

**2024 Allegany County Blueprint Implementation Plan:
Part I and Part II Meet Criteria for Success**

Local Education Agency	Allegany County Public Schools
Date of Approval	

The Accountability and Implementation Board (AIB) and Maryland State Department of Education (MSDE) staff have reviewed Parts I and II of Allegany County’s 2024 Blueprint Implementation Plan, including all revisions made in response to requests from the AIB and MSDE. Staff have determined that the revised version of Allegany County’s implementation plan, excluding consideration of their response to Question 23, meets the Criteria for Success.

In addition to responding to the questions in Parts I and II of the 2024 Local Education Agency (LEA) Blueprint Implementation Plan Guide, the 2024 LEA Blueprint Implementation Plan submissions include each LEA’s initial Career Ladder, 10% Teacher Salary Increase Attestation, PreK-12 Comprehensive Literacy Plan, and, as applicable, revised Memorandum of Understanding (MOU) for Career Counseling. In order for an LEA’s 2024 plan to be approved and FY 2025 Blueprint funds released by the AIB, all components of the plan must be submitted and approved.

Review Process

The 2024 LEA Blueprint Implementation Plan submission and review process took a phased-in approach. Each LEA was required to submit the first part of its plan to the AIB and MSDE concurrently on March 15, 2024. The Part I submission question asked LEAs to provide an overview of how they are holistically approaching Blueprint implementation across the district and how the initiatives in each pillar work together. LEAs submitted Part II of their implementation plans on May 1, 2024, in which they responded to 23 initiative-specific questions about Blueprint components and programs.

MSDE and AIB staff conducted an integrated, combined review of each of the 24 LEA plans to determine if they met the Criteria for Success. Ultimately, each component of each LEA Blueprint implementation plan was reviewed by at least four reviewers across AIB and MSDE. AIB and MSDE staff provided a detailed description of the [plan review process](#) during the joint board meeting in June 2024.

For areas where the response did not meet all Criteria for Success, AIB and MSDE shared requests for revision to the LEA. LEAs were asked to review the AIB and MSDE requests for revision and submit updated responses within about 3 weeks of receiving their results, if not sooner. MSDE and AIB staff reviewed the updated submissions to determine if they meet the Criteria for Success and could now be recommended to the AIB for approval.

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Plan Materials

Allegany County’s plan submitted to the Board for approval includes the materials listed below:

- [2024 Blueprint Implementation Plan Part I](#)—the original first part of the plan submitted by the LEA in March 2024.
- [2024 Blueprint Implementation Plan Part II](#)—the original second part of the plan submitted by the LEA in May 2024.
- The request(s) for revisions from MSDE and AIB staff that were sent to the LEA for [Part I](#) and [Part II](#) of the submission.
- [Updated responses](#) for Part I and Part II of the implementation plan submission from the LEA.

Once the Board has approved LEA plans, LEAs will submit their final 2024 implementation plans to MSDE and the AIB that reflect the approved revisions they submitted. This final version will be posted on the AIB website.

Feedback

As part of the review process, AIB and MSDE plan reviewers identified areas of strength and opportunities for improvement in each LEA plan. LEAs are expected to address each Area for Further Growth and Improvement listed below as they implement their plans in FY 25-27. Additional feedback and support will be provided to LEAs as part of ongoing technical assistance.

Areas of Strength and Opportunity	<ul style="list-style-type: none"> ● Allegany County has demonstrated intentional steps they have taken to increase access to pre-k programming in their district. Strategies included building a new regional Early Learning Center, increased partnership with HeadStart, increased marketing campaigns, the creation of a centralized enrollment process and mobile registration process. ● Allegany has innovative strategies in progress to support pillar three initiatives over the next three years. Examples include Instructional improvement plans for ELA and math and an improved MTSS system that supports all students towards CCR, and plans for an alternative teaching schedule to tackle collaborative planning time for teachers.
Areas for Further Growth and Improvement	<ul style="list-style-type: none"> ● ACPS should consider conducting a needs assessment focused on understanding families’ needs and provide targeted support during the registration process. This will support marketing and outreach strategies, as well as communication to families and emphasize the importance of participating in early education opportunities. ● ACPS should revisit their strategies, goals, and outcomes for workforce diversity and ensure that the strategies named/future actions taken are in alignment (and demonstrate success) with the challenges identified by the LEA. Additionally, It should be noted that ACPS did not reference quantitative data for candidates who are unable to pursue NBC and therefore must pursue a master's degree in their subject area to advance up the Career Ladder. ACPS should identify any teachers

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who are ineligible for NBC in their district and develop a plan to support them attain a master's degree in their subject area.

- ACPS believes it will meet the required salary increase by the statutory deadline. The LEA should make a plan to ensure these negotiated annual increases in salary will occur.
- Allegany has an opportunity to strengthen their CCR support plan at the middle school level and what differentiated coursework will look like for students not meeting CCR standards by the end of grade 10. Allegany should also think about progress monitoring within the new Comprehensive Plan for Mathematics. The response outlines several goals and metrics. ACPS should consider how it will monitor student achievement data to gauge the effectiveness of the plan.