



Maryland Leads LEA Summary

LEA: Dorchester County Public Schools

Selected Strategies: Grow Your Own Staff, Staff Support and Retention, The Science of Reading

Summary of Proposed Activities and Goals:

GROW YOUR OWN STAFF (\$2,522,524) - Launch initiatives to grow the pipelines of teachers and other professional support staff. Specific activities include:

- Provide Teacher Academy of Maryland (TAM) Scholarships towards education credits for DCPS students earning their Bachelor's degree;
- Develop teacher degree program assistance for support staff who hold Bachelor's degree to earn teaching certifications; and
- Increase the number of paraprofessionals and provide a pathway for instructional support employees to earn a Maryland teaching certificate.

Expected Impact

- 50% of students enrolling in the Teacher Academy of Maryland return to DCPS, with 50% from historically underserved groups;
- 75% of support staff seeking teacher certification will complete their certification process by 2024;
- 90% of paraprofessionals complete a degree or certification with 70% will be from historically underserved groups.

STAFF SUPPORT AND RETENTION (\$4,445,552) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Pay retention bonus for current employees in January and June of 2023;
- Upgrade Health and Wellness program spaces for faculty and staff; and
- Provide an "employee insurance premium holiday" as a financial benefit.

Expected Impact

- 95% of current full-staff will remain employed at DCPS, including 90% of those associated with special education;
- 90% of part-time staff will be retained, including 85% of those in high need areas, such as custodians and bus drivers; and



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THE SCIENCE OF READING (\$1,300,000) - 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:

- Train all K-3 teachers, special education teachers, literacy specialists, and principals in the Science of Reading instruction;
- Adopt a Tier 1 program in PreK aligned to the Science of Reading as well as a content-rich Tier 1 program as part of core English Language Arts curriculum; and
- Train current and new teachers on how to use mClass DIBELS 8th Edition to monitor student progress and adopt appropriate interventions for students in need of additional support.

Expected Impact

- By 2023, all Dorchester County Public Schools 3rd grade students will leave 3rd grade reading at or above grade level;
- By 2023 55% of Dorchester County Public Schools grades 3-11 will meet or exceed proficiency on the Maryland Comprehensive Assessment Program (MCAP) English Language Arts; and
- By 2023, 98% of kindergarten students will demonstrate readiness on the Kindergarten Readiness Assessment.