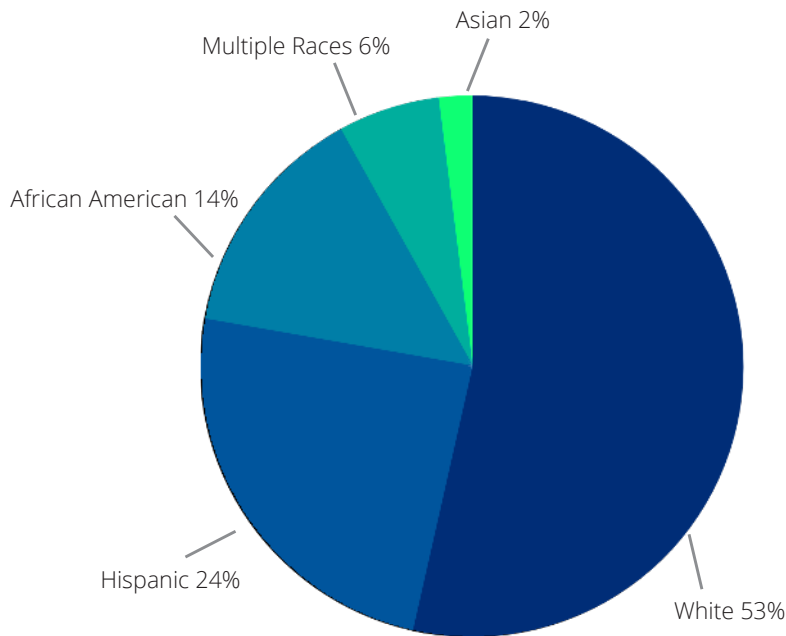
Alondra Santana Morena
Student Board Member
EHS



Abbie Kemp
Student Board Member
SMMHS



2021-22 Demographics



Enrollment By Ethnicity

White	2,402
Hispanic	1,091
African American	657
Multiple Races	284
Asian	96
Native American	2
Hawaiian Pacific Islander	3
Total Enrollment	4,533

Enrollment

4,533

Special Education	11% (487)
504 Plan	5% (206)
Gifted and Talented	9% (422)
English Language Learner	12% (561)
Free and Reduced Meals	51% (2,311)
McKinney Vento (Homeless)	4% (168)



Employees

687

Certified Teachers	376
Certified Administrators	31
Support Staff	280

Academic Excellence class of 2022

Class of 2022 Career & Technology Education Completers

333 GRADUATES

276 from Easton High and 57 from St Michaels High



97.02% Graduation Rate *

.6% Dropout Rate *

* Pending MSDE verification



68% (224) Plan to attend college.

27% (87) Entering Workforce

5% (17) Entering Military



\$18,862,603 Earned in Scholarships.



159 (48%)
Earned a Career and
Technology Completer.



177 (54%)
Completed at
least one Ad-
vanced Placement
(AP) course.



1051 Composite SAT Score for
math and critical reading.

PROGRAM	TOTAL
Apprenticeship of Maryland	1
Automotive Technology	11
Computer Science	6
Construction Trade - Carpentry	22
Cosmetology	1
Culinary Arts	22
Curriculum for Agricultural Science	14
Emergency Responder/Firefighter	0
Interactive Media Production	27
Marketing	18
NJROTC	9
PLTW - Biomedical Science	40
PLTW - Engineering	7
Teacher Academy of Maryland	10
TOTAL	159



FY22 ADVANCED PLACEMENT (AP)

346 TCPS students took at least one of the Advanced Placement tests given last year. Of the 525 tests taken, 287 or 55% earned a qualifying score of 3 or above.



71 TCPS AP SCHOLARS

- 15 AP Scholars with Distinction** Average score of 3.5 or higher; scores of 3 or higher on five or more exams
- 11 AP Scholars with Honor:** Average score of 3.25 or higher; scores of 3 or higher on four or more Exams
- 45 AP Scholars:** Score of 3 or higher on three or more exams.

Class of 2022 College Acceptances

Albion College
 Alfred University
 Allegheny College
 Appalachian State
 Arcadia University
 Auburn University
 Automotive Training Center(ATC)
 Bates College
 Belmont University
 Boston College
 Boston University
 Bowie State University
 Bradley University
 Bridgewater College
 Butler University
 Capitol Technology University
 Catholic University
 Catholic University of America
 Cedarville University
 Champlain College
 Chesapeake and Regent University
 Chesapeake College
 Christopher Newport University
 Clark Atlanta University
 Clemson University
 Coastal Carolina University
 College of Charleston
 College of Notre Dame
 College of William and Mary
 Colorado State University
 Converse University
 Delaware Valley University
 Drexel University
 Duquesne University
 East Carolina University
 Edinboro University
 Elizabethtown College
 Elon University
 Emory and Henry College
 Endicott College
 Florida Atlantic University
 Florida Gulf Coast University
 Florida Institute of Technology
 Frostburg State University
 Furman University
 Gannon University
 Gardner- Webb University
 Geneva College
 George Mason University
 George Washington University
 Georgia Tech
 Goucher College
 Hampton University
 High Point University
 Hofstra University
 Hood College
 Howard University
 Indiana University of Pennsylvania
 Iowa State University
 James Madison University
 Juniata College
 Kansas University
 Laboratory Institute of Merchandising College
 Lafayette College

Lehigh University
 Liberty University
 Louisiana State University
 Loyola University of Maryland
 Marist College
 Maryland Institute College of Art
 Marymount University
 McDaniel College
 MD State Police Cadet Program
 Mercyhurst University
 Methodist University
 Miami University
 Michigan State University
 Millersville University
 Morgan State University
 Mount St Mary's University
 New Jersey Institute of Technology
 New York Institute of Technology
 Newman University
 North Carolina A&T State University
 North Carolina State University



Northwestern University
 Norwich University
 Notre Dame of MD
 Nova Southeastern University
 Ohio University
 Old Dominion University
 Pace University
 Palm Beach University
 Penn State Mont Alto
 Penn State University
 Penn State- University Park
 Pennsylvania College of Technology
 Purdue University
 Quinnipac University
 Rensselaer Polytechnic Institute
 Rochester Institute of Technology
 Salisbury University
 Savannah College of Art and Design
 Seton Hall
 Shepherd University
 Shippensburg University
 Slippery Rock
 South Carolina University
 St. Johns College
 St. Mary's College of Maryland
 State University of New York (SUNY)
 Stevens Institute of Technology
 Stevenson University

Stony Brook University
 Susquehanna University
 Temple University
 Texas Christian U
 Towson University
 Transylvania University
 Universal Technical Institute (UTI)
 University of Alabama
 University of Arizona
 University of Colorado, Boulder
 University of Connecticut
 University of Dallas
 University of Dallas - Arlington
 University of Dayton
 University of Delaware
 University of Iowa
 University of Kansas
 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 Massachusetts Amherst
 University of Massachusetts-Boston
 University of Massachusetts
 University of Miami
 University of Mississippi
 University of Montana
 University of Nebraska - Lincoln
 University of New Hampshire
 University of New Mexico
 University of North Carolina
 University of North Carolina Charlotte
 University of North Carolina Greensboro
 University of North Carolina Wilmington
 University of North Florida
 University of Oregon
 University of Pennsylvania
 University of Pittsburgh
 University of Rhode Island
 University of Scranton
 University of South Carolina
 University of South Florida
 University of Tampa
 University of Vermont
 University of West Florida
 University of Wyoming
 Ursinus College
 Utah State University
 Virginia Commonwealth University
 Virginia Military Institute
 Virginia Tech
 Virginia Wesleyan University
 Washington College
 Washington University in St. Louis
 Waynesburg University
 West Chester University
 West Virginia University
 Western Carolina University
 Widener University
 Wilson college
 Winthrop University
 Xavier University
 York College of Pennsylvania



BLUEPRINT

FOR MARYLAND'S FUTURE

In 2020, a piece of landmark legislation was passed: the Blueprint for Maryland's Future Act (HB 1300). The intent of this legislation is to improve and enhance the quality of public education in the State of Maryland. This bill contains policy and funding recommendations from the Kirwan Commission on Innovation and Excellence in Education. In 2021, HB 1372 was passed to complement and update HB 1300. The Blueprint for Maryland's Future is a multibillion-dollar investment to be implemented throughout the following 10 years. TCPS began planning and implementation for the Blueprinting in FY22.

GOALS OF THE BLUEPRINT:

To transform Maryland's early childhood, primary, and secondary education system to the levels of high performing systems around the world. Establish a career ladder system for educators composed of levels through which teachers may progress and gain leadership opportunities as well as expertise while being compensated accordingly.





CURRENT BLUEPRINT PROGRESS (FALL 2022)



Early Childhood Education

- Offering full-day Pre-K program for 4-year-olds offered at all elementary schools
- Kindergarten Readiness Assessment given to all incoming kindergarteners
- Added Judy Center location to service St. Michaels and Tilghman areas
- Expanded staffing at Judy Center sites to service more families
- Expanded P3 with an additional classroom starting in 22-23 school year



High Quality & Diverse Teachers & Leaders

- Actively supporting a cohort of approximately 70 teachers pursuing NBC beginning Fall 2022
- Added Equity, Diversity, and Inclusion Coordinator to improve recruiting strategies for hiring and retaining diverse staff through Maryland Leads grant funding
- Established partnership with New Teacher Center and added five mentor teachers and an Engagement Specialist for new teacher support and retention
- Expanding upon local Grow Your Own and Teacher Academy programs



College & Career Ready Pathways

- Established 9th grade tracker system to measure each student's progress toward graduating on-time and credit accumulation
- Added Certified Nursing Assistant pathway to CTE program
- Continue to offer 19 Advanced Placement (AP) courses to provide academically challenging content in a supportive environment
- Continue to grow apprenticeship program with community partners



More Resources

- Implemented high-dosage tutoring (in-depth and individualized) to support student success
- Hired a Community School Program Manager for Easton Elementary School
- Hired additional Special Education and English as a Second Language (ESOL) teachers
- Hired additional instructional coaches for reading and special education



Governance & Accountability

- Added Blueprint Coordinator position responsible for the implementation of the Blueprint by all respective parties within Talbot County
- Completed all mandated reports required by Maryland State Department of Education and AIB
- Establishing committees comprised of educators and community stakeholders to evaluate data relating to each policy area and assist with TCPS Implementation Plan
- Utilizing research-based models for training and coaching school staff
- Monthly updates to stakeholders at each Board of Education meeting



UPCOMING BLUEPRINT INITIATIVES



Early Childhood Education

- Expand partnerships with early-child care providers to include more options for Pre-K and 3-year-old programming for low-income families
- Mandatory reporting of implementation strategies for publicly-funded full-day Pre-K and partnerships with private providers
- Assisting all Pre-K programs to attain MSDE Accreditation and enroll in Maryland EXCELS
- Provide tuition support to Pre-K instructional assistants obtaining Child Development Associate (CDA) credentials or an associate's degree
- Increase Patty Centers (formerly Family Support Centers), Judy Centers, and the Maryland Infants and Toddlers Program to provide education and support services for at-risk students 0-5 years and their families



High Quality & Diverse Teachers & Leaders

- Improve teacher compensation to be comparable to other professions with similar education requirements, which includes initial 10% salary increase by FY24 and establish a minimum starting salary of \$60,000 by FY27
- Increase rigor and standards for teacher preparation programs and state licensure to meet new requirements by July 2025
- Establish statewide framework for a performance-based career ladder that enables teachers to remain in the classroom while assuming additional responsibilities for an increase in salary
- Through the Blueprint, salaries for National Board Certified (NBC) Teachers in Maryland will increase by \$10,000 with an additional \$7,000 for teachers in low-performing schools



College & Career Ready Pathways

- Increase access to post-CCR program pathways leading to college credit and/or occupational certification at no cost to students
- Develop alternative options to help students achieve CCR designation by the end of 10th grade
- Expand Career and Technical Education (CTE) to include those taken through apprenticeship sponsors and/or non-credit courses leading to certificate or license
- Establish early warning systems and increase support infrastructure for students, including the expansion of tutoring services



More Resources

- Additional support for English learners, including family liaisons and workgroups to analyze student data and review instructional methods
- Revised state funding formulas to increase funding for English Language Learners, Special Education students, and those eligible for Free and Reduced Meals
- Implement annual training for school staff to focus on trauma, behavioral, and social-emotional learning supports
- Provide individual and small group instructional support for students who are below-norm in reading at grade level by third grade, and for secondary students who are not proficient in Mathematics
- More equitable distribution of resources to ensure staff capacity and experience are appropriately distributed with priority given to high-needs schools
- Increased partnerships to coordinate needed services including, but not limited to, before and after care, social services, behavioral health support, tutoring, etc.



Governance & Accountability

- Annual reporting will be used to evaluate and make necessary changes based on whether:
 - Implementation plans are achieving expected outcomes;
 - Legislative changes are recommended during session;
 - State and local funds provided are consistent with initial calculations;
 - Local agencies are complying with Blueprint Comprehensive Plan.
- AIB Implementation Plan finalized by December 1, 2022
- Local Implementation Plans due March 15, 2023



Community Partnerships



TCPS 2022 Community Award **Talbot County Health Department**

It is with much gratitude and appreciation that we honor the Talbot County Health Department with the 2022 Community Award. TCPS is VERY fortunate that our Health Department provides our school health services and school nurses. School Health Services are available during the school day hours to ALL students who attend our schools.

The Health Department School Health program's stated goal is to provide physical, psychological, social and emotional support and guidance to the students and families of children who attend Talbot County Public Schools and that is exactly what they do.

School Health Services help bridge the gap between health, wellness, and optimal learning. The health room staff serve as advocates for families and students interacting with school staff, Choptank Community Health, Talbot County Health Department, physicians, and other agencies. School nurses have an integral part in emergency/disaster preparedness and crisis response for students and staff. They are instrumental in referring students to the appropriate agencies for services related to issues such as addictions, mental health, communicable disease, health insurance, and pregnancy. The school nurses participate on committees (SST, 504, IEP, Crisis, monthly school nurse meetings), and audit school records for compliance. They also communicate with and train school staff about student health conditions. They even train staff on anaphylaxis and the use of Epi-pens!

If this sounds like ALOT, it is! However, during the pandemic their responsibilities and work load reached an entirely different level. They supported our students and staff through what can only be described as a tumultuous year and a half with everything from temperature taking, to symptom assessment and testing, to working with school staff to manage and track COVID-19 cases, isolation and quarantines.

I know there were many times when Dr. Griffith was on the phone with Dr. Maguire and/or Megan Greenwood multiple times in a day. They, along with their talented and caring team of nurses were unwavering in their support, decisive when needed, and always knowledgeable about everything related to COVID-19. They were the glue that held TCPS together and we are incredibly grateful to have them on our team.



Community Partnerships



2022 District Partner of the Year **Choptank Health**

Choptank Health provides medical and dental services in Caroline, Dorchester, and Talbot counties, with a mission to provide access to exceptional, comprehensive, and integrated healthcare for all.

One of the many ways that they fulfill this mission is through School Based Health Centers. TCPS is fortunate to have these health centers at Easton Elementary, Middle, and High schools, St. Michaels Elementary and Middle High schools, and most recently, White Marsh Elementary.

The School-Based Health Centers provide in-person, virtual, curbside well and urgent care, and other services including health education and risk assessment, sports and other physical exams, dietary support, asthma management, and sick or acute care.

Under the leadership of Chrissy Bartz, PAC, MMS, Director of Community Based Programs, and in partnership with our Talbot County Health Department School Nurses, the staff at the health centers have gone above and beyond to care for our students and staff, especially during the challenges presented by the COVID-19 pandemic. They never hesitated to assess, test and treat students and staff during a time when access to health care services was limited at best.

In early 2021, when COVID-19 vaccines were needed for TCPS staff but were minimally available, Sara Rich, CEO, and the rest of the Choptank Team made it a priority to work with TCPS Human Resources to conduct vaccination clinics as soon as supply would allow. This enabled our staff to be protected as they returned to our school buildings to navigate virtual, hybrid and then in-person instruction for our students.

Sara and the Choptank team are a steadfast and invaluable resource for all healthcare related questions and challenges. We are extremely grateful for their partnership.



Chapel District Elementary Carrion Electric

Chapel District Elementary School is proud to acknowledge all of the support that Carrion Electric, owned by Ryan and Jen Carrion, has provided for CDES students and staff for the 2021-2022 school year. Carrion Electric goes above and beyond each year by adopting multiple classrooms for the PTO's "Adopt a Classroom" program, which allows teachers to purchase necessary instructional materials for their classroom and students. Each year, Carrion Electric is one of the top donors to this program. In addition, Carrion Electric sponsored our PTO's Fall Carnival, which provided a day of fun and engaging activities for all of the Chapel families to enjoy. The Carrion family is also always willing to adopt multiple families for the Giving Tree program during the holidays and is always willing to ask, "How can we best support Chapel students and staff?" CDES is so proud to recognize Ryan and Jen Carrion, of Carrion Electric, who are also proud Talbot County Public Schools alumni. The students, staff, and families are so fortunate to have Carrion Electric as a community partner, and thank them for their dedication and for going above and beyond to serve others in our community!



Easton Elementary For All Seasons

Although there was excitement in having all of the students and staff back together in the brand new school, Easton Elementary still faced with some challenges because of the sheer number of children they serve. The water fountains would still be wrapped in plastic again this year, however

students could use the bottle filling fountains for water. Water is a simple thing that provides very important benefits such as; keeping us energized and focused throughout the day. Knowing a water bottle would be an item several of our students may not have access to, EES sought donations from the community. Katie Theeke from Four All Seasons immediately responded. She offered to provide a water bottle for every child in the entire school. When she was informed of the number of students enrolled, she didn't shy away from the need and spent time researching the best bottle for all students. Katie contacted the school with a size suitable for 3 year olds to 10 year olds with a lid design that would accompany independent use by all. Additionally, she spent time designing a message, "Be Kind to Your Mind", for the bottle to remind our students the importance of their mental health. When Katie delivered the bottles, she included a colleague, Lauren Weber. Lauren designed a sheet for staff of mindful topic cards. The intention was to give teachers class meeting topics to promote the much needed social emotional learning, and she offered to provide additional topics throughout the year. Four All Seasons responded to a need. They not only allowed Easton Elementary to fill their cups but found a way to fill their hearts and minds. Their outreach, motivation and commitment to our students and staff truly make a difference. Together we are better!



Easton High Lowe's Easton

Easton High School is thankful for the ongoing support and partnership with Lowe's.

Lowe's reached out to Easton High in the middle of the COVID-19 pandemic and wanted to help. The Easton store provided the school with over a hundred containers of disinfecting wipes and an abundance of hand sanitizer to help keep the school clean and safe. Lowe's was aware of the difficulty that we had obtaining necessary supplies during the pandemic and wanted to make sure our students were able to attend school safely. Ms. Victoria Durr even met administrative staff at the loading dock and helped to load all of the supplies into vehicles. She went above and beyond and we are thankful for this fantastic partnership.



Community Partnerships



Easton Middle Avalon Foundation

It started with a simple phone call and an inkling of an idea. Easton Middle School wanted to offer a virtual assembly.

With COVID restrictions, in person assemblies were not permitted. Easton Middle thought the Avalon Theater might have something in their archives that could be shown, and they were hoping to tie something into Black History month. The Avalon Foundation went above and beyond, and put together a virtual field trip to the Avalon Theater that featured an acclaimed acapella group, the EMS choir and several students. Jessica Bellis, from the Avalon Foundation contacted Ball in the House. They recorded a show at the Avalon just for Easton Middle School called "Race, Racism and American Music." While that was exciting just by itself, Jessica and her staff took it a step further; they wanted to include EMS students in the actual video performance as they thought it would be engaging and hold the attention of our whole school. The Ball in the House performers worked directly with the choir. Students were featured in this production learning new musical skills and helping to do a performance of the song, "My Girl". Then several other EMS students recorded an introduction for the show. As a final incentive to keep the students engaged, the Avalon provided three \$25 gift cards that were used as raffles. They came up with a few trivia questions that students answered during the show to be entered into a drawing for the prizes. This event would not have been possible without the support and creative ideas of the folks at the Avalon Foundation. EMS is so appreciative of their support and looking forward to working with them again!



St. Michaels Elementary St. Michaels Police Dept.

St. Michaels Police Department, under the leadership of Chief Anthony Smith, believes in and practices community policing. St. Michaels Elementary students, staff and families benefit from their caring and consistent presence. When officers come into the school to walk the halls, students who live in the town of St. Michaels greet them by name. Often, on their visits, they bring supplies for the school like SMPD pencils or even snacks for the staff! SMPD consistently is a popular attraction at our Back To School celebration with gifts for kids and a look inside the front of the police car that includes turning on the lights and siren! The positive relationships that SMPD has with our students and families can also be attributed to their work with kids in the community.

During the height of the Covid pandemic, the SMPD was present as we delivered food to families and helped to monitor our campus. They have annual programs for kids and families like National Night Out, Lunch with a Cop, Shop with a Cop & Annual Holiday Party, Daffodil Planting, Jr. Police Academy and (the very popular) S.M.Y.L.E. on the Miles where children and their families along with police and their families spent an afternoon on the Patriot cruising along the Miles River. Finally, safety is the common focus of both SMES and SMPD and we work together to develop plans to keep our campus safe, to improve car rider patterns, and to address any other issues as they arise.



St. Michaels Middle High Ed & Debbie Trumbull

In December of 2020, at the height of the Pandemic, and during virtual learning, Debbie Trumbull, a St. Michaels resident that lives a block from the school, contacted SMMHS. She said that the neighbors on her street wanted to adopt families at the school for Christmas. The counselors at St. Michaels Elementary, Middle, and High Schools met and created a list of over 10 families in need. Debbie and Ed Trumbull organized their neighbors to each sponsor a family or two. Presents for the children and parents were wrapped and delivered to the school for pick-up by the parents.

The program was so successful that we reached out to the Trumbulls this Fall about doing the gift program again. The counselors once again lined up 10-15 families. After committing to do the presents, Debbie realized that her neighbors were not on board to do the program again. Debbie and Ed reached out to a few restaurants that took a family or two, but the bulk of the responsibility fell on Debbie and Ed's shoulders. Debbie and Ed delivered even more presents this year, including 4 bikes, a large flat screen tv, a vacuum, several fishing rods, and other large items. This doesn't even include the multiple gifts that were wrapped for the families. Debbie and Ed were so happy to help and even commented that next year they could get a jump start on the sponsorships of families a little earlier. St. Michaels Middle High School is so grateful for supportive community members like Debbie and Ed Trumbull!



Tilghman Elementary Brackish Life

It is with great pleasure that Tilghman Elementary School recognizes Brackish Life, owned by Kyle and Megan Poore, as our 2021-2022 Community Partner of the Year.

Brackish Life is an avid supporter of the Tilghman Elementary School students, families, and staff. They have generously donated multiple gift certificates that were given to individual staff members as part of the monthly Tremendous Tiger staff recognition. Brackish Life is always willing to partner with the school and the PTO in order to provide support and resources and to offer a helping hand. In addition, Brackish Life was instrumental in securing and printing t-shirts for the 4th Grade's Anti-Bullying Service Learning Project.



White Marsh Elementary Walmart of Easton

White Marsh Elementary School has chose the Walmart, located at 8155 Elliott Road, in Easton Maryland, as their Community Partner for the 2021-2022 school year. This school year, the Walmart of Easton donated large amounts of school supplies to White Marsh Elementary on two separate occasions, in order to help staff, students and families in need.

As we are all well aware, the past few years have been extremely difficult for many families, both financially and emotionally. The generosity and kindness shown by the staff of the Easton Walmart has helped numerous families in the White Marsh School district. Although donations of school supplies may seem to be financial in nature, these donations have also helped provide emotional support by reducing the burden experienced by many families and by bringing joy to many students. A little kindness goes a long way and a great deal of kindness, such as in these situations, goes a great distance. The staff, students and families of WMES are all very grateful for the kindness and generosity you have shown by the Easton Walmart!



Internship Partner of the Year Talbot Chamber of Commerce

The Talbot County Chamber of Commerce was honored as the Internship Community Partner of the Year for their commitment to supporting TCPS students in exploring future career opportunities.

This year the Chamber of Commerce partnered with TCPS and Chesapeake College to kick off a “Business After School Program” which was previously planned prior to COVID-19. Despite the challenges of the pandemic, the Chamber of Commerce continued to make our students a priority and resumed the program this year as we were able to host in-person events again. Graduating seniors from EHS and SMMHS were invited to participate in evening sessions, visiting various businesses in our community. They learned information about salaries, education requirements and job responsibilities by speaking directly with employers. Additionally, students who successfully completed the program earned a \$1,000 scholarship. Students who attended the program expressed how beneficial it was to have these opportunities. We are extremely grateful for the support and commitment the Chamber of Commerce has shown to TCPS students.



Talbot County Public Schools Education Foundation

Advancing Teaching and Learning

The Talbot County Public Schools Education Foundation’s mission is to engage the community in supporting excellence in public education and provide resources to enhance the teaching and learning experience for all. Generous donors who live and work in our community have made it possible for the TCPS Education Foundation to fund the following initiatives:

- Grants to educators for classroom resources, materials, and opportunities to enhance teaching and learning
- Scholarships for graduating students pursuing post secondary study
- Internet Connectivity for all TCPS students
- Mental Health services and support for students

We are grateful to the Education Foundation Board and volunteers for their continued support of TCPS students and staff.



FY22 ACCOMPLISHMENTS

✓ Secured Capital Funding to Perform the Following Projects in FY22:

- St. Michaels Campus Parking Lot Replacement
- Shade Structures at all Elementary School Playground Areas

✓ Moved selected schools to Voice Over Internet Protocol (VOIP)

✓ Replaced Smartboards and projectors with smart projectors through grant funding

✓ Replaced Production and Backup Servers through grant funding

✓ Replaced Network Infrastructure at Easton High School and TCEC

✓ Completed construction of the following projects in FY22:

- EHS Parking Lot Resurfacing
- EHS Track Replacement
- EHS Roof Replacement

✓ Secured grant funding for security related upgrades that were completed in FY22:

- Security Window Film Installations at multiple schools
- Security Camera System Replacements at multiple schools
- Upgraded Network Security Software

FY22 Income & Expenditures

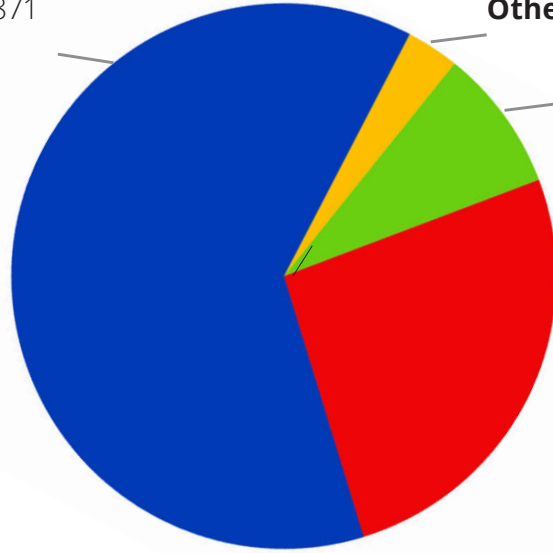
FY22 Operating Revenues: **\$ 70,475,499**

Talbot County: 62.4%
\$43,949,871

Other: 3.1% \$2,213,220

Federal: 8.5% \$5,974,961

State: 26%
\$18,337,447

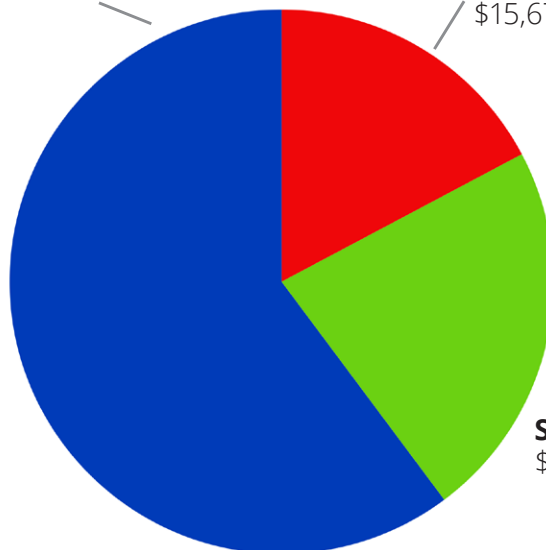


FY22 Operating Expenditures: **\$69,480,112**

Classroom Instructional: 60.2%
\$41,832,385

Employee Benefits: 22.6%
\$15,671,726

Support Services: 17.2%
\$11,976,001



FY24 Budget Timeline

- ✓ **9/30/2022:** Preliminary enrollment data by school
- ✓ **11/16/2022:** FY 24 Budget Presentation to Board and discussion on FY24 Budget.
- ✓ **11/22:** Establish potential meetings with departments and schools to review needs based on requests submitted and revenues projected.
- ✓ **12/16/2022:** Presentation of Proposed FY24 Budget to Board of Education Members & Community.
- ✓ **1/18/23:** FY24 Budget Hearing 5:30 p.m.; FY24 Budget Work session 6:00 p.m. Revised FY24 Budget moves to second reader at the Board meeting 6:30 p.m.
- ✓ **2/2023:** Board of Education will vote on the FY23 Budget Request as Third Reader.
- ✓ **3/2023:** Board of Education FY24 Budget Presentation to the Talbot County Council.
- ✓ **5/2023:** Talbot County Council introduces the FY24 Budget and holds a Public Budget Hearing.
- ✓ **6/2023:** The Talbot County Board of Education receives final appropriations and revises the FY24 Budget.



2022-23 Teacher & Support Staff of the Year

KATIE SPIES Teacher of the Year



Mrs. Spies earned a Bachelor of Science in Education from the University of Maryland, College Park and a Master's Equivalency from Gratz College. She has taught Kindergarten at Easton Elementary since 2015, having previously taught in Anne Arundel County.

Mrs. Spies has held many leadership roles, including the Social Studies Curriculum Review Committee, Kindergarten Math Committee, School Based Literacy Team, and Primary Talent Development for TCPS Gifted and Talented. She has served as both Lead Teacher and Mentor Teacher, and presented professional development sessions for her fellow educators

on subjects such as Early Childhood Resources, Rethinking Attention Deficit Hyperactivity Disorder (ADHD), and Virtual Learning. She has served the community coaching youth swim and field hockey teams, and lives in Cordova with her husband and four daughters.

"Katie Spies is an inspired, innovative educator who has a gift for helping all students reach their ultimate potential," said Dr. Lisa Devaric, Easton Elementary School Principal. "I am so proud and happy to see her receive this recognition for her work as a valued member of our team at Easton Elementary School."

Lisa Devaric, Ed.D. Principal Easton Elementary School

BERENICE ORELLANA Support Staff of the Year



Mrs. Orellana joined the TCPS team in 2017 to assist and facilitate communication between staff, students and parents of students who are English Language Learners. In this vital role, she monitors students' academic progress and ensures they stay on track for graduation. She also provides interpretation services for parent communications and conferences, translates and administers assignments and assessments, serves as an instructional assistant, assists student services with home visits and addressing attendance issues, and collaborates with local partners to fulfill student needs.

Mrs. Orellana currently serves on the Board of Talbot Family Network and the Talbot County Public Schools Education Foundation. She has been a member of the Department of Social Services Advisory Board and the Child Advocacy Center Board, and is a volunteer with CarePacks. She resides in Easton with her husband and three daughters.

"Mrs. Orellana truly goes above and beyond to serve the students of EHS, particularly our ELL students and their families," "She works tirelessly on their behalf and is respected and appreciated by our entire school community, and we congratulate her on this award."

Sherry Spurry, Principal Easton High School