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BOARD OF COUNTY COMMISSIONERS

January 17, 2023

OPEN SESSION AGENDA

1:00 PM JOINT SESSION: BOARD OF COUNTY COMMISSIONERS AND
WASHINGTON COUNTY BOARD OF EDUCATION

Location: Center for Education Services

10435 Downsville Pike

Hagerstown, Maryland 21740

1:00 PM INVOCATION AND PLEDGE OF ALLEGIANCE
CALL TO ORDER, *President John F. Barr*

1:05 PM PRESENTATION AND DISCUSSION OF THE BLUEPRINT FOR MARYLAND'S
FUTURE AND THE WASHINGTON COUNTY PUBLIC SCHOOLS
APPRENTICESHIP PROGRAMS

Dr. David T. Sovine, Superintendent of Schools; Jeffrey Proulx, Chief Operating
Officer; Dr. Gary Willow, Associate Superintendent for Curriculum & Instruction;
James Aleshire, Supervisor of Career Technology Education; Wendy Moore,
Apprenticeship Coordinator; Washington County Public Schools

ADJOURNMENT



Agenda Report Form

Open Session Item

SUBJECT: Presentation and discussion of the Blueprint for Maryland's Future and the Washington County Public Schools Apprenticeship Programs

PRESENTATION DATE: January 17, 2023 @ 1:00 PM

PRESENTATION BY: Dr. David T. Sovine, Superintendent of Schools
Mr. Jeffrey Proulx, Chief Operating Officer
Dr. Gary Willow, Associate Superintendent for Curriculum & Instruction
Mr. James Aleshire, Supervisor of Career Technology Education
Ms. Wendy Moore, Apprenticeship Coordinator

RECOMMENDED MOTION:

REPORT-IN-BRIEF: The Board of County Commissioners and the Board of Education will receive a presentation from WCPS staff sharing information on the Blueprint for Maryland's Future and the Washington County Public Schools Apprenticeship Programs.

FISCAL IMPACT: N/A

CONCURRENCES: N/A

ALTERNATIVES: N/A

ATTACHMENTS: PowerPoint presentation

AUDIO/VISUAL NEEDS: A PowerPoint presentation will be provided.

BLUEPRINT

for MARYLAND'S FUTURE FUNDING

Washington County Board of County Commissioners and Board of Education

JOINT MEETING | JANUARY 17, 2023

KIRWAN COMMISSION REPORT

POLICY AREAS

- **EARLY CHILDHOOD EDUCATION**
- **HIGH-QUALITY AND DIVERSE TEACHERS AND LEADERS**
- **COLLEGE & CAREER READINESS PATHWAYS** (including Career & Technical Education)
- **MORE RESOURCES TO ENSURE ALL STUDENTS ARE SUCCESSFUL**
- **GOVERNANCE AND ACCOUNTABILITY**

EARLY CHILDHOOD EDUCATION

INVESTING IN HIGH-QUALITY EARLY CHILDHOOD EDUCATION AND CARE:

Significant expansion of full-day pre-school, to be free for all low-income three- and all four-year-olds, so that all children can be ready for kindergarten.



TEACHERS & LEADERS

ELEVATING TEACHERS AND SCHOOL LEADERS

Raising the standards and status of the teaching profession, including a career ladder and salaries comparable to other fields with similar education requirements.

Creates career ladders that incentivizes teachers to stay in classroom positions but take on more school level responsibilities.



COLLEGE & CAREER READINESS/CTE

CREATING A WORLD CLASS INSTRUCTIONAL SYSTEM:

An internationally benchmarked curriculum that enables students to achieve “college- and career-ready” status by the end of tenth grade and then pursue pathways that include early college (AA Degree), Advanced Placement courses, International Baccalaureate courses, and/or a rigorous technical education leading to industry-recognized credentials and high-paying jobs.

Heavy emphasis on CTE preparation.



MORE RESOURCES FOR HIGH NEEDS STUDENTS

MORE SUPPORT TO STUDENTS WHO NEED IT THE MOST:

Broad and sustained new supports for schools serving high concentrations of students living in poverty, with before-and after-school and summer academic programs, academic enrichment opportunities, and student access to needed health and social services, and increased support for English learner and special education students.



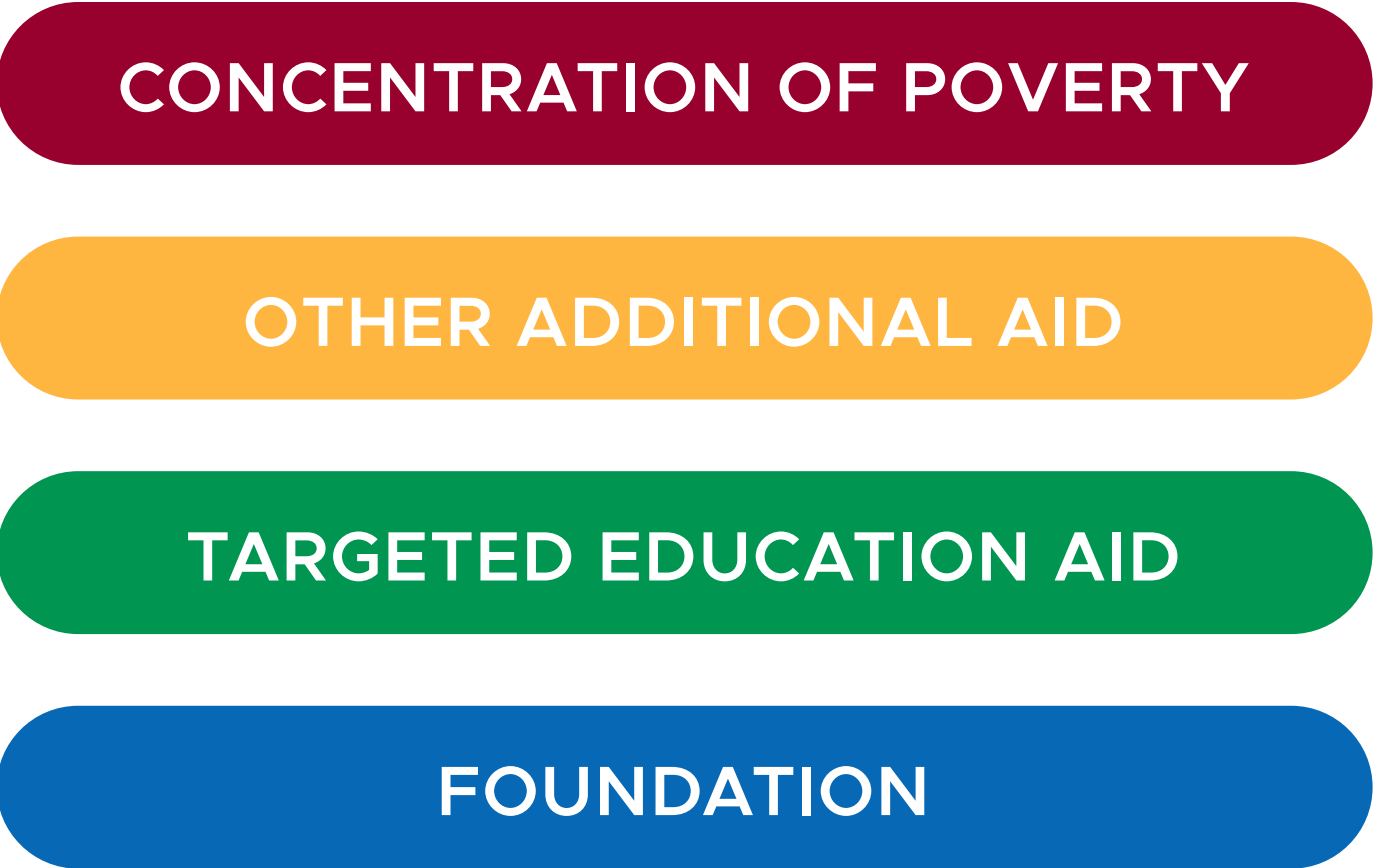
ACCOUNTABILITY

ENSURING EXCELLENCE FOR ALL:

An accountability-oversight board that has the authority to ensure that the Commission's recommendations are successfully implemented and produce the desired results. wraparound services for families.



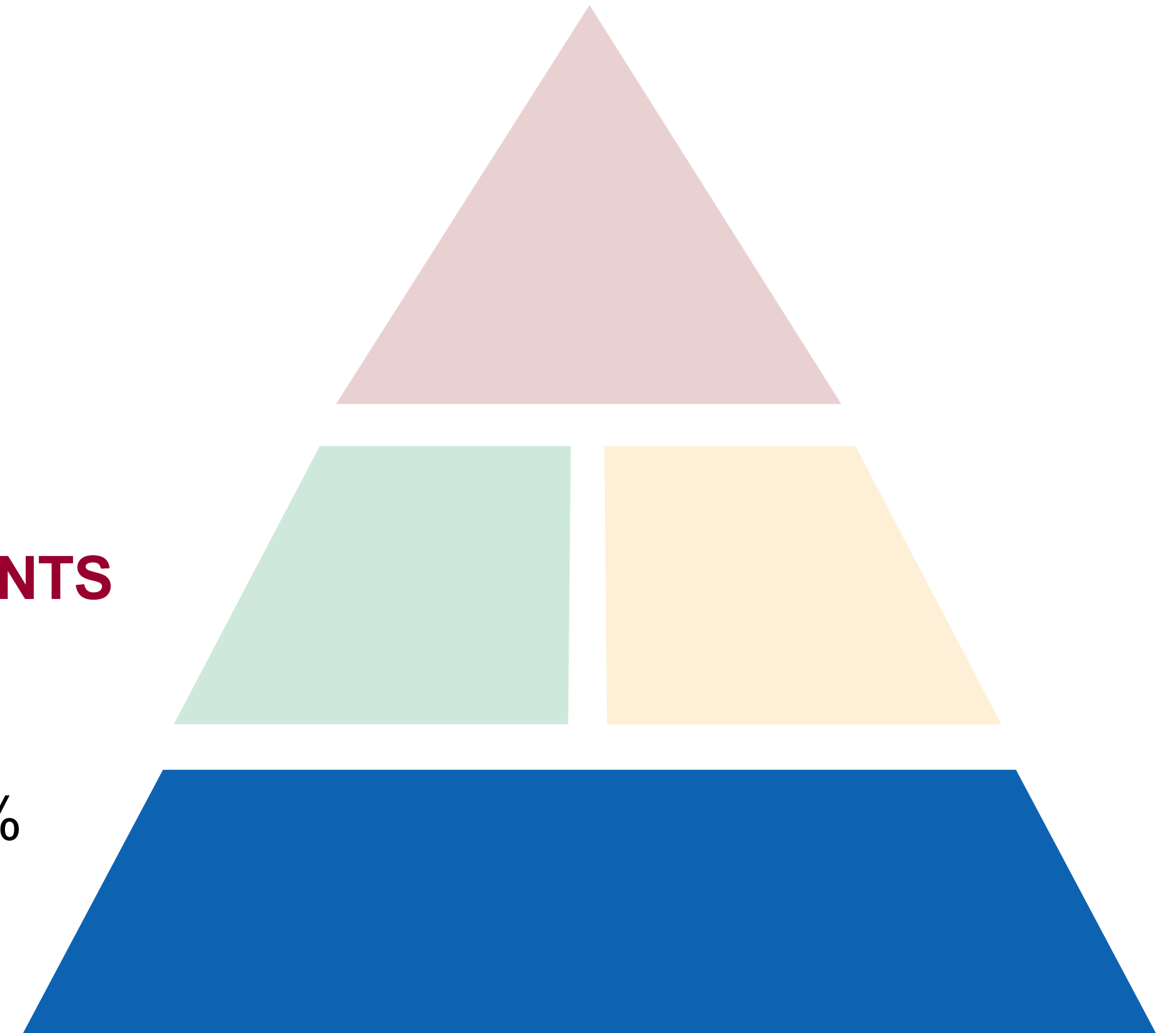
BLUEPRINT FUNDING



BLUEPRINT FUNDING

THE FOUNDATION FORMULA IS DESIGNED TO BE SPLIT EQUALLY BETWEEN THE STATE AND COUNTY GOVERNMENTS

- For wealthy jurisdictions, the State will pay less than 50%
- For less wealthy jurisdictions, the State will pay more than 50%
- In FY23 the cost share for WCPS is 66.86% State and 33.14% local

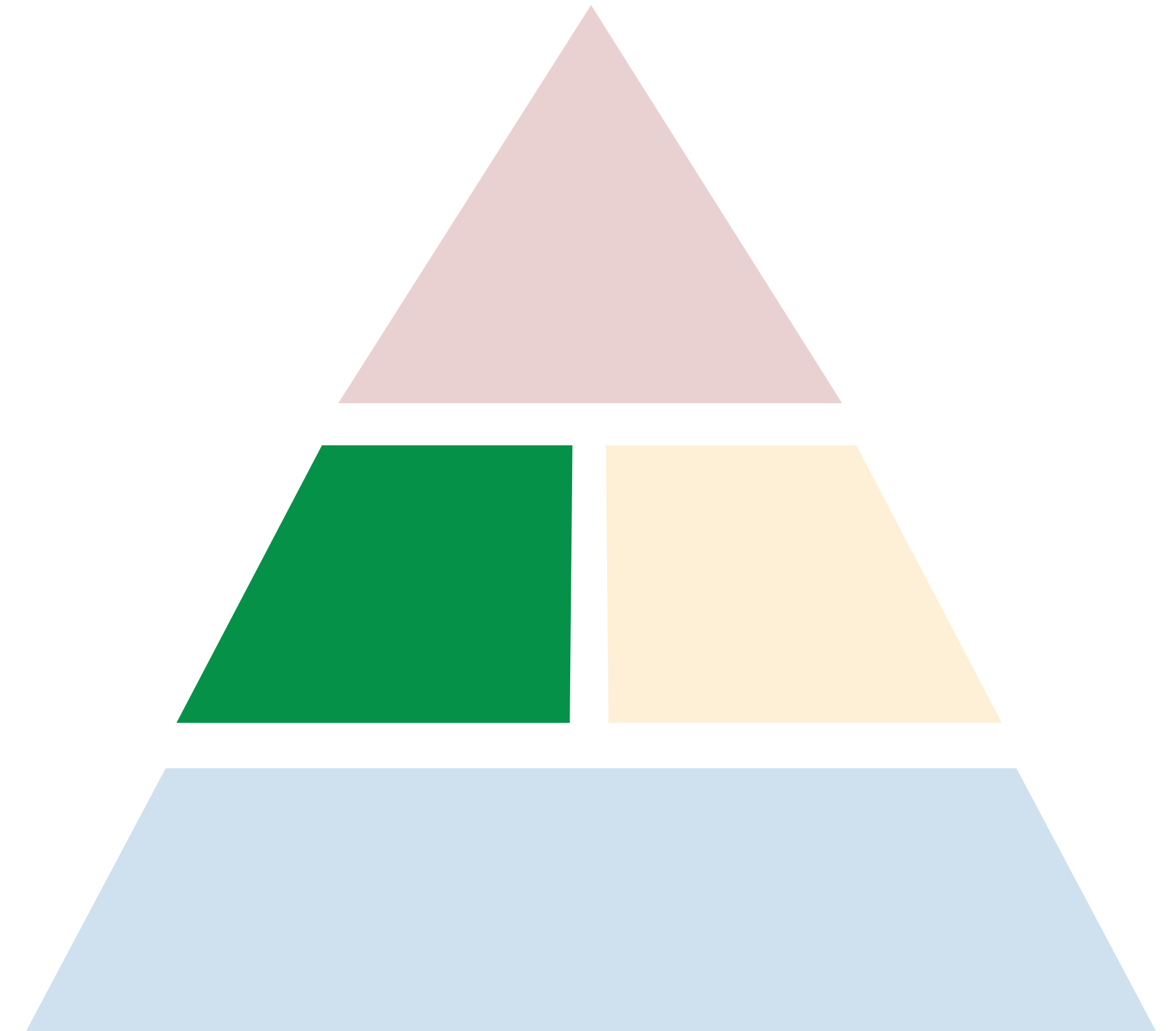


BLUEPRINT FUNDING

THE TARGETED FORMULAS RECOGNIZE THE ADDITIONAL COSTS ASSOCIATED WITH EDUCATING CERTAIN STUDENT POPULATIONS:

- Special Education
- Compensatory Education
- English Learners

WHAT'S NEW? 75% of targeted aid follows the student



BLUEPRINT FUNDING

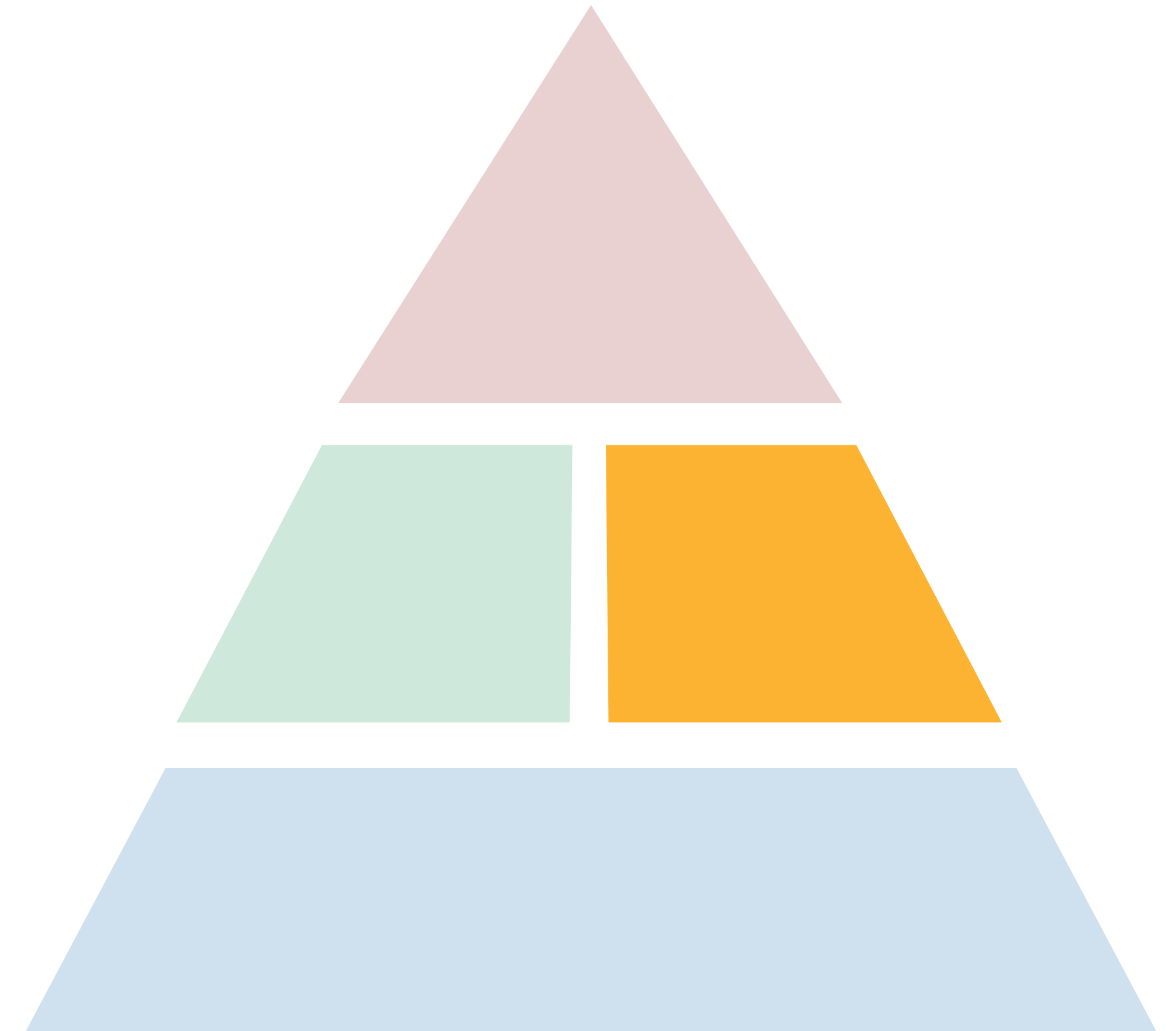
PRE-KINDERGARTEN

- Free to low-income 3- & 4-year-olds up to 300% federal poverty level (FPL)
- Sliding scale for 4-year-olds between 300-600% FPL (FY25)

TRANSITIONAL SUPPLEMENTAL INSTRUCTION (TSI)

- Provides funding based on 3rd graders who have not achieved proficiency in reading and/or math

OTHER ADDITIONAL AID



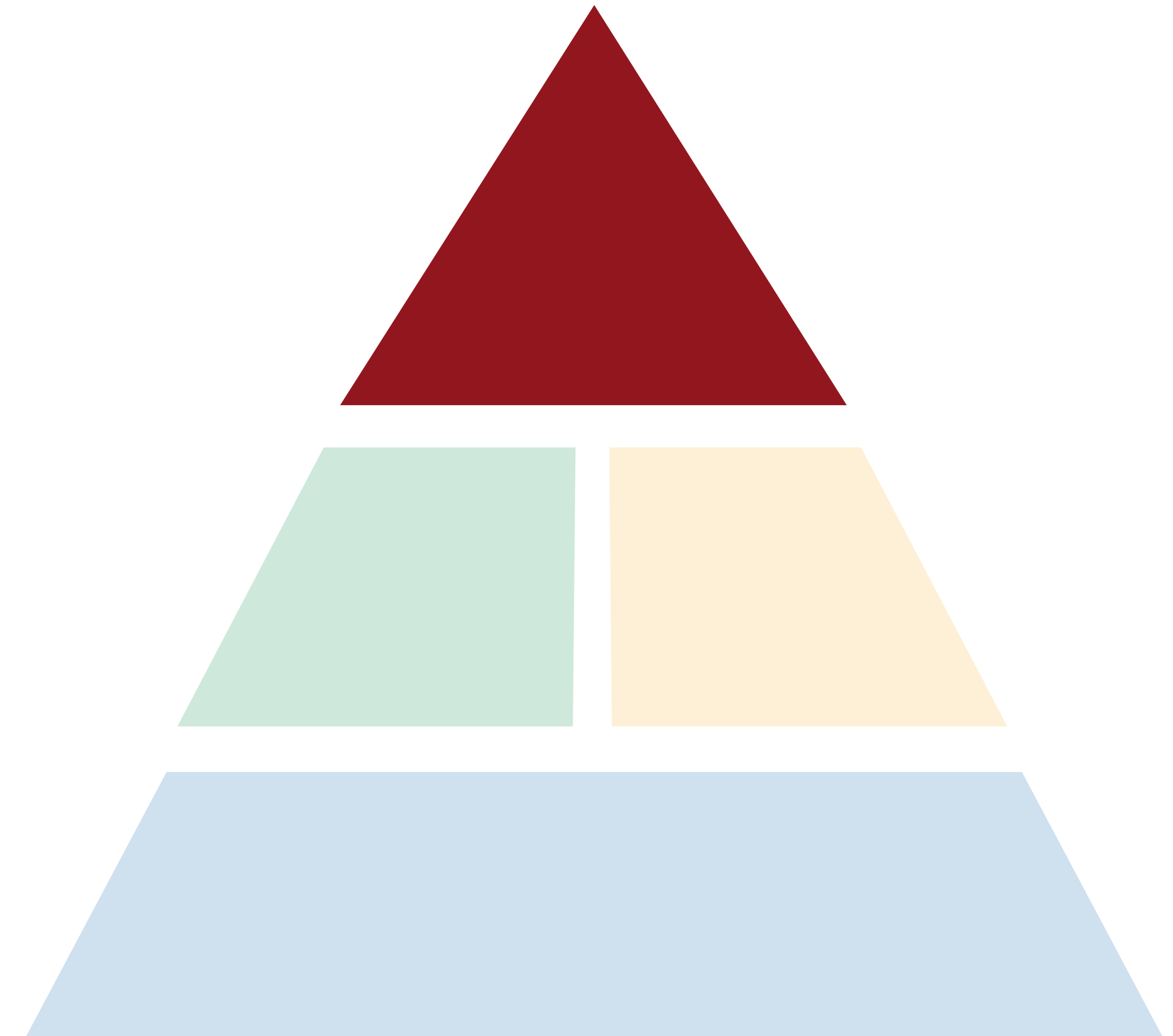
BLUEPRINT FUNDING

**COP SCHOOLS ARE IDENTIFIED BY THE STATE
BASED ON POVERTY RATES**

TYPES OF WRAP-AROUND SERVICES

- Extended learning
- Safe transportation to school
- Vision and dental care services
- Behavioral and mental health services
- Family/community engagement & supports
- Professional development for school staff

CONCENTRATION OF POVERTY

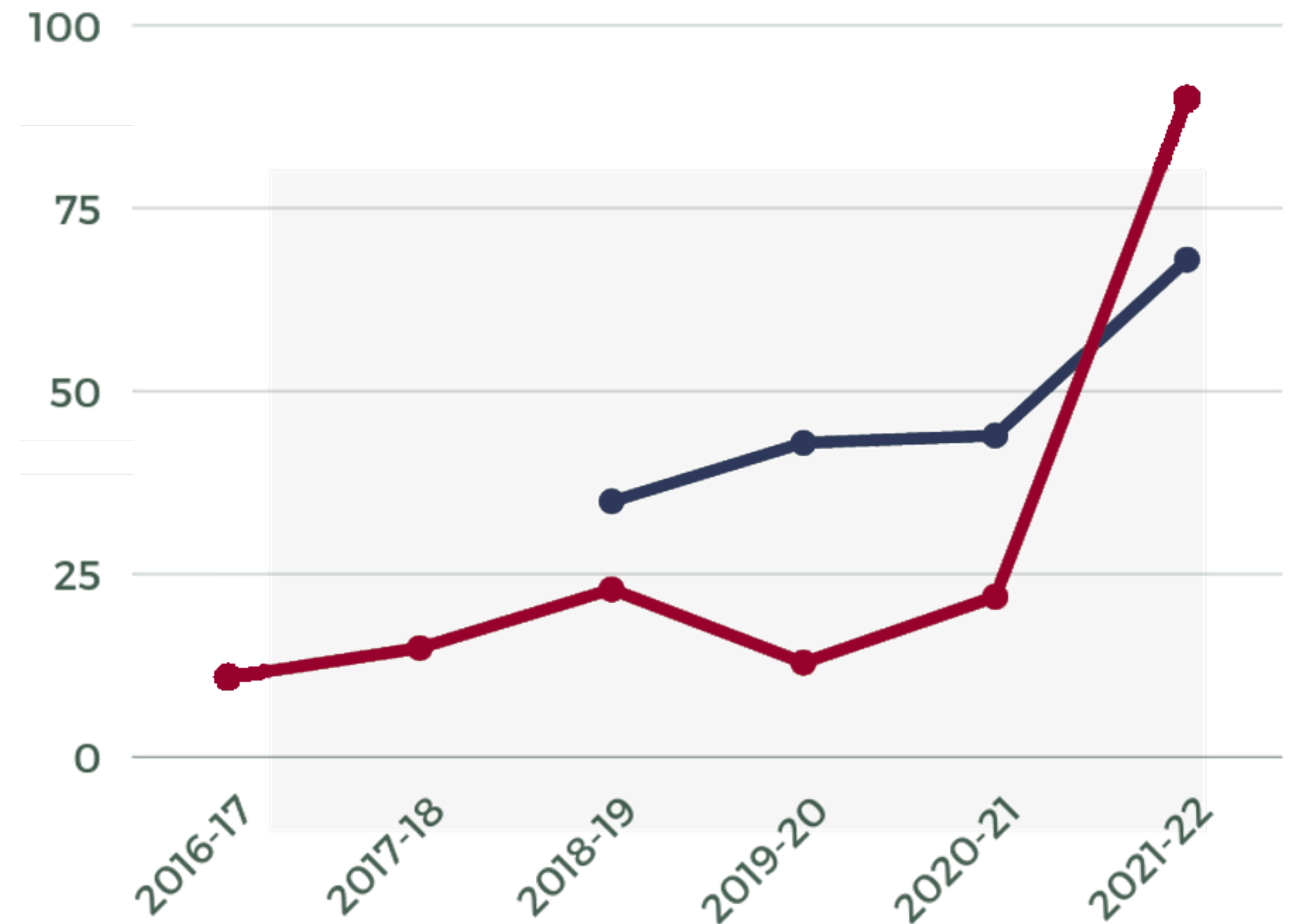


WCPS YOUTH APPRENTICESHIP GROWTH

APPRENTICESHIP PLACEMENTS

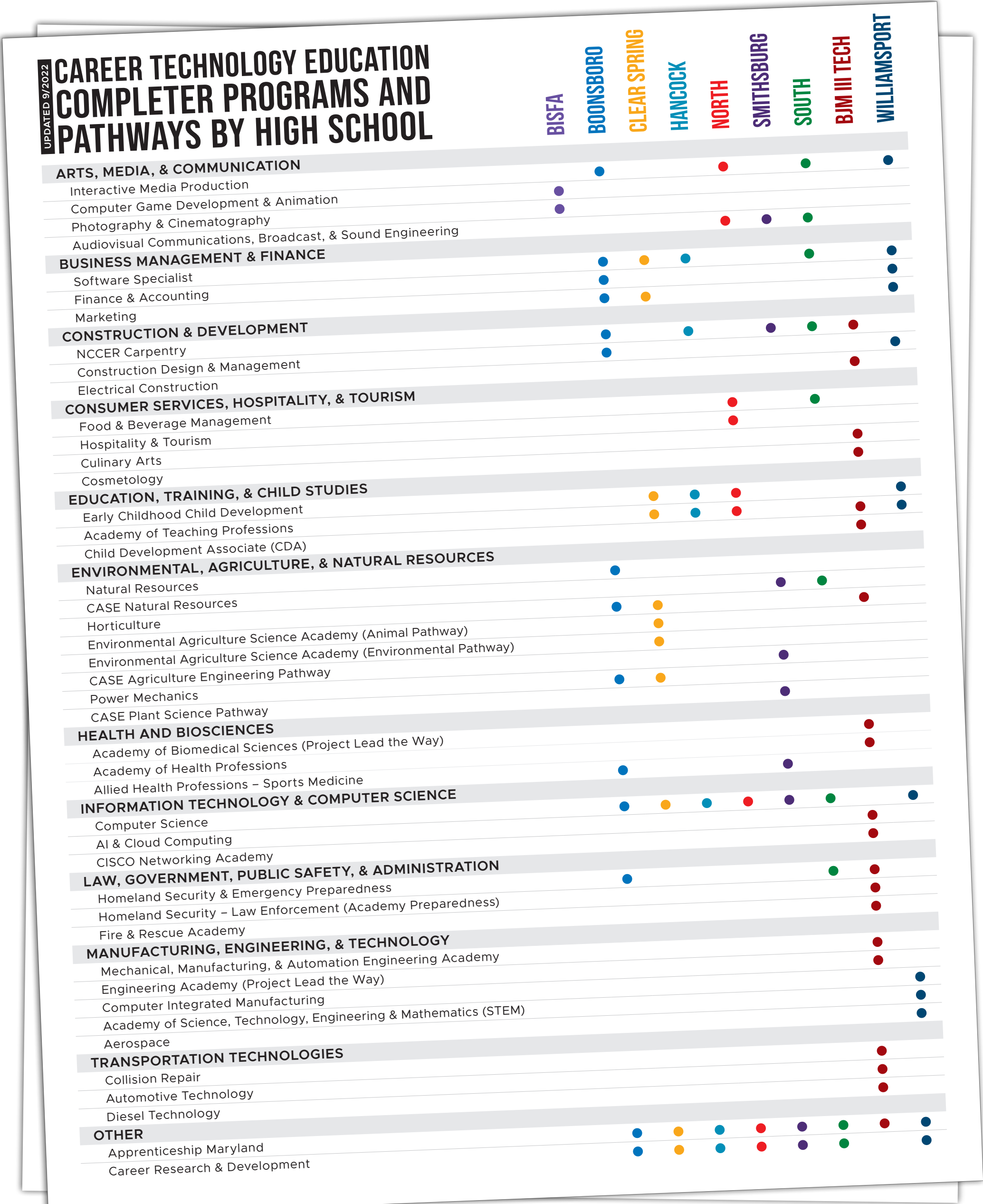
EMPLOYER PARTNERS

Reported by the Youth Apprenticeship
Advisory Committee 7/19/22



APPRENTICESHIPS

begin with strong
CTE programs in
every high school



INDUSTRY SECTORS OF EMPLOYERS

for WCPS Apprentices

CAREER TECHNICAL EDUCATION CLUSTER	EXAMPLE OCCUPATIONS	% OF YOUTH APPRENTICES
Arts, Media & Communication	Production Assistant, Sales & Marketing	3%
Business Management	Mail Processing, Office Assistant	11%
Construction & Development	Electrician, Mason, Carpenter, HVAC, Fire Sprinkler Technician, Alarm Technician	13%
Consumer Services	Line Cook	3%
Health & Bioscience	Nutrition, Transporter, Medical Secretary, Therapy Technician	7%
Human Resource Services	Security Officer, Reading Tutor	35%
Information Technology	IT Technician	7%
Manufacturing & Engineering	Machine Operator, Production Technician, Engineer, Welder, Painter	12%
Transportation	Auto Tech, Collision Technician, Heavy Equipment Service Technician	9%

EMPLOYER RECRUITMENT & ENGAGEMENT

- **INTERACTION**

- Events
- Targeted recruitment
- CTE teachers and school counselors

- **IMMERSION**

- Focus on CTE as a whole
- What WCPS does to prepare students for apprenticeship

- **INVOLVEMENT**

- Program Advisory Committees (PAC)
- Apprenticeship PAC

- **CUSTOMER SERVICE**

- Help, assist, guide and support

STUDENT RECRUITMENT & RETENTION

- **TARGETED RECRUITMENT**

- Website
- School recruitment fairs
- Events
- CTE teachers and school counselors

- **TARGETED INSTRUCTION**

- Summer courses
- Employer-based training

- **INDIVIDUALIZED PLANNING**

- Transcript reviews
- Scheduling

- **RETENTION SUPPORTS**

MULTIPLE SCHEDULING OPTIONS

JUSTIN (JUNIOR) ATTENDS SCHOOL FOR THREE MORNING COURSES, & ATTENDS HIS APPRENTICESHIP IN THE AFTERNOON		WONDER (SENIOR) ATTENDS ACADEMIC COURSES & HIS APPRENTICESHIP ON ALTERNATING DAYS	
		A DAY	B DAY
Algebra II 8:35 AM – 9:23 AM		Advanced Geo Systems 9:05 AM – 10:27 AM	Homeland Security 9:05 AM – 11:48 AM
English 11 9:27 AM – 10:12 AM		Computer Forensics 10:31 AM – 11:48 AM	APPRENTICESHIP can start at 11:48 AM
World History 10:16 AM – 11:01 AM		Financial Literacy 11:52 AM – 1:37 PM	
APPRENTICESHIP can start at 11:01 AM		English 12 1:41 PM – 3:00 PM	

PROGRAM PROCESSES

- **EMPLOYER ONBOARDING**
 - Occupation and instruction review
- **OCCUPATION ADVERTISING**
 - Electronic newsletter, website
- **APPLICATION AND HIRING PROCESS**
 - Interviews
- **APPRENTICE ONBOARDING**
 - Agreements, code of conduct, Google Classroom, timesheets
- **RETENTION**
 - Monthly assessment surveys, check-ins, site visits

FINANCIAL IMPLICATIONS

COSTS FOR STUDENT	COSTS FOR EMPLOYER	COSTS FOR WCPS
<ul style="list-style-type: none">• Uniforms & equipment• Driver's license, transportation, gas, etc.	<ul style="list-style-type: none">• Hourly wage for apprentice• Time investment to mentor & train student	<ul style="list-style-type: none">• Apprenticeship Coordinator salary• Additional staff pay for summer school courses• Hiring of Apprentices (Trades, Tutors)

WCPS STUDENT APPRENTICES



WONDER HERRERA

Meritus Health
Security Apprentice



ARIONNA BARNETT

Washington County Public Schools
Reading Tutor Apprentice



JUSTIN WINGFIELD

Total Comfort Heating & Air
HVAC Apprentice