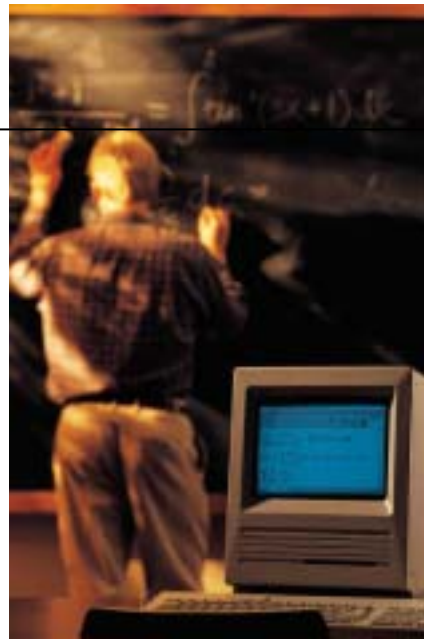


Attachment 8



Title II, Part A Preparing, Training And Recruiting High-Quality Teachers And Principals

**ATTACHMENT 8 TITLE II, PART A
PREPARING, TRAINING AND RECRUITING
HIGH-QUALITY TEACHERS AND PRINCIPALS**

Local School System: <u>St. Mary's County Public Schools</u>	Fiscal Year 2005
Title II-A Coordinator: <u>Linda Dudderar, Director of Elementary Curric. & Instr.</u>	
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A. **PERFORMANCE GOALS, INDICATORS, AND TARGETS.** In the October 1, 2003 submission of the five-year comprehensive master plan, school systems provided an analysis of the teacher quality performance indicators detailed in Table 8-1. MSDE has established performance targets as part of the September 2003 Consolidated State Application submission to the United States Department of Education (USDE). USDE will implement a national evaluation and reporting system to provide essential data needed to measure program performance. MSDE will collect teacher quality information from local school systems through another source in order to report to USDE. Although local school systems do not need to respond to this section as part of the master plan annual update, local planning teams should review the teacher quality information to determine progress in meeting state and local performance targets. School systems should use the annual review of the teacher quality data to determine allowable Title II, Part A activities as well as to revise goals, objectives, and/or strategies in the master plan that relate to improving teacher quality.

Table 8-1	IMPROVING TEACHER CAPACITY AND QUALITY PERFORMANCE GOALS, INDICATORS, AND TARGETS	
Performance Goal	Performance Indicators	Performance Targets
Performance Goal 3: By 2005-2006, all students will be taught by highly qualified teachers.	3.1 The percentage of classes being taught by "highly qualified" teachers (as the term is defined in section 9101(23) of the ESEA), in the aggregate and in "high poverty" schools (as the term is defined in section 1111(h)(1)(C)(viii) of the ESEA.	Percentage of Classes Taught by Highly Qualified Teachers State Aggregate* 2002-2003 Baseline: 64.5 2003-2004 Target: 65 2004-2005 Target: 75 2005-2006 Target: 100 Percentage of Classes Taught by Highly Qualified Teachers in High Poverty Schools* 2002-2003 Baseline: 46.6 2003-2004 Target: 48 2004-2005 Target: 65 2005-2006 Target: 100
	3.2 The percentage of teachers receiving "high-quality professional development" (as the term "professional development" is defined in section 9101(34).	Percentage of Teachers Receiving High-Quality Professional Development* 2002-2003 Baseline: 33 2003-2004 Target: 40 2004-2005 Target: 65 2005-2006 Target: 90
	3.3 The percentage of paraprofessionals who are qualified (See criteria in section 1119(c) and (d).	Percentage of Qualified Title I Paraprofessionals* 2002-2003 Baseline: 21 2003-2004 Target: 30 2004-2005 Target: 65 2005-2006 Target: 100

*Note: MSDE will collect data. The local school system does not have to respond.

**ATTACHMENT 8 TITLE II, PART A
PREPARING, TRAINING AND RECRUITING
HIGH-QUALITY TEACHERS AND PRINCIPALS**

Local School System: St. Mary's County Public Schools

Fiscal Year 2005

B. ALLOWABLE ACTIVITIES [Section 2123]. For all allowable activities that will be implemented, (a) provide a brief description of services, (b) timelines or target dates, (c) the specific goals, objectives, and/or strategies detailed in the 5-year comprehensive Bridge to Excellence Master Plan, and (d) the amount of funding for services to public and nonpublic students and teachers. Use separate pages as necessary for descriptions.

1. Strategies and Activities to Recruit and Hire Highly Qualified Teachers and Principals			
Allowable Activities	Brief Description of Specific Services, Timelines or Target Dates, and Specific Goals, Objectives, and Strategies Detailed in the 5-year Comprehensive Bridge to Excellence Master Plan, and Any Revisions to the Plan As Part of This Annual Update, Including Page Numbers	Public School Costs	Nonpublic Costs
1.1 Developing and implementing mechanisms to assist schools to effectively recruit and retain highly qualified teachers, principals, and specialists in core academic areas (and other pupil services personnel in special circumstances) [section 2123(a)(1)].			X
1.2 Developing and implementing strategies and activities to recruit, hire, and retain highly qualified teachers and principals. These strategies may include (a) providing monetary incentives such as scholarships, signing bonuses, or differential pay for teachers in academic subjects or schools in which the LEA has shortages*; (b) reducing class size; (c) recruiting teachers to teach special needs children, and (d) recruiting qualified paraprofessionals and teachers from populations underrepresented in the teaching profession, and providing those paraprofessionals with alternative routes to obtaining teacher certification [section 2123(a)(2)]. *Note: Because the purpose of Title II-A is to increase student achievement, programs that provide teachers and principals with merit pay, pay differential, and/or monetary bonuses should be linked to measurable increases in student academic achievement produced by the efforts of the teacher or principal [section 2101(1)].	Recruitment incentives and critical shortage stipends. To be paid by October 1, 2004 to all hired by September 1, 2004 and within 2 months of hiring any additional critical shortage hires throughout the school year. Goal 3.2.1.1	\$35,000	
1.3 Hiring highly qualified teachers, including teachers who become highly qualified through State and local alternative routes to certification, and special education teachers, in order to reduce class size, particularly in the early grades [section 2123(a)(7)].	Salaries for teachers to reduce class size. Eight schools will receive either a .5 or 1.0 FTE to help with class size reduction (9 FTEs) Goal 3.2.8.1	\$479,490 (includes FICA)	

**ATTACHMENT 8 TITLE II, PART A
PREPARING, TRAINING AND RECRUITING
HIGH-QUALITY TEACHERS AND PRINCIPALS**

Local School System: <u>St. Mary's County Public Schools</u> Fiscal Year 2005
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B. ALLOWABLE ACTIVITIES [Section 2123], Continued.

2. Strategies and Activities to Improve the Quality of the Teaching Force			
Allowable Activities	Brief Description of Specific Services, Timelines or Target Dates, and Specific Goals, Objectives, and Strategies Detailed in the 5-year Comprehensive Bridge to Excellence Master Plan, and Any Revisions to the Plan As Part of This Annual Update, Including Page Numbers	Public School Costs	Nonpublic Costs
2.1 Providing professional development activities that improve the knowledge of teachers and principals and, in appropriate cases, paraprofessionals, in: <i>(a) Content knowledge.</i> Providing training in one or more of the core academic subjects that the teachers teach; <i>(b) Classroom practices.</i> Providing training to improve teaching practices and student academic achievement through (a) effective instructional strategies, methods, and skills; (b) the use of challenging State academic content standards and student academic achievement standards in preparing students for the State assessments. [section 2123(a)(3)(A)].	Provide professional development activities in the areas of literacy and mathematics to teachers and principals addressing the VSC, strategies for implementation, designing and administering formative assessments, analyzing the data and redesigning instruction to address the question, "What do we do when a student doesn't meet proficiency?" On-going throughout 2004-2005 school year	\$91,500	\$18,318
	Provide professional development to our Lead Teachers who coach the teachers and para-educators at the elementary and middle schools. Monthly training sessions throughout the 2004-2005 school year Goal 1.1.1.1; Goal 1.1.3.6; Goal 1.1.4.1; Goal 1.6.11; Goal 1.6.1.5; Goal 1.8.1.2; Goal 3.7.1.3; Goal 3.7.1.1; Goal 1.11.2.3; Goal 1.4.1.3; Goal 1.4.1.4	\$5,000	\$1000.00
2.2 Provide professional development activities that improve the knowledge of teachers and principals, and, in appropriate cases, paraprofessionals, regarding effective instructional practices that – <ul style="list-style-type: none"> • Involve collaborative groups of teachers and administrators; • Address the needs of students with different learning styles, particularly students with disabilities, students with special needs (including students who are gifted and talented), and students 	As a component of our Teacher Performance Assessment System (TPAS), support collaborative teams (formative and summative) at each school, elementary, middle and high, to promote effective instructional practices, share student work, redesign instruction based on that work and the analysis of the formative assessments. Particular attention will be focused on	\$25,000	\$5200.00

<p>with limited English proficiency;</p> <ul style="list-style-type: none"> • Provide training in improving student behavior in the classroom and identifying early and appropriate interventions to help students with special needs; • Provide training to enable teachers and principals to involve parents in their children’s education, especially parents of limited English proficient and immigrant children; and • Provide training on how to use data and assessments to improve classroom practice and student learning [section 2123(a)(3)(B)]. 	<p>students in the subgroups and in the content areas where students do not meet proficiency. On-going throughout 2004-2005 Goal 3.5.1.5</p>		
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**ATTACHMENT 8 TITLE II, PART A
PREPARING, TRAINING AND RECRUITING
HIGH-QUALITY TEACHERS AND PRINCIPALS**

Local School System: <u>St. Mary's County Public Schools</u>	Fiscal Year 2005
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B. ALLOWABLE ACTIVITIES [Section 2123], Continued.

2. Strategies and Activities to Improve the Quality of the Teaching Force			
Allowable Activities	Brief Description of Specific Services, Timelines or Target Dates, and Specific Goals, Objectives, and Strategies Detailed in the 5-year Comprehensive Bridge to Excellence Master Plan, and Any Revisions to the Plan As Part of This Annual Update, Including Page Numbers	Public School Costs	Nonpublic Costs
2.3 Carrying out professional development programs that are designed to improve the quality of principals and superintendents, including the development and support of academies to help them become outstanding managers and educational leaders [section 2123(a)(6)].	Provide professional development for aspiring leaders, current assistant principals and principals as well as supervisors, coordinators and directors. Implement the Leadership Development Plan. Goal 3.4.1.1; Goal 3.6.1.2; Goal 3.6.1.1	\$15,000	\$3000
3. Strategies and Activities to Retain and Provide Support to Highly Qualified Teachers and Principals			
3.1 Developing and implementing initiatives to promote retention of highly qualified teachers and principals, particularly in schools with a high percentage of low-achieving students, including programs that provide teacher mentoring, induction, and support for new teachers and principals during their first three years; and financial incentives for teachers and principals with a record of helping students to achieve academic success [section 2123(a)(4)].	Promote the retention of highly qualified teachers through mentoring and coaching initiatives and programs. Goal 3.3.3.2; Goal3.3.3.3; Goal 3.4.2.3 Goal3.3.3.1; Goal 3.4.2.1	\$25,000	
3.2 Carrying out programs and activities that are designed to improve the quality of the teaching force, such as innovative professional development programs that focus on technology literacy, tenure reform, testing teachers in the academic subject in which teachers teach, and merit pay programs. [section 2123(a)(5)].	Improve the quality of the teaching force through payment of test fees to teachers who take and pass the appropriate content area tests required to become highly qualified. Goal 3.1.2.2	\$10,000	
3.3 Carrying out teacher advancement initiatives that promote professional growth and emphasize multiple career paths (such as paths to becoming a mentor teacher, career teacher, or exemplary teacher) and pay differentiation [section 2123(a)(8)].	Offer MSDE-approved course work in reading (and other areas) that promotes completion of certification and highly qualified requirements. Goal 3.5.1.1	\$20,000	
TOTAL TITLE II-A FUNDING AMOUNTS		\$754,119	1 C: \$20,611

**ATTACHMENT 8 TITLE II, PART A
PREPARING, TRAINING AND RECRUITING
HIGH-QUALITY TEACHERS AND PRINCIPALS**

Local School System: St. Mary's County Public Schools Fiscal Year 2005

**C. ANNUAL CERTIFICATION OF EQUITABLE SERVICES TO STUDENTS IN PRIVATE
(NONPUBLIC) SCHOOLS [ESEA, Section 9501]:**

1. Participating Private Schools and Services: Complete information in Attachment 6 regarding the names of participating private schools and the number of private school staff that will benefit from the Title II-A services.
2. Describe the school system's process for providing equitable participation to students in private schools:
 - a) The manner and extent of consultation with the officials of interested private schools during all phases of the development and design of the Title II-A services;
 - b) The basis for determining the professional development needs of private school teachers and other staff;
 - c) How services, location of services, and grade levels or areas of services were decided and agreed upon; and
 - d) The differences, if any, between the Title II-A services that will be provided to public and private school students and teachers, and the reasons for any differences. (Note: The school system provides services on an equitable basis to private school children whether or not the services are the same Title II-A services the district provides to the public school children. The expenditures for such services, however, must be equal -- consistent with the number of children served -- to Title II-A services provided to public school children.)

We invite the non-public schools, by written invitation, to come together with all of our ESEA program managers to discuss the scope and intent of the grant. We meet in the summer and mid year (this year we met on January 21, 2004 and July 21, 2004) to work with the non-public principals, or designees, to draft the grant budget and to look, mid-year, at the implementation of the activities. The schools interested in participating either attend, ask a colleague to represent them, or call later to discuss the information. We provide an overview of our proposed program and receive input as to how the non-public schools will focus their resources from the grant. At the meeting, our supervisor of professional development shares information about planned professional development for the school year through the public schools. Details are then provided through written communication. Equitable participation is provided on the expressed need of individual schools. We process all bills through our office as most of the non-public schools do not have the staff to manage the procedure. We also work with the schools to cluster together some professional development so they can pool their funding to bring in consultants and speakers at less cost to each school. The services and per-pupil allocation are the same at the non-public as at the public schools in our county. The only circumstance that would be an exception is when a non-public school does not choose to participate in the program.

D. BUDGET INFORMATION AND NARRATIVE

Budget Narrative Title II, Part A

The Title II, Part A Grant addresses preparing, training and recruiting high-quality teachers and principals. There are nine (9) potential allowable activities associated with this grant. St. Mary's County Public Schools will use the funding to implement eight (8) of the allowable activities.

Activity 1 Strategies and Activities to Recruit and Hire Highly Qualified Teachers and Principal

Allowable Activity 1.1

Not implemented

Allowable Activity 1.2

In order to recruit highly qualified teachers, St. Mary's County Public Schools will pay a recruitment incentive/critical shortage stipend to new hires in areas of critical need (65 new hires at \$500 + FICA). The stipends will be paid to those hired prior to September 1, 2004 by October 1, 2004. Teachers hired later than September 1, 2004 will receive the stipend within two months of hiring. This is addressed in our Master Plan, (Goal 3.2.1.1) (\$35,000, including FICA).

Allowable Activity 1.3

In order to bring down our class size, particularly in the early grades, we have included 9 FTE positions in the grant. These positions will benefit 8 schools with either a 1.0 or a .5 FTE for 2004-2005. This is addressed in our Master Plan, Goal 3. A list of schools and a salary/staffing cost sheet are also provided for your review. (Goal 3.2.8.1) (\$479,490 includes FICA)

Activity 2 Strategies and Activities to Improve the Quality of the Teaching Force

Allowable Activity 2.1

We have targeted a sizeable portion of our grant funding to providing professional development activities that improve the knowledge of teachers and principals in the content areas of literacy and math. Activities in 2.1 will be ongoing across the 2004-2005 school year. Many, however, will take place in August, prior to the beginning of school, and September in order to enhance the knowledge of teachers to use the information during this school year.

The focus for elementary and middle school teachers will include training in our new core reading program, Houghton Mifflin, 2005, to be implemented for the first time in September. (Reading \$20,830.10) It will also include training at each grade level for all teachers in implementing the TERC *Investigations* program as a component of our mathematics instructional block. (Math \$25,275.57) There will be a follow-up activity in writing to build on the extensive initiative that we funded last year through other grants and local funding. This year, (\$3,359) will be targeted to teachers in grades 3-5, new to the system, to train them in shared scoring of our writing prompts. Professional Development will also be provided in the implementation of the VSC, strategies for implementation of, designing and administering and analyzing the results of formative assessments, then redesigning instruction

for students who are not proficient. There is (\$2200) available to send 2 staff members to professional conferences to build their capacity to lead others.

There will also be training for Secondary Department Chairpersons in this area. In August, there will be a day of professional development for the secondary chairpersons. The total cost of that day (3 hours) including salaries, FICA and refreshments is (\$7,760.50). A second professional development activity for the same group will follow (2 hours) and the cost of salaries, FICA and refreshments will be (\$6584). In September, there will be a full day of training for all teachers, PK-12, and much of the Professional Development will be funded from this grant (\$10,052.63). This includes the cost of consultants and refreshments.

Throughout the year, teachers at the secondary schools will be paid to analyze the first quarter and mid year assessment data and collaboratively redesign instruction. The overall cost of stipends and substitutes will be (\$9300.96).

Attention will be given to grades 9 and 10 in the area of literacy. Substitutes for teachers will cost (\$775.08)

Finally, middle school math teams will have training in addressing the VSC and related issues (\$1550.16). There is also funding to send 4 participants to conferences to enhance their knowledge and provide trained trainers for local initiatives (\$3812).

We have also included (\$5,000) for the continued professional development of our Lead Teachers (Instructional Resource Teachers) who act as coaches in our elementary and middle schools. They have a day of professional development each month to build their capacity to lead the way in professional development at their schools.

(Goal1.1.1.1;G1.1.3.6;G1.1.4.1;G1.6.1.1;G1.6.1.5;G1.8.1.2;G3.7.1.3;G3.7.1.1;G1.11.2.3; G1.4.1.3;G1.4.1.4)

We have allotted \$19, 318 for our non-public schools in this category. They identify their needs, target their dollars to activities similar to ours, and submit the bills through our department. They also are invited to attend our professional development, as appropriate.

Allowable Activity 2.2

We have focused the funding for this activity to collaborative teams at each school. As a component of our Teacher Performance Assessment System (TPAS), we have provided \$1,000 to each school to promote effective collaborative teaming and to support the teams in working to improve instruction, share effective instructional practices, share student work, analyze data and work products, redesign the instruction based on that analysis and review all formative assessments and do the same.

(Goal 3.5.1.5) (\$25,000)

We have allotted \$5200 to the non-public schools in this component

Allowable Activity 2.3

We have designed a professional development program for current administrators as well as aspiring leaders, current assistant principals, supervisors, coordinators and directors. We have focused \$15,000 to implement the Leadership Development Plan which includes training in using an integrated management system as well as training in looking at student work and analyzing data and making new instructional decisions based on the new knowledge.

(Goal 3.4.1.1;G3.6.1.2;G3.6.1.1) (\$15,000)

We have allotted the non-public schools \$3000 in this component.

Activity 3

Strategies and Activities to Retain and Provide Support to Highly Qualified Teachers and Principals

Allowable Activity 3.1

We have targeted this funding to the promotion of highly-qualified teachers through mentoring and coaching initiatives and programs. These funds will also support the orientation activities for our newly hired teachers which take place in mid-August. There will be follow-up sessions throughout the year to support new teachers.

(Goal 3.3.3.2;G3.3.3.3;G3.4.2.3;G3.3.3.1;G3.4.2.1) (\$25,000)

Allowable Activity 3.2

Each year, the Maryland State Department of Education (MSDE) will complete a report documenting the percentage of classes taught by teachers who have been identified as “highly qualified” as defined by NCLB. An additional yearly report will include the number of classes taught by “highly qualified” teachers in Title I schools. Non-certificated para-educators will also need to meet the standards identified by MSDE to be highly qualified. MSDE identified the *Praxis* tests (Educational Testing Service) that when successfully completed will complete the certification requirements for teachers and/or add an endorsement in an area that will enable them to be identified as highly qualified. Also, instructional para-educators may pass the *ParaPro* test rather than complete the educational requirements of at least 2 years (or 48 credit hours) of undergraduate credit. We are providing reimbursement for *Praxis* and *ParaPro* for staff that pass the assessment. (Goal 3.5.1.3) (\$10,000)

Allowable Activity 3.3

We address this activity by offering the MSDE-approved coursework in reading (and other areas) that promotes completion of certification and highly-qualified requirements. In meeting the certification and professional development needs of staff aligned with NCLB, state and local requirements, system and school goals, and TPAS, courses will be provided for teachers and administrators. Instructors will be paid and materials and supplies will be purchased to support the courses. (Goal 3.5.11) (\$20,000)

Throughout the Master Plan, each activity that has a budget requirement has a narrative page that is detailed. By referencing the goal, objective, strategy and activity number in the brief description box, you can find more detail regarding each allowable activity.

The total allotment for non-public schools is \$27,518. The total Indirect Cost is \$20,611.

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

1.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
G Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Recruitment stipends for critical shortage areas Allowable Activity 1.2 Goal 3.2.1.1	65 stipends x \$500.00	\$32,500.00		\$32,500.00
H Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$32,500	\$2,500.00		\$2,500.00
		TOTAL			\$35,000.00

1.3

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Salary and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Highly qualified teachers to reduce class size Allowable Activity 1.3 Goal 3.2.8.1	9 FTE positions	\$367,347.00		\$367,347.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Total Fringe Benefits		\$112,143.45		\$112,143.45
		TOTAL			\$479,490.45

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

2.1

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Reading) (K) Allowable Activity 2.1 Goal 1.1.1.1	43.5 participants X \$60.00 =	\$2,610.00		\$2,610.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$2610	\$199.66		\$199.66
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Reading) (grades1-5) Allowable Activity 2.1 Goal 1.1.1.1	263 participants X \$60.00 =	\$15,780.00		\$15,780.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$15,780	\$1,207.00		\$1,207.00
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Reading) (grade 6) Allowable Activity 2.1 Goal 1.1.1.1	16 participants X \$60.00 =	\$960.00		\$960.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$960	\$73.44		\$73.44
		TOTAL			\$20,830.10

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Stipends for Professional Development (Math) (K) Allowable Activity 2.1 Goal 1.8.1.1	43.5 participants X \$60.00 =	\$2,610.00		\$2,610.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	FICA	7.65% x \$2610	\$199.66		\$199.66
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Stipends for Professional Development (Math) (grades1-5) Allowable Activity 2.1 Goal 1.8.1.1	263 participants X \$60.00 =	\$15,780.00		\$15,780.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	FICA	7.65% x \$15,780	\$1,207.00		\$1,207.00
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Stipends for Professional Development (Math) (grade 6-8) Allowable Activity 2.1 Goal 1.8.1.2	32 participants X \$60.00 =	\$1,920.00		\$1,920.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	FICA	7.65% x \$1920	\$146.88		\$146.88
C Instructional Staff Development Contracted Services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Consultant for September Professional Development (Math) (PK-12) Allowable Activity 2.1 Goal 1.6.1.4	\$1,000 Blended	\$1,000.00		\$1,000.00
C Instructional Staff Development Contracted Services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Consultant for connected Math (Math) (6-8) Allowable Activity 2.1 Goal 1.6.1.4	Fee: \$650.00 Room: \$250.00 Food: \$100.00 Trans. \$400.00 Rental Car: \$187.03	\$1,587.03		\$1,587.03
E Instructional Staff Development Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant Title II, Part A	Breakfast for September Professional Day (Math PK-12) Allowable Activity 2.1 Goal 1.6.1.4	323 x \$25.00	\$825.00		\$825.00
		TOTAL			\$25,275.57

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Substitutes for scoring writing (Reading) (3-5) Allowable Activity 2.1 Goal 1.1.1.1	48 x \$65.00/day	\$3,120.00		\$3,120.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$3,120	\$238.68		\$239.00
		TOTAL			\$3,359.00

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
E Instructional Staff Development Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Professional Conference (Math) (K-5) Allowable Activity 2.1 Goal 1.6.1.5	\$2200 for two staff members to attend math conference	\$2,200.00		\$2,200.00
		TOTAL			\$2,200.00

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Secondary Department Chairpersons August 10) Allowable Activity 2.1 Goal 3.7.1.3	50 participants X \$140.00=	\$7,000.00		\$7,000.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$7,000.00=	\$535.50		\$535.50
E Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Continental Breakfast for Professional Development	90 participants X \$2.50=	\$225.00		\$225.00
		TOTAL			\$7,760.50

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Secondary Content Areas Addressing the VSC/CLG) Allowable Activity 2.1 Goal 3.5.1.4	50 participants X \$120.00=	\$6000.00		\$6,000.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$6000.00=	\$459.00		\$459.00
E Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Continental Breakfast for Professional Development	50 participants X \$2.50=	\$125.00		\$125.00
		TOTAL			\$6,584.00

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
C Instructional Staff Development-Contracted Services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Consultant Fees for Professional Development (September Professional Day) Allowable Activity 2.1 Goal 3.4.2.1	\$9,202.63	\$9,202.63		\$9,202.63
E Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Continental Breakfast for Professional Development	340 participants X \$2.50=	\$850.00		\$850.00
		TOTAL			\$10,052.63

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Substitutes for Professional Development (Secondary Analyzing First Quarter Student Formative Assessments for Instructional Decision-Making) Allowable Activity 2.1 Goals 1.1.3.6, 1.6.1.4, 1.11.2.3, 1.18.1.4	72 participants X \$60.00=	\$4,320.00		\$4,320.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$4320.00=	\$330.48		\$330.48
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Stipends for Professional Development (Secondary Analyzing Mid-Course Student Formative Assessments for Instructional Decision-Making) Activity Allowable Activity 2.1 Goals 1.1.3.6, 1.6.1.4, 1.11.2.3, 1.18.1.4	72 participants X \$60.00=	\$4,320.00		\$4,320.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$4320.00=	\$330.48		\$330.48
		TOTAL			\$9,300.96

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Substitutes for Professional Development related to Reading/Writing VSC (Grade 9-10 English Teachers) Allowable Activity 2.1 Goal 1.1.3.6	24 participants X \$30.00=	\$720.00		\$720.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$720.00=	\$55.08		\$55.08
		TOTAL			\$775.08

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Instructional Staff Development Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Substitutes for Professional Development (Middle School Mathematics Curriculum Teams Training) Allowable Activity 2.1 Goal 1.6.1.1	24 participants X \$60.00=	\$1,440.00		\$1,440.00
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% X \$1440.00=	\$110.16		\$110.16
		TOTAL			\$1,550.16

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
Instructional Staff Development Other	Conference Registration Fees Allowable Activity 2.1 Goal 3.6.1.1	4 X \$953.00=	\$3,812.00		\$3,812.00
		TOTAL			\$3,812.00

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
C Contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	IRT Training Allowable activity 2.1 Goal 3.7.1.1	2000	\$2,000.00		\$2,000.00
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	IRT Training Allowable activity 2.1 Goal 3.7.1.1	3,000	\$3,000.00		\$3,000.00
		TOTAL			\$5,000.00

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

2.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Collaborative planning for TPAS Allowable activity 2.2 Goal 3.5.1.5	25 schools x \$1000	\$23,223.41		\$23,223.41
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$23,223.41	\$1,776.59		\$1,776.59
		TOTAL			\$25,000.00

2.3

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	teachers-in-charge training Allowable activity 2.3 Goal 3.7.1.3	25 x \$120	\$2,786.81		\$2,786.81
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$2,786.81	\$213.19		\$213.19
C Contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	A& S training Allowable activity 2.3 Goal 3.4.1.1	\$2,000.00	\$2,000.00		\$2,000.00
C Contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Leadership Development Allowable activity 2.3 Goal 3.6.1.2	\$5,000.00	\$5,000.00		\$5,000.00
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Leadership Development Allowable activity 2.3 Goal 3.6.1.2	\$3,000.00	\$3,000.00		\$3,000.00
E Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Leadership Development Plan Allowable activity 2.3 Goal 3.6.1.1	Conferences \$2,000.00	\$2,000.00		\$2,000.00
		TOTAL			\$15,000.00

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

3.1

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	New Teacher seminars Allowable activity 3.1 Goal 3.3.3.2	40 teachers x 4 sessions x \$50	\$7,431.49		\$7,431.49
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$7,431.49	\$568.51		\$568.51
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	New Teacher seminars Allowable activity 3.1 Goal 3.3.3.2	2 instructors x \$1500	\$2,786.81		\$2,786.81
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$2,786.81	\$213.19		\$213.19
C Contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Mentor training Allowable activity 3.1 Goal 3.3.3.3	2 days x \$2000	\$4,000.00		\$4,000.00
C Contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Leadership Mentoring Allowable activity 3.1 Goal 3.6.1.1	3000	\$3,000.00		\$3,000.00
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	A & S Training Allowable activity 3.1 Goal 3.4.1.1	1000	\$1,000.00		\$1,000.00
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Support study groups Allowable activity 3.1 Goal 3.4.2.3	1500	\$1,500.00		\$1,500.00
E Other <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Induction Plan Allowable activity 3.1 Goal 3.3.3.1	Conferences 2000	\$2,000.00		\$2,000.00
K Materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Evaluation Allowable activity 3.1 Goal 3.4.2.1	2500	\$2,500.00		\$2,500.00
		TOTAL			\$25,000.00

TITLE II, PART A BUDGET NARRATIVE WORKSHEET

3.2

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
J Other contracted services <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Praxis Reimbursement Allowable Activity 3.2 Goal 3.1.2.2		\$10,000.00		\$10,000.00
		TOTAL			\$10,000.00

3.3

Category/Object	Line Item	Calculation	Amount	In-Kind	Total
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Reading Courses Allowable activity 3.3 Goal 3.5.1.1	2,000	\$2,000.00		\$2,000.00
D Supplies and materials <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Other courses Allowable activity 3.3 Goal 3.5.1.3	1500	\$1,500.00		\$1,500.00
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	Reading Courses Allowable activity 3.3 Goal 3.5.1.1	9 instructors x \$1500	\$12,540.64		\$12,540.64
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$12,540.64	\$959.36		\$959.36
A Salaries and Wages <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	New Teacher seminars Allowable activity 3.3 Goal 3.3.3.2	2 instructors x \$1500	\$2,786.81		\$2,786.81
B Fixed Charges <input type="checkbox"/> Local <input checked="" type="checkbox"/> Grant <u>Title II, Part A</u>	FICA	7.65% x \$2,786.81	\$213.19		\$213.19
		TOTAL			\$20,000.00

St. Mary's County Public Schools
 Title II Staffing Costs
 Improving Teacher Quality - Title II Part A
 Projected for FY 2005 - Proj. 119

Teacher	Account No	Location	FTE	Salary	Health Insurance + 12%	Life Insurance	.0765% FICA	9.35% Retirement	Total Fringes	Individual Total
Federal - Portion										
Smith, Adrienne	11-03-095-7113-0305-119	Leonardtown Middle	0.5	20,787.00	4,955.06	27.36	1,590.21	1,943.58	8,516.21	29,303.21
Hiles, Michele	11-03-150-7113-0104-119	Ridge Elem.	1.0	47,956.00	9,910.12	63.12	3,668.63	4,483.89	18,125.76	66,081.76
Eagan, Dawn	11-03-150-7113-0503-119	White Marsh	1.0	37,600.00	3,811.58	50.64	2,876.40	3,515.60	10,254.22	47,854.22
Dunivan, Elizabeth	11-03-150-7113-0804-119	Lexington Park Elem.	1.0	46,385.00	0.00	0.00	3,548.45	4,337.00	7,885.45	54,270.45
Combs, Jamison	11-03-150-7113-0805-119	G.W. Carver	1.0	37,194.00	3,811.58	50.64	2,845.34	3,477.64	10,185.20	47,379.20
Richardson, Megan	11-03-150-7113-0810-119	Greenview Knolls	1.0	37,194.00	3,811.58	50.64	2,845.34	3,477.64	10,185.20	47,379.20
			5.0	206,329.00					56,635.84	262,964.84
Maschauer, Cathleen	11-03-160-7113-0104-119	Ridge	0.5	22,318.00	4,621.08	29.52	1,707.33	2,086.73	8,444.66	30,762.66
Paolillo, Linda	11-03-160-7113-0803-119	Green Holly	1.0	40,003.00	9,910.12	53.28	3,060.23	3,740.28	16,763.91	56,766.91
Abell, Whitney	11-03-160-7113-0805-119	Carver Elem.	1.0	36,792.00	3,811.58	50.64	2,814.59	3,440.05	10,116.86	46,908.86
Csanadi-Schwartz, Rachel	11-03-160-7113-0808-119	Park Hall	0.5	18,800.00	4,621.08	25.32	1,438.20	1,757.80	7,842.40	26,642.40
Min, Shari	11-03-160-7113-0808-119	Park Hall	0.5	22,318.00	0.00	29.52	1,707.33	2,086.73	3,823.58	26,141.58
			3.5	140,231.00					46,991.40	187,222.40
		Total Salaries	9.0	367,347.00					112,143.45	479,490.45
		Total Fringe Benefits		112,143.45						
		Total Salaries/Fringes		479,490.45						
PVR 6/25/04										

Bridge to Excellence in Public Schools
Proposed FY 2005 ESEA Title II, Part A Budget

Recipient Agency Name	St. Mary's Public Schools
venue Source Name	Title II Part A

Grant Period	July 1, 2004 - June 30, 2005
Fund Source Code	

Use "Financial Reporting Manual for Maryland Public Schools" for account descriptions

Check and complete a page for each funding source & TOTAL

X	STATE/FEDERAL
	LOCAL/MATCH
X	TOTAL

Category/Program	Object						Budget by Cat./Prog.
	1-Salaries & Wages	2-Contracted Services	3-Supplies & Materials	4-Other Charges	5-Equip-ment	8-Transfers*	
201 Administration							
Program 21 General Support							0.00
Program 22 Business Support						20,611.00	20,611.00
Program 23 Centralized Support							0.00
202 Mid-level Administration							
Program 15 Office of Principal							0.00
Program 16 Inst. Admin. & Superv.							0.00
203-205 Instruction categories							
Prog 01 Regular Programs	399,847.00			10,000.00			409,847.00
Prog 02 Special Programs							0.00
Prog 03 Career & Tech Prog							0.00
Prog 08 Sch. Library Media							0.00
Prog 09 Instr. Staff Devel.	118,136.00	27,790.00	14,500.00	12,037.00		27,518.00	199,981.00
Prog 10 Guidance Services							0.00
Prog 11 Psychological Serv.							0.00
Prog 12 Adult Education							0.00
206 Special Education							
Prog 04 Public School Instr. Prog.							0.00
Prog 09 Inst. Staff Devel.							0.00
Prog 15 Office of the Principal							0.00
Prog 16 Inst. Admin. & Superv.							0.00
207 Student Personnel Serv.							0.00
208 Student Health Services							0.00
209 Student Transportation							0.00
210 Operation of Plant							
Program 30 Warehousing and Distr.							0.00
Program 31 Operating Services							0.00
211 Maintenance of Plant							0.00
212 Fixed Charges				123,680.00			123,680.00
214 Community Services							0.00
215 Capital Outlay							
Program 34 Land & Improvements							0.00
Program 35 Buildings & Additions							0.00
Program 36 Remodeling							0.00
Total Expenditures By Object	517,983.00	27,790.00	14,500.00	145,717.00	0.00	48,129.00	754,119.00

*Includes the following: Payments to another LEA, nonpublic school, or state institution; and Indirect Cost Recovery

Grant Number	Proposed FY 2005 ESEA Title II, Part A Budget
	Grant Name

Budget Reviewed and Approved: LSS Finance Officer: *[Signature]* (301) 475 - 5511 ext. 185 8/6/2004
Signature Phone Number Date

Budget Approved	<i>[Signature]</i>	301-475-5511	301-475-4270	8/6/04	MSDE USE ONLY	
	LEA Official				Phone #	Fax #