



School News

Important Dates Coming Soon

Retirement seminars set

Full-day pre-retirement seminars hosted by Community College of Baltimore County are set for 9 a.m.-4 p.m. on July 7 and 20, and Aug. 3. All seminars will be offered as webinars covering the same topics as the in-person sessions and are open to staff enrolled in the Maryland State Retirement Plan and their spouses. To register, go www.ccbcmd.edu/ceed-preretirement-county. After registering, participants will receive a link to the webinar with instructions to participate.

For more information or if you have questions, email Sarah Moore at scullip@ccbcmd.edu. The registration link is also accessible on the Maryland State Retirement Agency website where the Retirement Agency also offers one hour Maryland State Retirement and Pension system webinars.

School News info

School News is available to read in the MyCCPS section of ccboe.com. Print copies will no longer be mailed, but if you would like a paper copy of an edition, contact Communications@ccboe.com.

First Flight taking applications

The application cycle for the 2021-2022 school year is available for parents interested in sending children ages 3 to 5 to the First Flight program at North Point High School. First Flight is part of the Education Careers program.

First Flight runs from October to April and is split into two sessions: morning and afternoon. Morning hours are 8:15 to 10:15 a.m., and the afternoon session is noon to 2 p.m. The program does not operate on Wednesdays. Cost is \$425 for the year. Contact Lisa Willett at lwillett@ccboe.com.



Students, staff get a kick out of soccer camp

The Charles County Sheriff's Office held a Ladies Leadership Soccer Camp June 21-24 at Laurel Springs Park. Above, Cassie Vaughn, right, school counselor at Daniel of St. Thomas Jenifer Elementary School congratulates William B. Wade Elementary School fourth grader Melia Stewart, left, and Lilah Vines, a sixth grader at Benjamin Stoddert Middle School on a good game.



Right, Julianna Conte, an incoming seventh grader at General Smallwood Middle School, gives a lift to Walter J. Mitchell Elementary School fourth grader Emma Reisinger. The camp teaches girls ages 7-10 soccer and leadership skills. The camp is run by School Resource Officers with CCPS staff and older CCPS students help out.

Navarro named CCPS Superintendent of Schools

Dr. Maria Navarro, an education consultant and longtime Maryland educator, is the next superintendent of Charles County Public Schools (CCPS).

The Board of Education last week announced the appointment of Navarro, who begins her term July 1.

Navarro's term follows that of Dr. Kimberly Hill, who retires at the end of this month after two terms as superintendent and a 35-year career with CCPS. As the next superintendent of Charles County Public Schools,

Navarro brings nearly 25 years of educational and leadership experience to the school system.

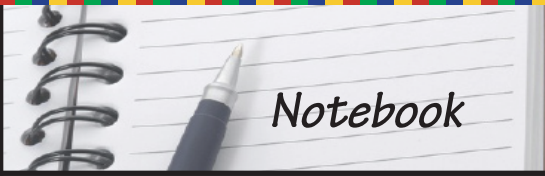
Navarro said she is excited to lead Charles County Public Schools as the next superintendent.

"I am thrilled and humbled to have the op-



**Maria Navarro,
Ed.D.**

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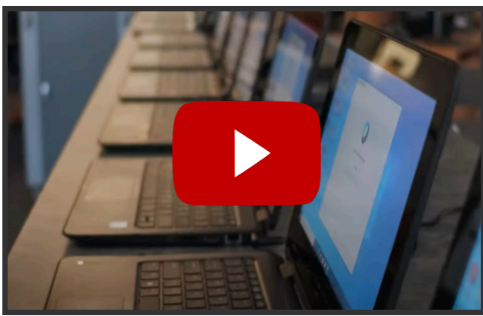


On the cover

The Board of Education of Charles County honored outstanding support personnel employees at its June meeting including from left, Christopher Lombardi, security alarm technician III, Annex 1; Marlana Spurr, secretary to the principal, Henry E. Lackey Elementary School; and Juan Gilmer, computer analyst, Berry Elementary School and Mattawoman Middle School.

Computer analysts keep students, staff connected

Click the image below to learn what Charles County Public Schools (CCPS) computer analysts do, how some CAs keep the technology at two schools running and what skills are needed beyond being tech savvy.



Referral program in place

CCPS has launched an employee referral incentive program (ERIP) to attract skilled educators and support staff to the school system.

Current CCPS employees who refer candidates for employment can receive up to \$1,000 if the referred employee is hired by the school system. A payment of \$500 will be made to the referring employee after the newly hired person works for 30 days during the school year under a Board contract. That payment will be issued within 30 days after the newly hired staff member's 30th day of work. At the end of the school year, another \$500 will be paid to the referring employee within 30 days of the last workday for the newly hired staff member.

The program ends on June 20, 2022. After that, the referring employee is not eligible to receive any referral incentive payments. To learn more, visit [MyCCPS at www.cbboe.com](http://MyCCPS.at/www.cbboe.com).

portunity to serve the students and families of Charles County Public Schools. I look forward to working alongside the talented and committed staff of CCPS to ensure the success of every student in our schools," Navarro said.

About Maria Navarro, Ed.D.

Maria V. Navarro, Ed.D., is a veteran educator who has served in various teaching and leadership roles in Maryland, Delaware and Washington, D.C.

Navarro is currently an education consultant working to support school systems and government agencies to improve learning opportunities for young people.

Prior to her consultancy work, Navarro was the chief academic officer for Montgomery County Public Schools (MCPS) in Maryland for six years, where she oversaw the expansion of prekindergarten and dual language programs.

Under her leadership, MCPS adopted new district curriculum and interventions to support student learning, which expanded Career and Technical Education (CTE) pathways, and early college opportunities for high school students.

Notably, during Navarro's tenure, MCPS experienced steady increases in student course enrollment and test participation in Advanced Placement (AP) and International Baccalaureate courses.

Navarro also worked in Baltimore City Public Schools (BCPS) for five years as the acting Chief Academic Officer.

During her tenure in Baltimore City, Navarro led several high-profile strategic initiatives, including implementing the Common Core Standards, the development of a new framework for the evaluation of teachers and school administrators, and principal leadership development.

Prior to joining Baltimore City schools, Navarro worked as a senior-level administrator for the Christina School District in Delaware and as a teacher and administrator for the Cesar Chavez Public Charter High School in Washington, D.C.

Navarro holds a bachelor's degree from the University of Delaware, a master's degree in science education from Temple University and a doctorate in Edu-

cational Leadership and Policy from The George Washington University.

Navarro is bilingual and speaks Spanish and English, and has intermediate proficiency in French and Portuguese.

The Superintendent Search

Board of Education Chairperson Lati-na Wilson said the Board looked for a candidate with a strong vision to lead CCPS in the right direction toward educational equity, addressing academic achievement and learning gaps, and preparing children for success after graduation.

"It is my pleasure to welcome Dr. Navarro as our next Superintendent. She brings a strong educational background that right from the start will be impactful and will build upon the successes set in place by our outgoing superintendent, Dr. Kimberly Hill.

Both are champion educators, and we appreciate that our students will continue to grow through the excellence of Dr. Navarro's leadership," Wilson said.

The Board started its superintendent search earlier this year and partnered with the Maryland Association of Boards of Education (MABE) to lead its process.

During its national search, the Board focused on selecting an innovative candidate to lead CCPS after a global pandemic.

After reviewing applications and virtual interviews, the Board selected Navarro as one of three superintendent finalists. The Board announced the finalists last month.

Community input

Due to COVID-19 and social distancing, the Board solicited community input virtually.

Once the finalists were announced, the Board conducted a community survey for interview questions. The survey resulted in more than 2,500 submissions and the Board chose the top five questions. Each finalist participated in a virtual interview with Chairperson Wilson that was posted on the CCPS website for community view. Surveys were created for each finalist and posted with each candidate's virtual interview.



Juan Gilmer



Kyle Graves



Stephanie Jackson



Victoria Langley



Christopher Lombardi



Marlana Spurr



Victor Woodland

Board of Education recognizes outstanding support staff

Charles County Public Schools (CCPS) annually honors outstanding support services personnel in the areas of information technology, central office support, instructional assistant, food service, maintenance, secretary and building services. The awards program was established to recognize the roles support personnel have in maintaining the effective and efficient operations of the school system.

Honorees for 2021 include Juan Gilmer, a computer analyst at Berry Elementary School and Mattawoman Middle School; Kyle Graves, video production specialist, Annex II; Stephanie Jackson, reading intervention instructional assistant at William A. Diggs Elementary School; Victoria Langley, food and nutrition service manager at J.C. Parks Elementary School; Christopher Lombardi, security alarm technician III at the Jesse L. Starkey Administration Building; Marlana Spurr, principal's secretary at Henry E. Lackey High School; and Victor Woodland, building service manager at North Point High School.

Gilmer has been with CCPS for three years. At first, he was assigned as a computer analyst (CA) at Mattawoman Middle School, and Berry and Daniel of St. Thomas Jenifer elementary schools. As more CAs were brought on, Gilmer stayed with Berry and Mattawoman — the schools provide one of the largest workloads for a CA in the school system, Jill Warring, systems analyst II, said. "... And [he] handles it with ease," she said.

The story of CCPS is made more dynamic through the work Graves produces. As the school system's video production specialist, he not only oversees the broadcast of Board meetings, he films and edits videos on student and staff accomplishments, graduations, programs, contests and events. When the school system was forced to close buildings due to the COVID-19 pandemic, Graves didn't miss

a beat and developed ways to continue telling the CCPS story in a virtual world. "Mr. Graves' schedule was full before the pandemic, but he stepped up to do even more as CCPS navigated the limitations COVID-19 imposed," Katie O'Malley-Simpson, director of communications, said. "He came to work every day to provide visuals of CCPS's efforts to serve students."

At the beginning of the year, CCPS created a new position of Reading Intervention IA. At William A. Diggs Elementary School, Jackson's main responsibility is to meet with small groups of students who are struggling with reading. "The students do benefit from their time with Ms. Jackson, not only by growing as a reader but also by building a relationship with a caring adult," Jane Pilkerton, reading resource teacher at Diggs, wrote in a nomination letter. Jackson is known for building relationships with students and their parents. "She regularly assists with school activities and events such as monthly material pickups, and often engages in conversations with parents and students," Principal Debra Calvert wrote. "She truly enjoys making personal connections."

Langley began her career with CCPS in 1986 as a satellite driver and worked at several schools before moving to North Carolina for a while. When she came back to Charles County in 2016, Langley took a job as the assistant cafeteria manager at J.C. Parks Elementary School where — the following year — she became the manager. "She does everything out of the love in her heart for fellow human beings," Greg Miller, principal of Parks, wrote in a nomination letter.

Lombardi's job as a security alarm technician III requires him to work on various aspects of security cameras, access control, fire alarms, clocks and PA systems. "Chris is

my 'go-to' person whenever I need assistance in the security area," Carol Jewell, secretary to the principal at North Point High School, wrote in a nomination letter. "He is always there to make sure that each request and concern is addressed — even after hours and on weekends." Lombardi can be counted on to help staff in other trades and departments, and easily adapts to different situations.

Spurr brings a positive pervasive energy to Lackey and its community. "Mrs. Spurr is my right hand and my right arm who is always dependable and proactive," Lackey Principal Kathy Perriello wrote in a nomination letter. "She not only takes care of me; she takes care of everyone else." In addition to serving as the principal's secretary and office manager, Spurr is responsible for producing the *Lackey Lookout*, the school's online newsletter. She doesn't hesitate to pitch in where needed.

North Point's school's building service team — led by building service manager Woodland — oversees the cleaning and sanitation of a large high school that houses multiple labs and shops for Career & Technical Education programs (CTE). "His eyes constantly look for the next project or improvement to our building and grounds," Principal Daniel Kaple wrote in a nomination letter. "His pride in our building is contagious among our entire school staff." Woodland collaborates with the administration and informs school leaders on projects that may impact the school day. "He does not rely on the administrative team to come up with solutions," Cheryl Davis, vice principal, wrote. "He brings solutions to the table."

To read the full release, [click here.](#)

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CCPS provides nondiscriminatory equal access to school facilities in accordance with its Use of Facilities rules to designated youth groups (including, but not limited to, the Boy Scouts).

CCPS plans for the return of in-person learning for all students

Charles County Public Schools (CCPS) is planning for the return of in-person learning for all students this fall. The first day of school for students for the 2021-2022 school year is Monday, Aug. 30. CCPS will move forward with a traditional school year for all students. This includes a return to five days of in-person instruction for all students, pre-kindergarten through Grade 12.

Last month, CCPS instructional leaders presented to the Board of Education a return to learning plan for the school system.

The plans include a continued focus on providing every student with an electronic learning device, enhanced sanitation and cleaning protocols, additional social and emotional supports for students and staff, and instructional programs to address learning gaps. The presentation is [posted online here](#).

As part of the return to school plans, eligible high school students were offered the opportunity to apply for the Virtual Academy. Students who met specific criteria were eligible to apply, such as performance during the 2020-21 school year and attendance levels. As of June 15, more than 125 high school students have been accepted to the program. The high school Virtual Academy is the only virtual learning option for CCPS students next school year.

Gov. Hogan recently announced a July 1 end date to his executive order requiring mask use in

schools and school buildings. CCPS is not making any changes to its mask use policy or standard operating procedures at this time. Staff will continue to work with the state and local health departments, as well as the Maryland State Department of Education, to ensure the health and safety of staff and students. Standard operating procedures in place may change as CCPS receives updated COVID-19 guidance from state and local health officials. Since March 2020, CCPS has consistently worked with partner agencies and Charles County Health Officer Dr. Dianna Abney to ensure CCPS was in compliance with best health and safety practices.

To prepare for the fall, CCPS has implemented summer learning programs that target students most in need of additional support.

At the elementary level, CCPS is hosting summer boost programs for identified students.

Additional summer programs are in place for special education students, as well as students in the English Learners (EL) program. CCPS waived the fees for secondary summer school make-up courses this year and is providing two free summer enrichment camps for elementary and secondary students. Information about available summer enrichment camps is [posted on the CCPS website](#).

[Click here](#) to read the release on the return of in-person learning.

Personnel

Apply for positions online at www.ccboe.com/jobs/currentopenings.php. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job Openings

Carpenter II — CCPS Maintenance Shop, 12-month position. High school diploma or any combination equivalent to completion of an apprenticeship or other formal training program, and six years of journey-level carpentry experience is required. Apply by June 29.

Supervising School Counselor — Jesse L. Starkey Administration Building, 12-month position. A master's in school counseling is required, along with meeting the qualifications/requirements as a school counselor according to MSDE. Apply by June 29.

Building Service Manager — J.P. Ryon Elementary School, 12-month position. High school diploma required along with one to five years (depending on the size of the school) of

supervisory experience in building service or a related field. Apply by July 2.

English Teacher — St. Charles High School, 10-month position. Apply by Aug. 20.

Special Education Literacy Teacher — St. Charles High School, 10-month position. Apply by Aug. 23.

Mathematics Teacher — Theodore G. Davis Middle School, 10-month position. Apply by Aug. 23.

Occupational Therapist — J.C. Parks Elementary School, 10-month position. A bachelor's degree in occupational therapy from an approved institution, completion of clinical affiliations and a Maryland state license are required. Passing qualifying examination for national certification required. Position open until filled.

JROTC Instructor — St. Charles High School, 11-month position. Bachelor's from an accredited college or university. Applicants

must have served a minimum of 20 years of active duty or have retired under the Temporary Early Retirement Authority (TERA). Position open until filled.

Inventory Auditor — Jesse L. Starkey Administration Building, 12-month position. Applicants must have a high school diploma and one-to-three years of technically progressive current work experience in information networks, and user support knowledge. Position open until filled.

Diversity and Inclusion Specialist — 12-month position, Jesse L. Starkey Administration Building. A bachelor's degree in human resources, organizational psychology or related field is required, a master's degree preferred. Applicants should have at least five years of human resources or related experience. Position open until filled.