



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



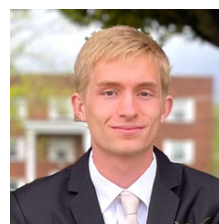
Anna Howie



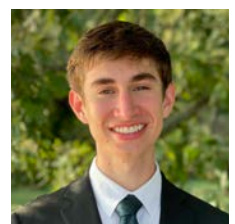
Mary Wheeler



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 in black ink that reads "Sharon Pepukayi". The signature is fluid and cursive, with a large initial 'S'.








Sharon Pepukayi, Ed.D.
Superintendent of Schools

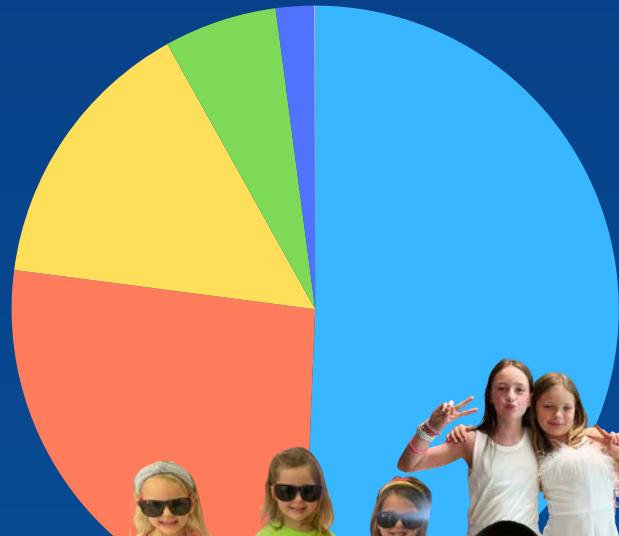


2023-24 Student Demographics


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%

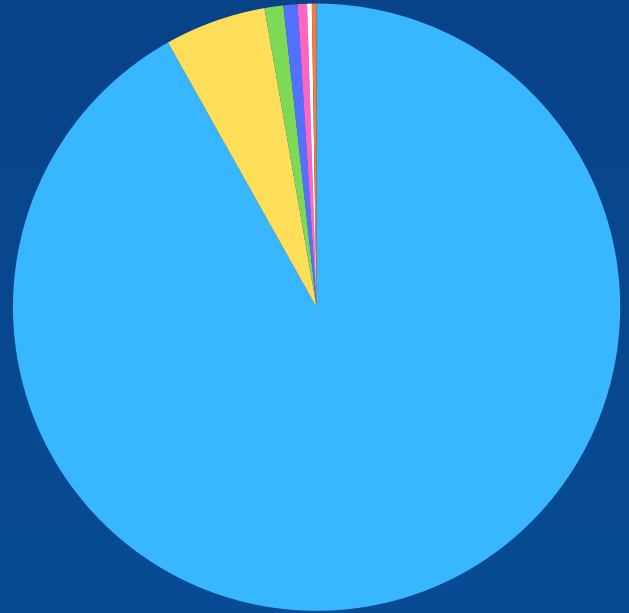


2023-24 Teacher Demographics

Certified Staff - 441

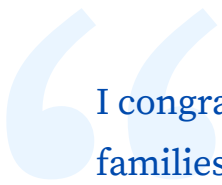
By Ethnicity:

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



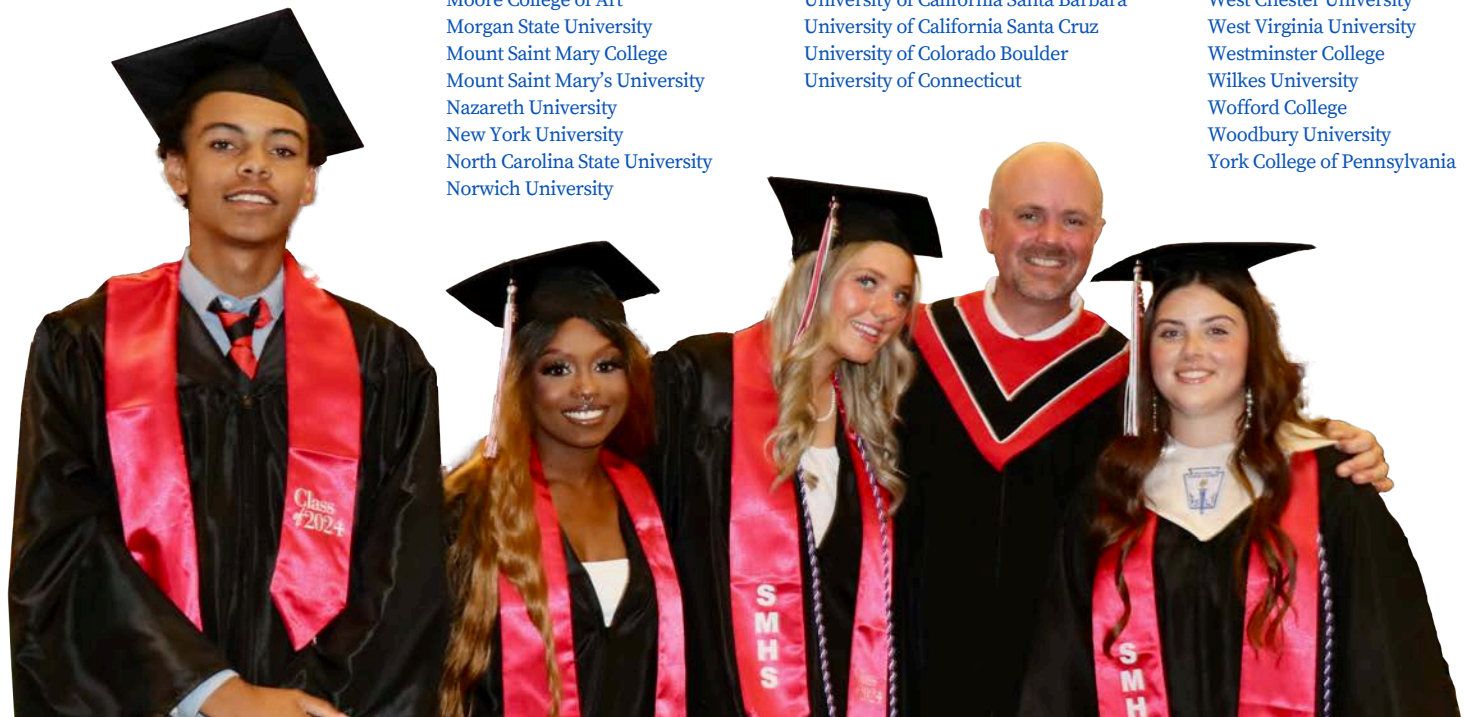
2024 *University, College & Technical School Acceptances*

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

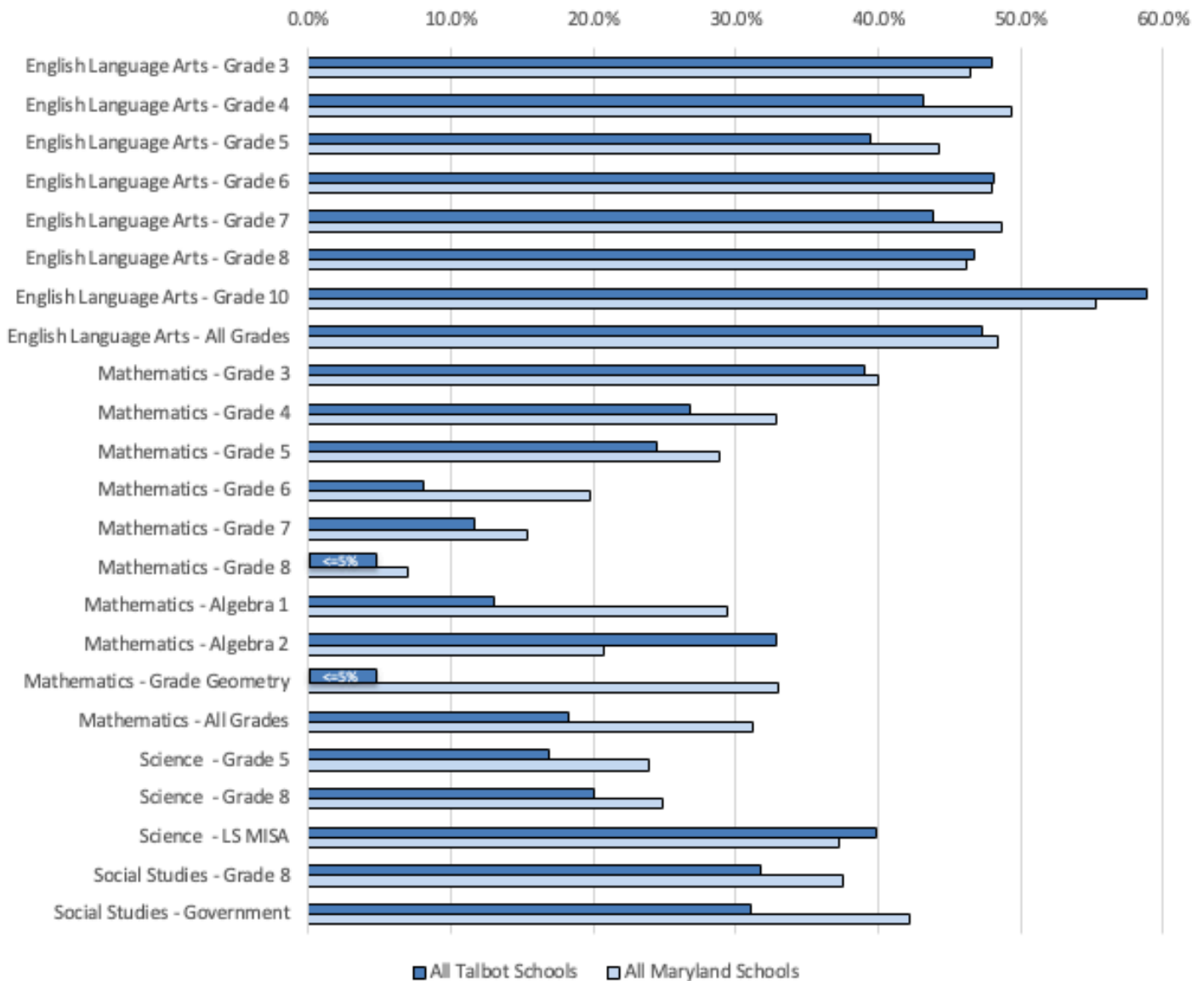
University of Connecticut (Storrs)
 University of Delaware
 University of Florida
 University of Georgia
 University of Illinois Chicago
 University of Kentucky
 University of Lynchburg
 University of Maryland
 University Of Maryland Baltimore County
 University of Maryland College Park
 University of 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





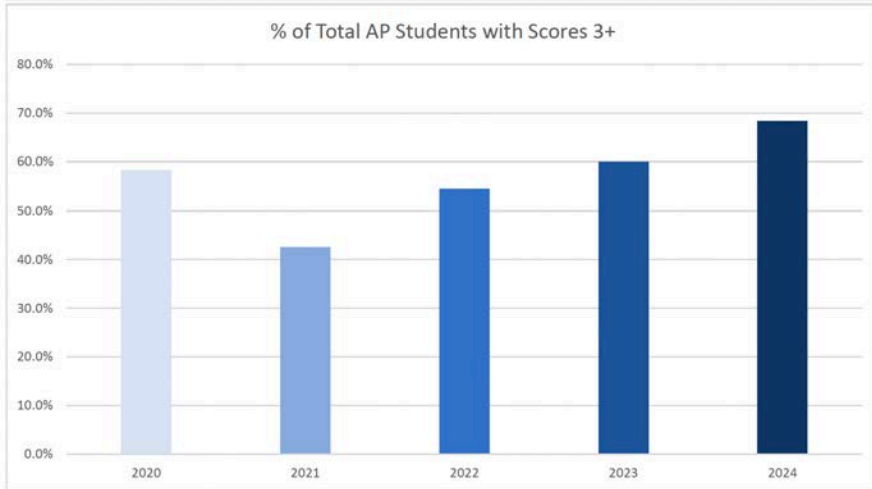
ASSESSMENT DATA

MCAP Assessment Proficiency Results:
Talbot vs. Maryland



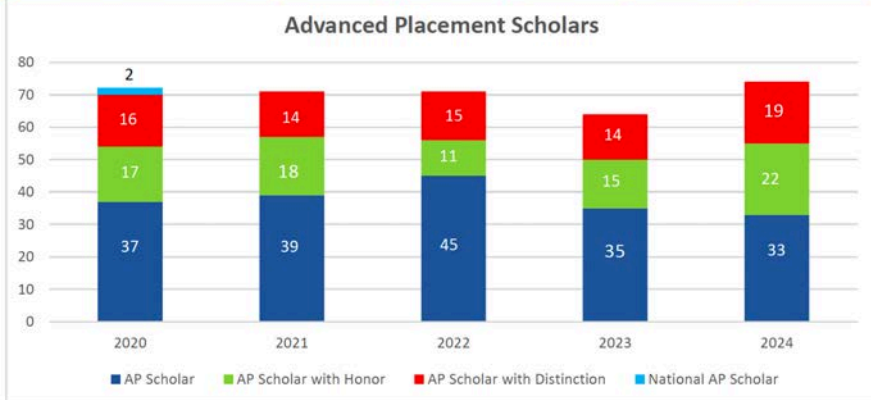
Advanced Placement (AP) Students with Exam Scores 3+

	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%

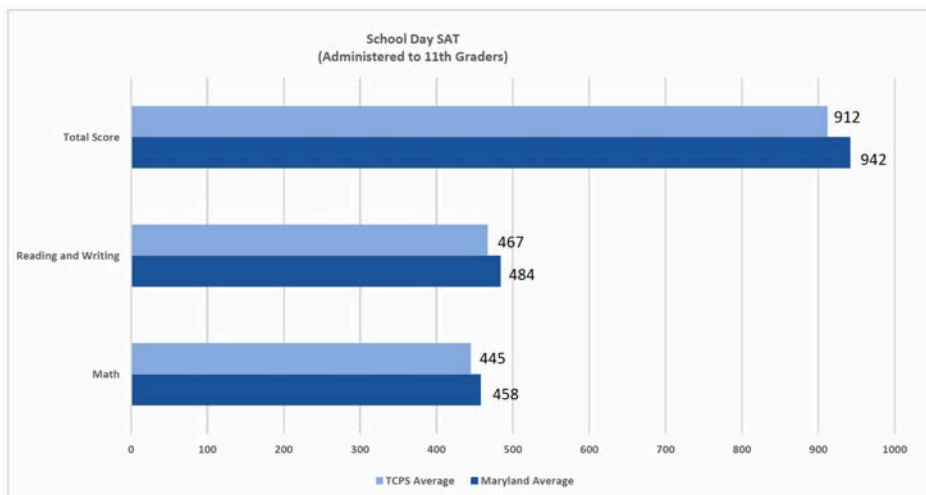


Advanced Placement Scholars

	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.

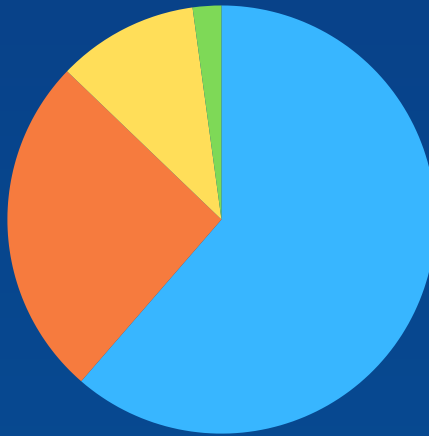


FY26 Budget Timeline

- 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.”

