

<b>Local Education Agency</b>	Baltimore County Public Schools
<b>Date of Approval</b>	July 27, 2023

The Accountability and Implementation Board (AIB) staff has completed its review of Baltimore County’s Initial Blueprint Implementation Plan, including all revisions made in response to requests by the AIB and Maryland State Department of Education (MSDE). AIB staff has determined that the revised version of Baltimore County’s initial implementation plan meets the Criteria for Success and is recommending it to the Board for **approval. With the Board’s approval of the plan, FY 2024 Blueprint funds automatically withheld pending AIB approval of the LEA’s plan will be authorized for release by MSDE in accordance with the Blueprint law.**

**Review Process**

Each local education agency (LEA) was required to submit its Initial Blueprint Implementation Plan to the AIB and MSDE concurrently on March 15, 2023. Immediately following their submission, AIB staff reviewed them to determine if they met the minimum requirements established in the AIB’s Initial Blueprint Comprehensive Plan, including responding to all questions in the template and staying within the 98 page maximum length (excluding the template). In April 2023, the AIB determined that all LEA plans met the minimum requirements and, in accordance with statute, FY 2023 Blueprint funds were authorized for release by MSDE.

MSDE and AIB staff then conducted separate evaluations of each of the 24 LEA plans to determine if they met the Criteria for Success. For AIB’s review, AIB staff and consultants, as well as Career and Technical Education (CTE) Committee staff, served as reviewers of both LEA implementation plans and Career Counseling MOUs. Each reviewer was assigned to read pillar-specific sections of individual LEA plans and some reviewers read and evaluated entire implementation plans. Ultimately, every section of each LEA plan was evaluated by two different reviewers for AIB who consolidated their feedback to inform their final decision of whether each criterion in the Criteria for Success was met.

MSDE’s review process is described in the memo hyperlinked below. MSDE provided up to two rounds of feedback with requests for revisions to LEAs before sending their recommended plans for approval in two groups to the AIB between May 16 and June 6, 2023. AIB staff reviewed the LEA revised plans and, if applicable, identified additional responses requiring revisions based on one or more of the following criteria:

- The response did not adequately or entirely address the associated criterion in the Criteria for Success;
- The response did not adequately or entirely address a requirement for implementation identified in the Initial Blueprint Comprehensive Implementation Plan; or
- The response did not adequately or entirely address a statutory requirement.

AIB staff requested revised responses from LEAs as applicable over two rounds of feedback provided between May 25 and June 20, 2023. AIB staff provided additional technical assistance including numerous office hour sessions to assist LEAs with their revisions. Each revised LEA response was re-evaluated against the appropriate criterion to determine if the revisions met the requirements. Once all revised responses were reviewed and determined to meet the requirements, the LEA's revised plan was ready to be recommended to the Board for approval.

In addition, AIB staff/ consultants and CTE Committee staff reviewed the Career Counseling MOUs that LEAs, local workforce development boards, and community colleges submitted with each LEA plan and subsequent versions. The review criteria included meeting the requirements in the Blueprint law and the guidance provided by AIB and MSDE. Staff provided feedback to each county and requested revisions to the MOUs as applicable on June 5, with rolling deadlines in June and July for submitting and re-submitting revised MOUs until they meet the requirements.

### **Plan Materials**

Baltimore County's plan submitted to the Board for approval includes the materials listed below:

- [2023 Blueprint Implementation Plan](#)—the original plan submitted by the LEA in March 2023, including a draft Career Counseling MOU if available.
- [AIB Feedback](#)—the request(s) for revisions from AIB staff sent to the LEA and the LEA's revised response(s) based on this feedback.
- MSDE [Memo](#) and [Feedback](#)—the request(s) for revision from MSDE staff sent to the LEA and the LEA's revised response(s) based on this feedback. (NOTE: Some LEAs received two rounds of feedback. In this case, the feedback round is noted in the document's title.)
- [Feedback on Career Counseling Memorandum of Understanding \(MOU\)](#)—feedback provided to LEAs on the initial and revised versions of the Career Counseling MOU.
- [Career Counseling MOU](#)—most recent version of the LEA's MOU.

Once the Board has approved LEA plans, LEAs will submit their final 2023 implementation plans to AIB that reflect the approved revisions they submitted to both MSDE and AIB. This final version will be posted on the AIB website, including a Spanish translation version when available. Final Career Counseling MOUs will also be posted on the AIB website.

### **AIB Feedback**

During the review process, AIB reviewers identified numerous areas of strength and opportunities for improvement in each LEA plan. A summary of the highlights are provided below. Additional feedback will be provided to LEAs as part of ongoing technical assistance to support LEAs as they implement their 2023 plans and develop their five-year plans for submission in 2024.

<p><b>Areas of Strength and Opportunity</b></p>	<ul style="list-style-type: none"> <li>● Baltimore County is focused on converting current half-day programs to full-day for four-year-olds. It is merging special education and general preK programs, like at least one other LEA, which is a promising practice to integrate special education students into general classrooms and also support expansion.</li> <li>● The district is training ESOL, Infants and Toddlers and other staff to support families in the preK enrollment process. It currently includes private providers and Judy Centers in professional development planning and activities, including linguistically responsive training. Judy Centers purchase the professional development training materials for private providers in their area. This is a promising practice that other LEAs should explore if they aren't already doing so.</li> <li>● The district has strong partnerships with IHEs to support Grow Your Own initiatives and teacher pipelines, particularly for paraprofessionals. Notably, the district has an alternative pathway for early childhood and special education paraprofessionals to earn their bachelor's degree with Bowie State University.</li> <li>● The LEA conducts exit interviews and "stay" interviews with departing and remaining staff, and compiles and analyzes the data to inform its recruitment and retention policies.</li> <li>● Baltimore County is leveraging its CTE Advisory Councils to identify new credentialing opportunities and expanding CTE Site Coordinators to six high schools primarily to enhance CTE programming and youth apprenticeship participation opportunities not currently available in schools.</li> <li>● AIB and CTE Committee staff have reviewed and approved Baltimore County's career counseling MOU. The specific feedback provided to Baltimore County throughout the review process is available through the MOU feedback form linked above.</li> </ul>
<p><b>Areas for Further Growth and Improvement</b></p>	<ul style="list-style-type: none"> <li>● Like many LEAs, Baltimore County is initially focused on the career ladder as a salary structure and is in the beginning stages of thinking about the career ladder as an opportunity to reimagine teacher leadership roles, embedded professional development, and the organization of the school day to support student learning.</li> <li>● The LEA has comprehensive plans for literacy and math. Ensuring that quality professional development supports the plans, including for coaches and tutors with the increasing utilization of these positions, and using data to monitor the training and plans for effective implementation is critical to support a cohesive approach and increased learning.</li> <li>● Baltimore County currently offers students the opportunity to develop a 6-year plan. Its initial plan indicated that these existing plans will also serve as the individualized CCR plan for students who are not CCR by 10th grade. While their revised response notes that BCPS will assign a teacher to work with any student who has not met the CCR standard by the end of the 10th grade and lead the development of an individualized CCR plan, aligning the existing 6-year plan structure to meet the Blueprint requirements for non-CCR students is an ongoing</li> </ul>

2023 Baltimore County Public Schools  
Blueprint Implementation Plan  
Recommendation for Approval

challenge that the district will need to address. BCPS should also consider how it can meaningfully engage families in creating CCR support plans as opposed to informing them when they are being created.