

FY 24 Annual Report



Talbot County
Public Schools



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**Talbot County
Public Schools**

Chapel District Elementary

Principal: Kari Clow, Ed.D.

Easton Elementary

Principal: Lisa Devaric, Ed.D.

Easton High

Principal: Sherry Spurry

Easton Middle

Principal: Kelly Murdoch

St. Michaels Elementary

Principal: Indra Bullock, Ed.D.

St. Michaels Middle High

Principal: Theresa Vener

Tilghman Elementary

Principal: Corey Devaric

White Marsh Elementary

Principal: Kim Seidel

Talbot County Board of Education

12 Magnolia St., Easton, MD 21601

410-822-0330 | www.talbotschools.org

The Talbot County Board of Education is committed to promoting the worth and dignity of all individuals. The Board will not tolerate or condone any act of bias, discrimination, insensitivity, or disrespect toward any person on the basis of race, color, sex, gender, gender identity, sexual orientation, age, national origin, religion, socio-economic status or disabling condition.

Employees, students, parents, and community members may report allegations of sexual harassment to the Title IX Coordinator for Talbot County Public Schools: Director of Student Services, Darlene A. Spurrier, 410-822-0330, email: title9Coordinator@talbotschools.org

Board of Education (2023-2024)



Emily Jackson
President



Candace Henry
Vice President



Jymil Thompson Ed.D.



Amy Dodson



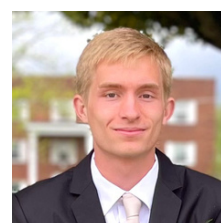
Anna Howie



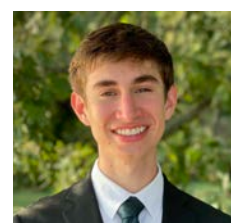
Mary Wheeler



Deborah Bridges



Colin Smith
Student Member EHS



Nathan Henckel
Student Member SMMHS

FROM DR. PEPUKAYI

As we celebrate our successes and continue to identify growth opportunities, I am excited and hopeful about the future of our district. Together, we will continue to build on this foundation, ensuring that each day is an opportunity to transform and perform.



We are proud to present our 2023-2024 Annual Report, which provides an overview of financial, demographic, and student data for the fiscal year 2024 for Talbot County Public Schools.

The report also highlights some of the progress we have made on our three Strategic Priorities: Academic Equity and Achievement; Fostering an Engaging Environment; and Hiring and Retaining Highly Qualified and Diverse Staff.

Our theme, Transforming and Performing Each Day, guided our efforts as we worked collectively to ensure every student receives the highest quality education we can provide and is prepared to achieve their fullest potential.

From expanding innovative programs to strengthening partnerships, each accomplishment reflects the dedication of our staff, students, families, and community.

As we celebrate our successes and continue to identify growth opportunities, I am excited and hopeful about the future of our district. Together, we will continue to build on this foundation, ensuring that each day is an opportunity to transform and perform.

Thank you for your unwavering support of Talbot County Public Schools, and remember, it's always a great day for success at TCPS!

Leadership (2023 - 2024)

Sharon Pepukayi, Ed.D. Superintendent of Schools

D. Lynne Duncan Asst. Superintendent for Administrative & Support Services

Helga Einhorn, Ph.D. Asst. Superintendent for Teaching, Learning, & Leading

Sarah E. Jones, CPA Chief Financial Officer

Debbie Gardner Director of Communications

Kevin Shafer Director of Plant Operations

Darlene Spurrier Director of Student Services

Steve Wilson Director of Technology

A handwritten signature of Sharon Pepukayi, Ed.D., in black ink. The signature is stylized and cursive, matching the printed name.

Sharon Pepukayi, Ed.D.
Superintendent of Schools



2023-24 Student Demographics

Enrollment - 4502 students

By Ethnicity:

White - 2,277	51%
Hispanic - 1,187	26%
Black - 667	14%
Multiple Races - 277	6%
Asian - 91	2%
Native of the Americas - 2	<1%
Hawaiian Pacific Islander - 1	<1%



Special Populations:

Special Education - 524	12%
504 Plan - 223	5%
Gifted & Talented - 454	10%
Multilingual Learner - 643	14%
Free & Reduced Meals - 2,723	61%
McKinney Vento (Homeless Students) - 158	4%

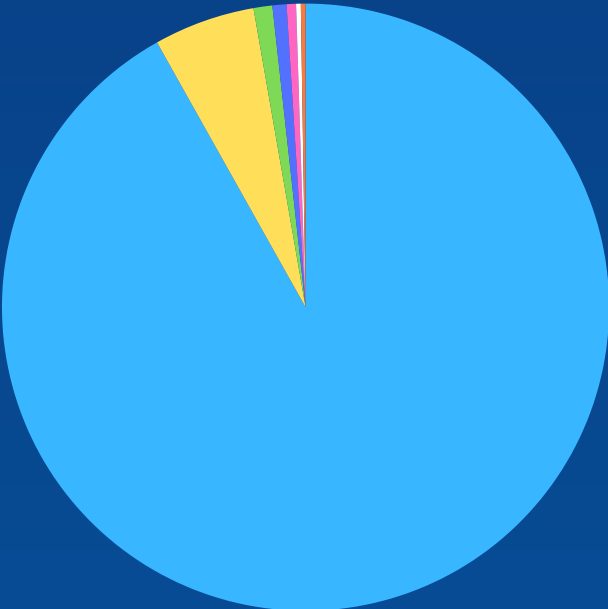


2023-24 Teacher Demographics

Certified Staff - 441

By Ethnicity:

White - 406	92%
Black - 24	5%
Multiple Races - 4	1%
Asian - 3	<1%
Hawaiian Pacific Islander - 2	<1%
Native of the Americas - 1	<1%
Hispanic - 1	<1%





CLASS OF 2024



“

I congratulate the Class of 2024 and their families on their outstanding accomplishments. These results are a testament to their hard work, as well as the commitment and dedication of our talented team of educators.”

*Sharon Pepukayi, Ed.D.
Superintendent of Schools*



343 Graduates

281 -Easton High
62-St Michaels Middle High



66% (226)

Plan to attend college



33% (112)

Entering Workforce



1.5% (5)

Entering Military



\$18,999,927

Earned in Scholarships



44.6% (153)

Earned a Career & Technology
Completer



28.3% (97)

Earned college credit for at
least one Dual Enrollment course



991

composite SAT score for
math and critical reading



49% (168)

Completed at least one
Advanced Placement (AP)
course



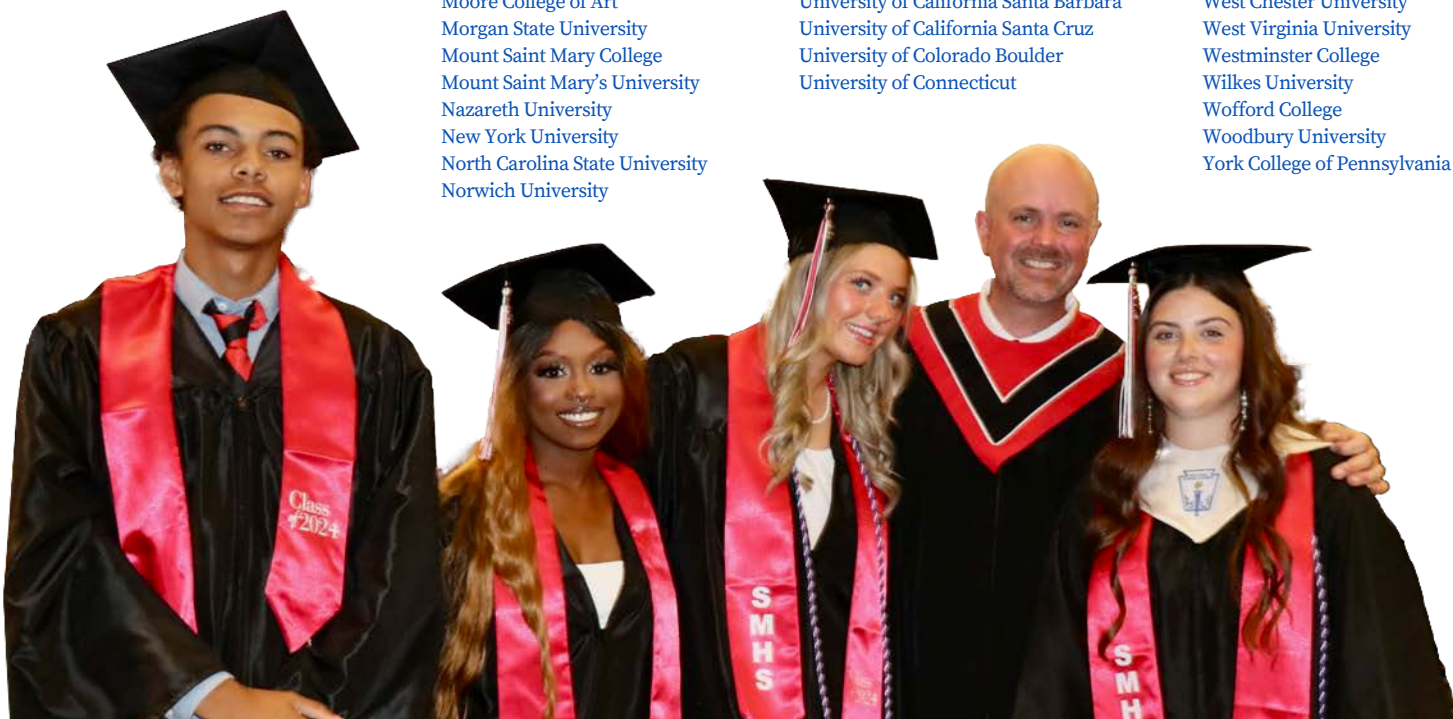
2024 *University, College & Technical School Acceptances*

Acadia University
Albright College
Alfred University
Allegheny College
Alma College
Alvernia University
Anna Maria College
Anne Arundel Community College
Appalachian State University
Arcadia University
Arizona State University
Auburn University
Auto Training Center
Bloomsburg University
Boston University
Bowdoin College
Bowie State University
Brenau University
Cal State Los Angeles
Campbell University
Capital Technical Institute
Catholic University
Champlain College
Chesapeake College
Christopher Newport University
Clark University
Clemson University
Coastal Carolina University
College of Charleston
Colorado State University
Columbia University
Coppin State University
D'Youville University
Dartmouth College
Dean University
Dennison University
Drexel University
East Carolina University
East Tennessee State University
Elizabethtown College
Elon University
Embry-Riddle Aeronautical University

Emory University
Florida Atlantic University
Florida Institute of Technology
Florida State University
Frostburg State University
Full Sail University
Furman University
George Washington University
Goucher College
Grand Canyon University
Grove City College
Hamilton College
Hampton University
Hawaii Pacific University
High Point University
Hofstra University
Hood College
Jacksonville University
James Madison University
Johns Hopkins University
Keystone College
Lehigh University
Liberty University
Lockhaven University
Louisiana State University
Loyola University (Baltimore)
Loyola University of New Orleans
Lynchburg University
Lynn University
Macalester College
Maine Maritime College
Mansfield University
Marietta College
Mary Baldwin University
Marymount University
Marywood University
Massachusetts Maritime College
McDaniel College
Middlebury College
Misericordia University
Missouri State University
Montgomery College
Moore College of Art
Morgan State University
Mount Saint Mary College
Mount Saint Mary's University
Nazareth University
New York University
North Carolina State University
Norwich University

Notre Dame of Maryland University
Occidental College
Ohio Northern University
Old Dominion University
Penn State Altoona
Penn State University
Penn State University - Beaver
Penn State University (University Park)
Presbyterian College
Princeton University
Radford University
Randolph Macon University
Rensselaer Polytechnic Institute
Riverside College of Health Careers
Roanoke College
Robert Morris University
Rollins College
Saint Edward's University
Saint Peter's University
Salisbury University
Salve Regina University
San Diego State University
San Jacinto College
Savannah College of Arts and Design
Shenandoah University
South Carolina University
South College
St. Edward's University
St. Mary's College of Maryland
Stanford University
Stevenson University
SUNY Maritime College
Susquehanna University
Swarthmore College
Syracuse University
Temple University
The Temple Annapolis
Thomas Jefferson University
Towson University
University of Alabama
University of Arizona
University of Atlanta
University of California Santa Barbara
University of California Santa Cruz
University of Colorado Boulder
University of Connecticut

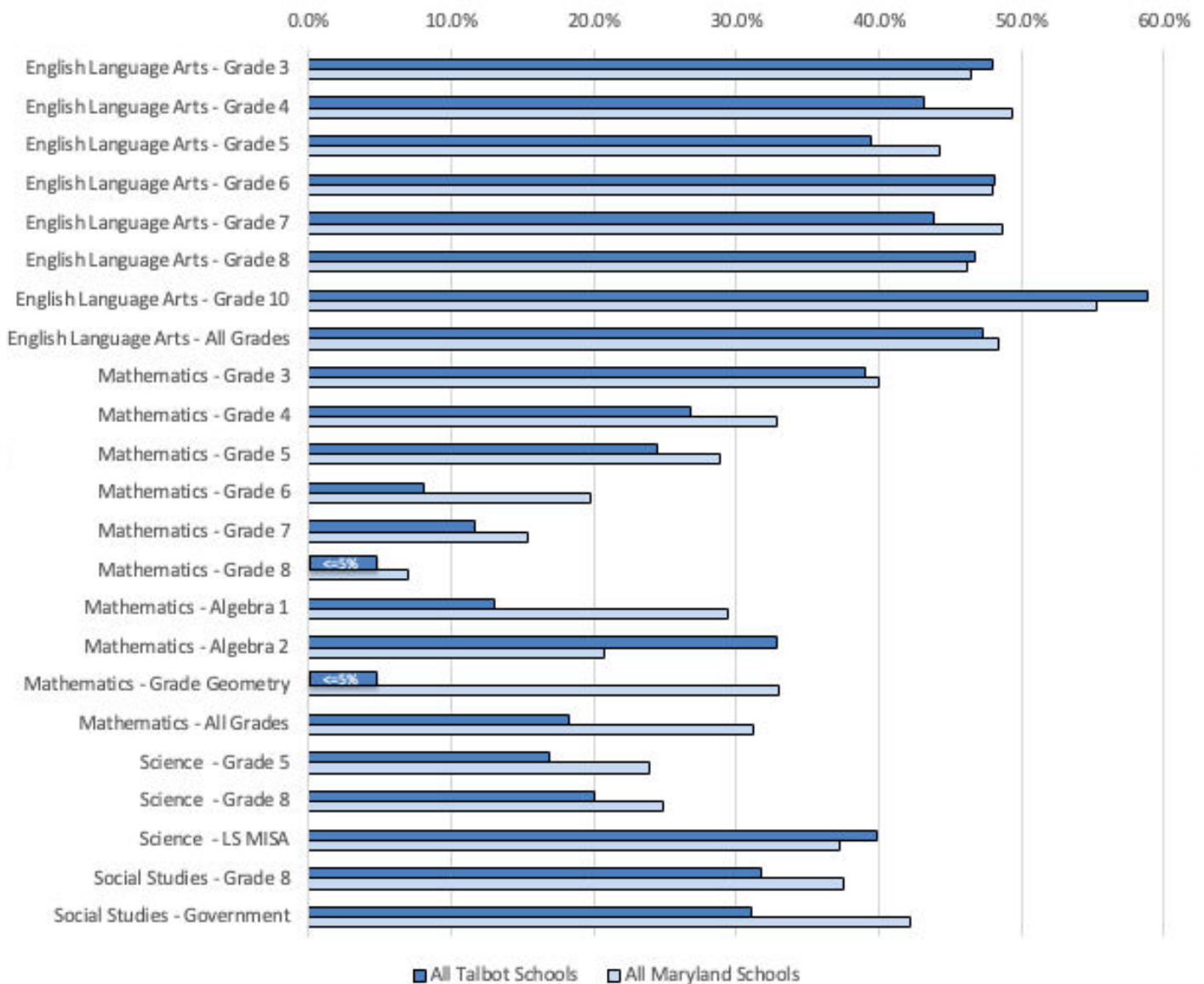
University of Connecticut (Storrs)
University of Delaware
University of Florida
University of Georgia
University of Illinois Chicago
University of Kentucky
University of Lynchburg
University of Maryland
University Of Maryland Baltimore County
University of Maryland College Park
University of Maryland Eastern Shore
University of Massachusetts
University of Massachusetts at Amherst
University of Michigan
University of Mississippi
University of Missouri
University of Missouri-St. Louis
University of New Mexico
University of North Carolina at Charlotte
University of North Carolina Wilmington
University of North Florida
University of Pittsburgh
University of Pittsburgh at Bradford
University of Rhode Island
University of South Carolina
University of South Carolina Beaufort
University of South Carolina Columbia
University of Tampa
University of Tennessee
University of Tennessee Knoxville
University of Vermont
University of Virginia
University of Washington
University Wisconsin
University of California Davis
Vassar College
Virginia Commonwealth University
Virginia Tech
Virginia Wesleyan University
Washington and Jefferson College
Washington College
Washington University
West Chester University
West Virginia University
Westminster College
Wilkes University
Wofford College
Woodbury University
York College of Pennsylvania





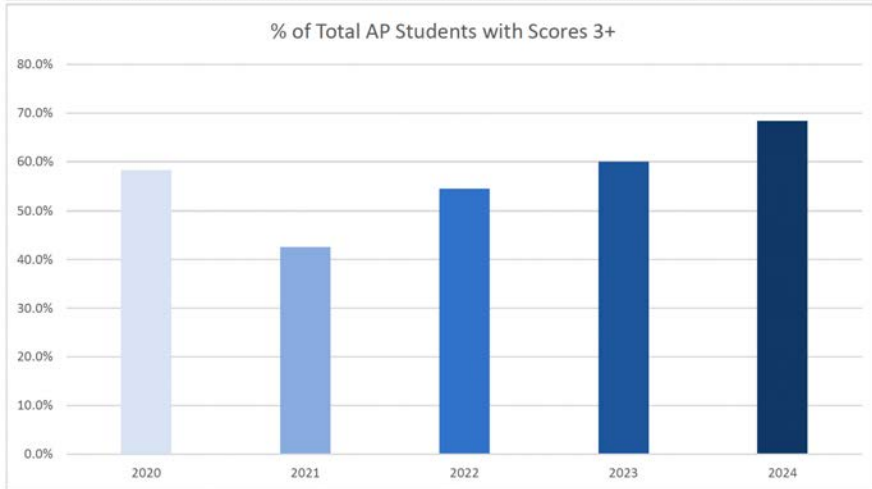
ASSESSMENT DATA

MCAP Assessment Proficiency Results:
Talbot vs. Maryland



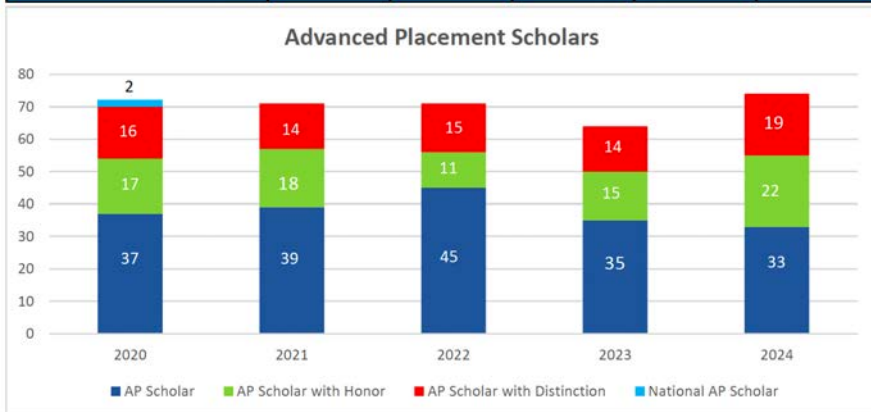
Advanced Placement (AP) Students with Exam Scores 3+

	2020	2021	2022	2023	2024
Total AP Students	299	280	270	272	249
Number of Exams	435	424	404	388	420
AP Students with Scores 3+	174	119	147	163	170
% of Total AP Students with Scores 3+	58.2%	42.5%	54.4%	59.9%	68.3%

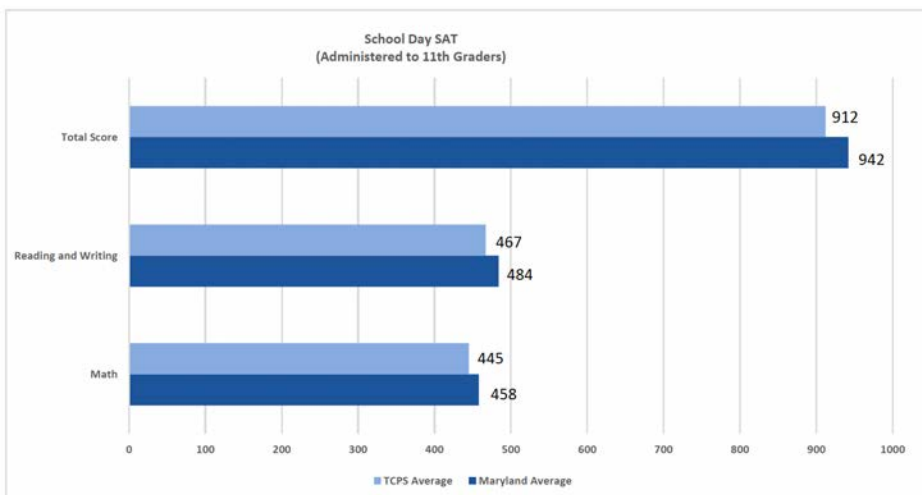


Advanced Placement Scholars

	2020	2021	2022	2023	2024
AP Scholar	37	39	45	35	33
AP Scholar with Honor	17	18	11	15	22
AP Scholar with Distinction	16	14	15	14	19
National AP Scholar	2				



School Day SAT Scores



CLASS OF 2024

Career & Technical Education Completers

PROGRAM

- 5 Agricultural Science
- 12 Apprenticeship of Maryland
- 10 Automotive Technology
- 15 Carpentry
- 30 Certified Nursing Assistant
- 6 Computer Science
- 4 Cosmetology
- 19 Culinary Arts
- 0 EMS/Firefighter
- 10 Interactive Media Production
- 15 Marketing
- 8 NJROTC
- 19 PLTW - Biomedical Science
- 5 PLTW - Engineering
- 13 Teacher Academy of MD

Total: 171

Strategic Priorities

OUR PROGRESS CONTINUES

2023 - 2024 Accomplishments

1

Academic Equity and Achievement

- Developed a Comprehensive Literacy Plan K-12.
- Piloted new reading curriculum grade PreK-5.
- Implemented a new Learning Management System.
- Successfully implemented Career Counseling Program.
- Increased Dual Enrollment Opportunities.
- Increased Youth Apprenticeships.
- Introduced Additional Math Resources and Professional Learning.

2

Fostering an Engaging Environment

- Initiated local school climate survey.
- Attendance rates continued to increase steadily since returning from COVID.
- All elementary and middle schools sent teams to be trained in Conscious Discipline in the Summer of 2024.
- 20 staff members county-wide were trained as trainers for the implementation of Restorative Practices and all schools have trained their staff in the fundamentals.
- Increased our community mental health providers in our schools.
- Nationally recognized entertainer and motivational speaker Alex Boye gave a powerful performance and message for students about positive self-esteem and suicide prevention.
- Purchased three billboards promoting the Yellow Ribbon Suicide Prevention Message.

3

Hiring & Retaining Highly Qualified & Diverse Staff

- Expanded recruitment efforts locally and regionally.
- Implemented Years of Service recognition for all employees.
- Continued new teacher mentor program.
- Three teachers earned National Board Certification, and 11 are on track for FY25.
- Produced Team Huddle - monthly employee e-newsletter.
- Launched "Transforming and Performing" Award.

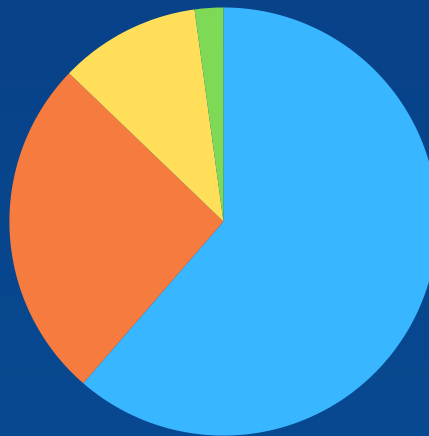


FY26 Budget Timeline

- **10/11/24:** Preliminary September enrollment data by school
- **11/1/24:** Release Budget Materials to Schools and Departments
- **11/22/24:** Schools and Departments submit FY 2026 proposed budgets to Finance for review
- **12/16/24:** Board Work Session- Confirm Board's FY 2026 budget priorities, review 75% funding to schools mandate
- **1/7/25:** Joint Board Meeting with County Council to discuss FY 2026 Budget Considerations
- **1/13/25:** Board Work Session - Present and discuss the proposed FY 2026 budget
- **1/15/25:** Board of Education Meeting - Present proposed FY 2026 Budget to Board Members & Community - 1st reader
- **1/21/25 (est):** Receive preliminary draft State Aid projections from MSDE
- **2/10/25:** FY 2026 Public Budget Hearing
- **2/10/25:** Board Work Session - Discuss revisions to Proposed FY 2026 Budget if necessary
- **2/12/25:** Board of Education Meeting - Board votes on FY 2026 Budget Request as 2nd Reader
- **2/19/25:** Board of Education delivers FY 2026 Budget Request to the County Council
- **3/XX/25:** Board of Education makes budget presentation to the County Council
- **3/31/25:** Non-recurring costs (if any) jointly agreed on by the County Council and Board of Education are submitted
- **4/XX/25:** County Council reviews revenue estimates and introduces the County Budget for FY 2026
- **5/7/25 (est):** County Council holds a public hearing on FY 2026 budget and enacts budget ordinance
- **6/1/25 (est):** County Council delivers FY 2026 budget appropriation to the Board of Education
- **6/12/25:** Board of Education Meeting - Revise FY 2026 budget based on final budget appropriation from County
- **6/30/25:** Submit approved FY 2026 Budget to the State Department of Education

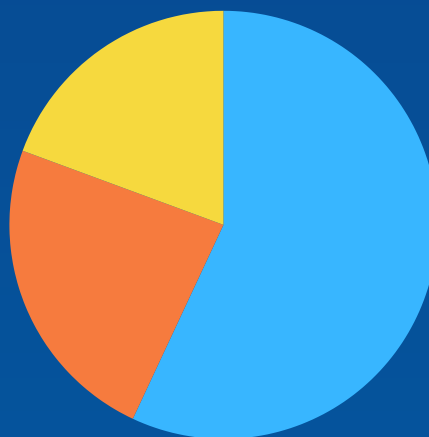
FY24 INCOME & EXPENDITURES

FY24 Operating Revenues: \$83,248,603



Talbot County	\$50,922,429	61%
State	\$21,416,040	26%
Federal	\$8,848,197	11%
Other	\$2,061,937	2%

FY24 Operating Expenditures: \$82,307,807



Classroom Instructional	\$46,880,617	57%
Employee Benefits	\$19,482,969	24%
Support Services	\$15,944,221	19%



Teacher & Support Staff of the Year



“Excellence in our classrooms is crucial to our mission. The TCPS Teacher and Support Staff of the Year award nomination process truly recognizes outstanding dedication, innovation, and effort. With our annual teacher and support staff Talbot Stars event, we celebrate the teaching profession and public education as a whole.”

-Sharon Pepukayi, Ed.D., Superintendent of Schools

t



Teacher of the Year

Meet Mr. Jeremy Hillyard

Mr. Hillyard, Easton High School Spanish and ESOL Mathematics Teacher, has taught Spanish levels 1 – Advanced Placement at Easton High School since 2010. He has served as an Equity Summit Presenter on topics such as “Learning to Sign” and “Grading for Equity,” and is working to establish a Mentorship program for Hispanic students to support their success in graduating and beyond. He also serves as the Advisor for the Easton High Spanish Honor Society and the It’s Academic Team.

According to the colleague who nominated him, “Mr. Hillyard is the epitome of a reflective practitioner who always seeks opportunities to build on his instructional capacity for students. It is evident in the numerous professional learning courses he takes each year that he believes in educating the whole child. He willingly shares his learning with colleagues at EHS, across the district, and throughout the Eastern Shore, and his passion is contagious.”

Support Staff of the Year

Meet Ms. Rosario Steele

A member of the Easton High Staff for nearly six years, Ms. Steele has worked extremely hard to help students in mathematics, providing support as a translator and tutor. She often works with students after school to make sure they have access to the material, understand it, and learn the English language along with math skills.

A colleague who nominated Ms. Steele explained, “Ms. Steele is invaluable in helping [ESL] students prepare to move into Algebra, a critical step in their educational journey. She always greets new students with a smile, making them feel welcome and comfortable, and helping them learn unfamiliar concepts. As the students grow by leaps and bounds, she is always patient, allowing me to work with small groups or the entire class, while she works with newcomers or students who are struggling.”

