Superintendent’s Message
From Dr. Griffith

We are pleased to share our 2017-2018 Annual Report, which provides an overview of financial, demographic and student performance data for fiscal year 2018 for Talbot County Public Schools. I am truly amazed by what our team is accomplishing through their commitment, creativity and pursuit of excellence. We achieved some incredible outcomes in FY 2018 as we completed year three of our 2020 Vision Strategic Plan. Our progress is highlighted in each goal in this report.

With the support of increased funding from the Talbot County Council, along with additional grant funding opportunities through MSDE, we were able to acquire targeted additional staff for 2018-2019 to address specific needs. I am very excited about the impact these improvements will have for our students, and I am honored to continue to serve as your Superintendent of Schools. Thank you for your support!

Kelly L. Griffith, Ed.D.
Superintendent of Schools

Strategic Plan Goals

In 2015-2016 TCPS launched the 2020 Vision Strategic Plan. Our plan includes three aggressive but attainable goals focused on academic excellence, community partnerships and organizational resources, with the theme of equity in education for all students woven throughout.

GOAL ONE: Academic Excellence

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.

GOAL TWO: Partnerships

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

GOAL THREE: Organizational Resources

Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

2017-2018 Statistics

354 Certified Teachers
30 Certified Administrators
233 Support Staff
44% (2,037) Qualified for Free or Reduced Meals
180 Students served in grades 3-6.
188 Gifted and Talented Students served in grades 3-6.
2017-2018 Students served in grades 3-6.

2017-2018 Students served in grades 3-6.

450 Students received Special Education Services.
180 Students had a 504 Plan.
410 ESOL Students (English for speakers of other languages) with 284 Students Receiving ELL Services (English Language Learner)
SUSQUEHANNA UNIVERSITY
Syracuse University
Temple University
The University of the South
Trinity University
UNC Asheville
UNC Charlotte
UNC Wilmington
United States Naval Academy
University of Missouri-Columbia
University of Alabama
University of California, Santa Cruz
University of Colorado - Boulder
University of Dayton
University of Delaware
University of Denver
University of Georgia
University of Kentucky
University of Louisville
University of Maryland
University of Maryland Baltimore Co.
University of Maryland College Park
University of Michigan
University of Mississippi
University of Northern Iowa
University of North Carolina
University of North Florida
University of Notre Dame
University of San Francisco
University of Scranton
University of South Carolina
University of Texas
University of Tennessee
University of Vermont
Valencia College
Vanderbilt University
Virginia Commonwealth University
Virginia Tech
Virginia Western Community College
Washington & Lee University
Washington & Jefferson College
Washington College
Walla Walla College
Wesley College
West Virginia University
West Virginia Wesleyan University
Western Governors University
Western Kentucky University
Western Michigan University
Widener University
Wofford College
Xavier University
York College

The Class of 2018 SAT composite score was 1095
an increase of 15 points over last year. The composite ACT composite score was a 23.6

38,201
Service Learning Hours needed: An average of 113 hours for each student. The graduation requirement is 75 hours.
We are grateful to our Community Partners who have generously supported the Education Teacher program, by making donations to the Education Foundation in their honor.

Increased the number of student internship opportunities.
Participated in joint fundraisers with community partners to address needs in our community and beyond.
Increased Business Partnerships from 700 in 2016-17 to 900 in 2017-18.
Financial contributions, program and event sponsors significantly impacted educational opportunities for our students.
Achieved greater family and community engagement through social media and school system communication platforms.
Expanded School Messenger communication platform improving school based communications to all parents and staff.
Education Foundation raised a total of $144,657 by the end of FY2018.
Launched partnership with Sheriff’s Department and Talbot Goes Purple to stand up against the dangers of substance abuse.

At Opening Day we had the honor or recognizing the Bryan Brothers Foundation with our Community Partner Award. The Foundation’s mission is to help ensure that all children on the Eastern Shore have the opportunity to experience personal growth through participation in youth sports, recreation and development programs.

The Bryan Brothers Foundation has helped TCPS with playground equipment, sports teams, program enhancements, after school clubs, NJROTC, Suicide and Bullying prevention with Text To Stop it, and much more. While our intention was to celebrate and thank them for all that they have done for our students, we were surprised and delighted when they presented us with yet another gift, a $5,000 donation to our Career and Technology Education Programs!

Increased the number of iPads to provide 1:1 ratios grades 6-12.
Increased the number of laptops to provide 1:1 ratios grades 6-12.
Maximized Professional Development by implementing Teacher Leaders in each building.
Decreased out of school suspensions overall and in student groups.
Focused recruitment efforts with Grow Your Own and early contracts in cooperation from Chesapeake College.

The Foundation Advisory Board finalized the Grant Application process and the first applications were submitted. A total of $16,186 in grants were awarded for innovative programs and opportunities for students at the elementary, middle and high school levels.

With the help of dedicated volunteers and a passionate Advisory Board, the Education Foundation held its first two fundraisers in 2018. The Spring Tea & Fashion Show featured fashions by Mimi’s Closet, custom jewelry by DJB Designs, and gorgeous TCPS models. It was a delightful afternoon and a great opportunity for our students to experience personal growth.

The STEM Classroom Chapel District Elementary
The Stem Classroom Chesapeake District Elementary
The STEM Classroom Cape Charles District Elementary
The STEM Classroom St. Michaels Middle High School
The STEM Classroom St. Michaels Middle High School

G.O.A.L.Three
Organizational Resources
Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

FY18 Operating Revenue
$56,306,369

State Funding (24.1%)$13,572,864
Federal Funding (6.8%)$3,849,133
Other (1.4%)$771,362
Local Funding (67.5%)$31,004,245
Fund Balance Reappropriated (2%)$108,765

FY18 Operating Expenditures
$56,306,369

Classroom Instructional (53.5%)$30,146,258
Support Services (23.2%)$13,009,782
Employee Benefits (23.2%)$13,070,329

Partnerships
Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

Bryan Brothers Foundation Receives Community Award
At Opening Day we had the honor or recognizing the Bryan Brothers Foundation with our Community Partner Award. The Foundation’s mission is to help ensure that all children on the Eastern Shore have the opportunity to experience personal growth through participation in youth sports, recreation and development programs.

The Bryan Brothers Foundation has helped TCPS with playground equipment, sports teams, program enhancements, after school clubs, NJROTC, Suicide and Bullying prevention with Text To Stop it, and much more. While our intention was to celebrate and thank them for all that they have done for our students, we were surprised and delighted when they presented us with yet another gift, a $5,000 donation to our Career and Technology Education Programs!

Increased the number of iPads to provide 1:1 ratios grades 6-12.
Increased the number of laptops to provide 1:1 ratios grades 6-12.
Maximized Professional Development by implementing Teacher Leaders in each building.
Decreased out of school suspensions overall and in student groups.
Focused recruitment efforts with Grow Your Own and early contracts in cooperation from Chesapeake College.

The Foundation Advisory Board finalized the Grant Application process and the first applications were submitted. A total of $16,186 in grants were awarded for innovative programs and opportunities for students at the elementary, middle and high school levels.

With the help of dedicated volunteers and a passionate Advisory Board, the Education Foundation held its first two fundraisers in 2018. The Spring Tea & Fashion Show featured fashions by Mimi’s Closet in Chestertown, custom jewelry by DJB Designs, and gorgeous TCPS models. It was a delightful afternoon and a great opportunity for our students to experience personal growth.

The STEM Classroom Chapel District Elementary
The Stem Classroom Chesapeake District Elementary
The STEM Classroom Cape Charles District Elementary
The STEM Classroom St. Michaels Middle High School

2018 Grant Awards
Hands-On Life Science Eastern Elementary-Easton Outdoor Classroom Eastern Middle Powering Computational Creativity Eastern Middle STEM Showcase St. Michael's Middle High School Library Creating Robotic Engineers Chapel District Elementary Diversity in Classroom Libraries St. Michael’s Elementary

2018 Grant Awards
Hands-On Life Science Eastern Elementary-Easton Outdoor Classroom Eastern Middle Powering Computational Creativity Eastern Middle STEM Showcase St. Michael's Middle High School Library Creating Robotic Engineers Chapel District Elementary Diversity in Classroom Libraries St. Michael’s Elementary
2018 TEACHER AND SUPPORT STAFF OF THE YEAR

Renee Warfield

2018 TCPS TEACHER OF THE YEAR

The 2018-2019 Talbot Teacher of the Year is Mrs. Renee Warfield, who is an ESOL/Spanish Teacher at Easton High School. Mrs. Warfield earned a Bachelor of Arts in Spanish with a Minor in Art in 2002 from Salisbury University. She earned a Master of Education, also from Salisbury University in 2006. She began her career with TCPS in 2007 as a Spanish Teacher at Saint Michaels Middle High School. In 2014 she transferred to Easton High School, where she now teaches English 9 and English 10 for English Language Learners (ELL) and is a co-teacher for Algebra, Biology and Government. She serves as a translator and interpreter and plans special events for ELL students and their families. She is a member of the Digital Learning Leader Corps and has been Chair and Co-Chair of the Easton High School Spirit Committee. She is also the club advisor for Easton High School's Cultura Unidas, a bi-lingual service club, and leads training and professional development for her peers.

Oliver McKinney

2018 TCPS SUPPORT STAFF OF THE YEAR!

Mr. Oliver McKinney has been chosen as the 2018-2019 Support Staff of the Year. Mr. McKinney is the School Security Officer at Saint Michaels Middle High School. He began his TCPS career as Internship/Work-Based Coordinator at SMMHS in 2009. He has also served as Distance Learning Facilitator as well as the Coordinator of Independent Study and In-School Suspension.

Mr. McKinney has shown exemplary dedication and commitment to the students and community of Saint Michaels Middle High School, devoting a tremendous amount of time outside of school hours in various capacities. He is a founding member and staff mentor of the student group, “The African American Alliance” which organizes activities to raise awareness about diverse cultures and heritages. He serves as a role model and mentor for students, encouraging them to set and pursue ambitious goals for their future education and careers.