



Maryland Leads LEA Summary

LEA: Queen Anne's County Public Schools

Selected Strategies: Grow Your Own Staff, Staff Support and Retention, The Science of Reading, High-Quality School Day Tutoring, Reimagining the Use of Time, Innovative School Models, Transforming Neighborhoods through Excellent Community Schools

Summary of Identified High Leverage Strategies:

GROW YOUR OWN STAFF (\$682,621) - Launch initiatives to grow the pipelines of teachers and other professional support staff. Specific activities include:

- Establish new pathways to become a teacher, including Teaching Assistant- to-Teacher programs.
- Increase recruitment to diversify the teacher population and build pipelines for hard -to-fill areas such as math, science, special education, bilingual, and Career Technical Education (CTE); and
- Design an Aspiring Leadership Cohort for administrative and leadership positions.

Expected Impact

- At least 12 staff complete a pathway towards certification; and
- Retain at least 10 staff as paraprofessionals while working towards teaching certification.

STAFF SUPPORT AND RETENTION (\$4,160,489) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Provide a staff retention incentive for returning school-based personnel for the 22-23 school year;
- Design and implement a needs-based and comprehensive employee wellness program; and
- Expand CTE programs and the extended day/evening school that is currently a “school within a school” so it transitions to a standalone career and development center.

Expected Impact

- Retention of certified staff with an increase from 73% to 86% by 2024; and
- Increase participation in health and wellness activities by 3% over current levels.

THE SCIENCE OF READING (\$821,814) - Provide opportunities to all K-3 educators, special education teachers, principals, literacy specialists, and other relevant staff to participate in rigorous professional development aligned to the science of teaching reading. Specific activities include:

- Provide training in the Science of Reading instruction for all K-3 teachers, reading specialists, special education teachers and principals;
- Pilot several high-quality, content-rich curricula aligned to the Science of Reading from the Maryland Leads Partner Program to evaluate for broader adoption; and
- Provide specialized training and student monitoring to identify those who need help building reading ability or are not reading by the end of third grade.

Expected Impact

- 100% of K - 3 teachers, literacy specialists and principals are trained on the Science of Reading and the implementation of high-quality instructional materials;
- Full implementation of the iReady assessment to support determine student needs; and
- A 10% increase in the number of 3rd graders reading at proficient levels annually.

HIGH-QUALITY SCHOOL DAY TUTORING (\$651,892) - Design programs that enable high-quality tutoring during the school day. Specific activities include:

- Restructure the school day schedule to embed more opportunities for high-quality tutoring; and



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- Build a high-quality pipeline for tutors (college students, paraeducators, teachers, non-teaching professionals, volunteers, tutoring providers, etc.).

Expected Impact

- 20% of students of color enroll in Advanced Placement (AP) courses; and
- Increase student participation in tutoring services by 50%.

REIMAGINING THE USE OF TIME (\$299,408) - Reimagining the use of time to create opportunities that support students and their learning. Specific activities include:

- Establish new schedules that allow for increased teacher collaboration, better meet the social and emotional needs of students, and allow students more opportunities to engage in activities; and
- Engage partners to provide meaningful experiences and activities that better serve students.

Expected Impact

- Increase the number of students who enroll in dual enrollment credits.
- Increase the number of 6th graders participating in intersession activities by 10%.
- Increase the number of 8th graders on career and technology pathways by 25%.

INNOVATIVE SCHOOL MODELS (\$1,000,100) - Increase the number of high-quality schools by launching innovative schools that are accessible to all students with no selective admissions requirements. Specific activities include:

- Design a school anchored in Career and Technical Education (CTE) that includes rigorous instruction in all subjects (academic and technical) and engagement with industry partners; and
- Partnering with a qualified provider to facilitate planning for an expanded CTE and extended day/evening school that is housed as a “school within a school” model and can easily be transitioned to a standalone career and development center in the future.

Expected Impact

- Increase Dual Completion (students meet college and career requirements) of students of color from the current rate of 65.3% to at least the state average of 67.3%.
- Increase the number of students graduating with 12 or more hours of college credit by 20% and increase the number of students earning industry recognized licensure and/or certification by 10%.

TRANSFORMING NEIGHBORHOODS (823,959) - Launch a robust and high-quality community schools initiative that serves a designated community and/or neighborhood and utilizes an asset-based approach to strengthen school-to-home relationships as well as the school’s relationship to the community. Specific activities include:

- Implement a comprehensive family engagement model (expanding on our Title I school parent and family engagement model) that provides families with a variety of ways to engage around their needs and interest, connects with families at home or in the community, communicates in families’ preferred language, and establishes opportunities for developing them as leaders and advocates.

Expected Impact

- 85% of collective impact partners will agree that results of collective efforts surpassed previous efforts. Efforts will focus on areas such as reducing recidivism, increasing food, housing, and transportation security, and increasing access to timely and appropriate mental and physical health services.