



Goal #4: Education

April 26, 2022

Goals & Objectives

- 1. Economic Development**
- 2. Institutional Governance & Policy**
- 3. Environment**
- 4. Education**
- 5. Quality of Life**

2022 Presentation Schedule

DATE

February 1, 2022

March 1, 2022

March 29, 2022

April 26, 2022

May 24, 2022

GOAL

1. Economic Development
2. Institutional Governance & Policy
3. Environment
4. Education
5. Quality of Life

June 21, 2022

July 26, 2022

September 27, 2022

October 25, 2022

November 29, 2022

1. Economic Development
2. Institutional Governance & Policy
3. Environment
4. Education
5. Quality of Life

Presentation Team



Deborah E. Hall
Deputy County
Administrator



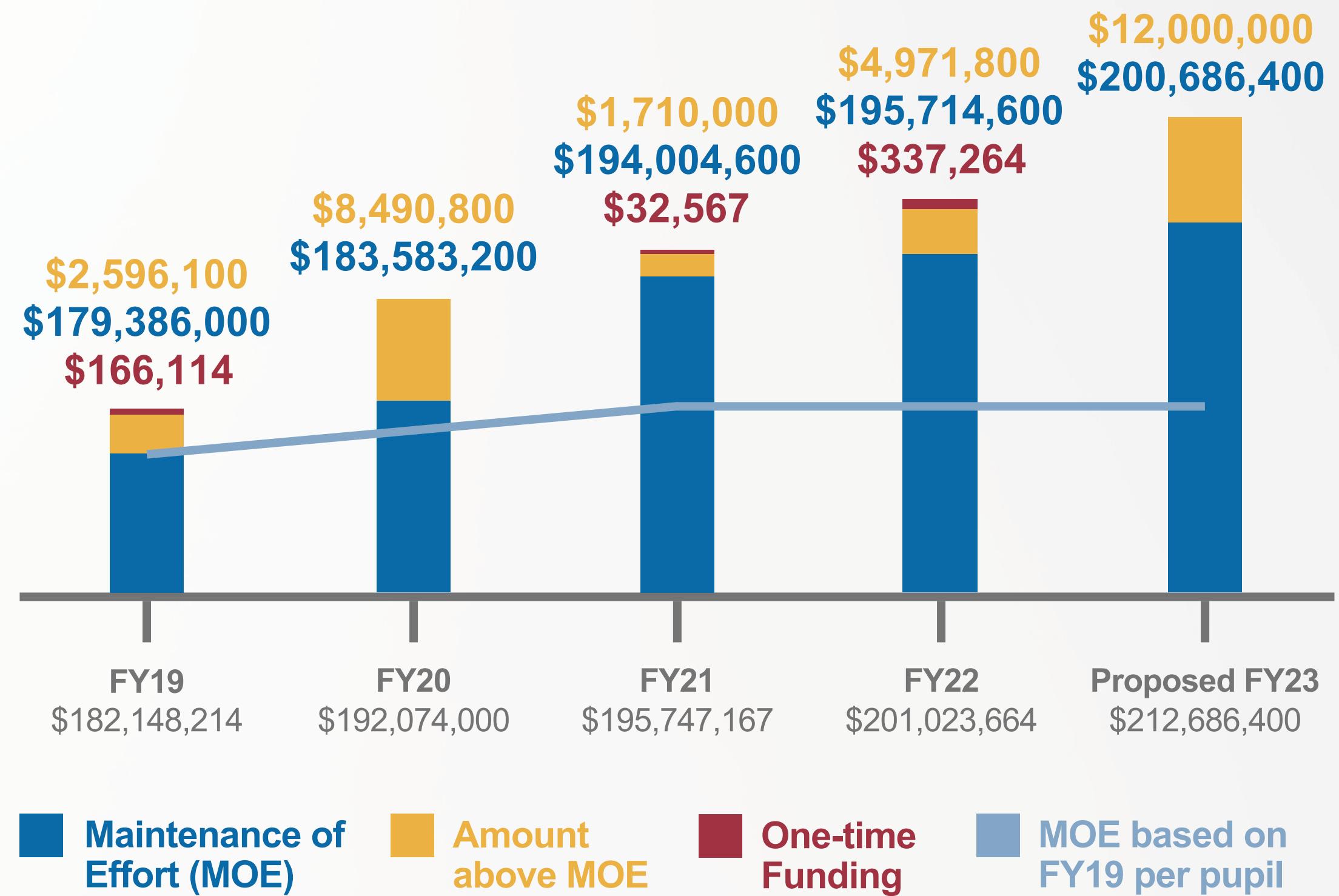
Jeni Ellin
Director of Fiscal &
Administrative Services



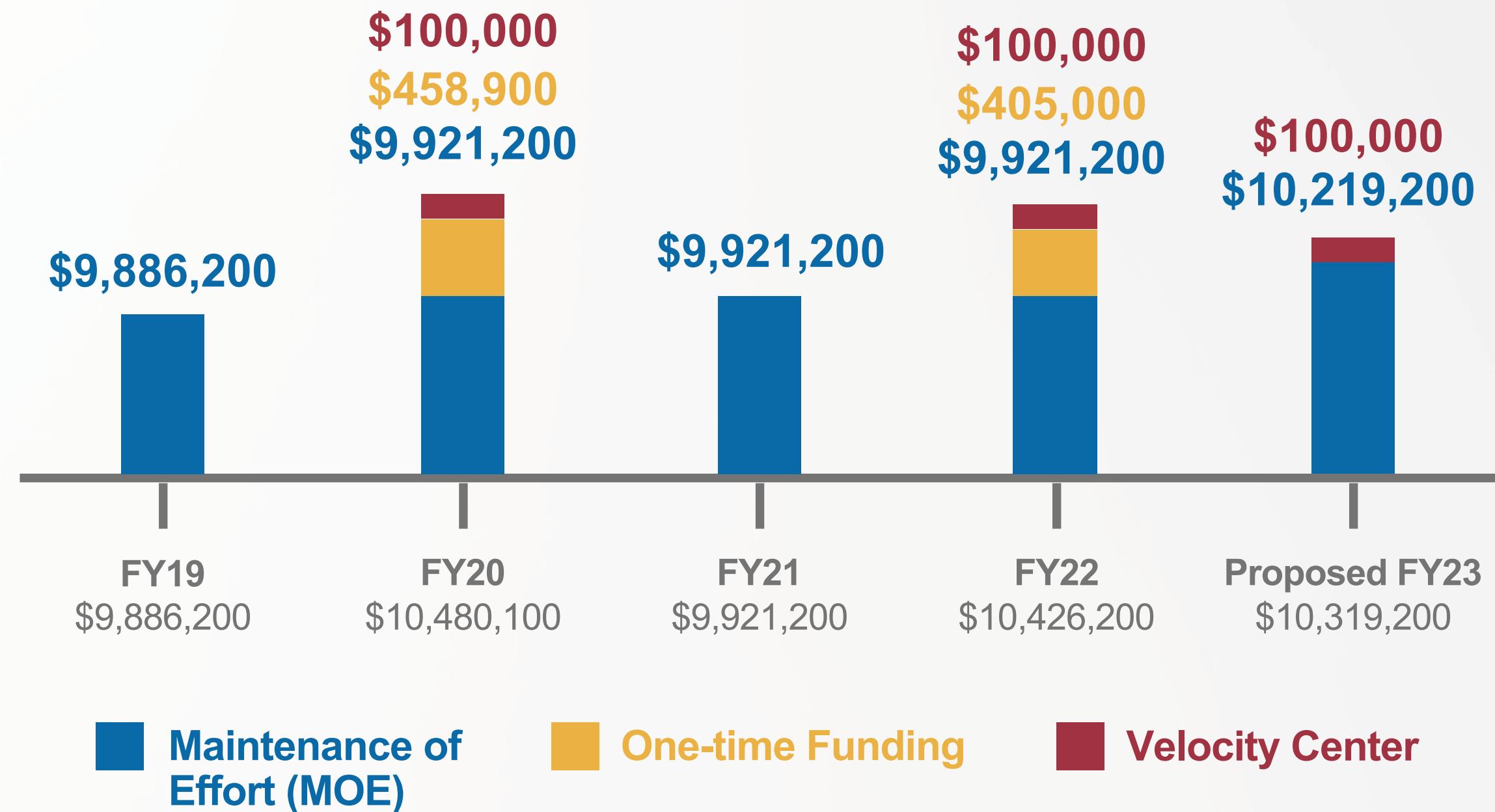
Alexis Blackwell
Director, Human
Resources

Funding

BOARD OF EDUCATION



COLLEGE OF SOUTHERN MARYLAND



Formal Collaboration

County staff have an excellent working relationship with the Superintendent of Schools. Staff are actively working with the Superintendent to pursue opportunities for collaboration in day-to-day operations

BOARD OF EDUCATION

Blueprint Update

- 10 County Government employees have been participating on steering committees on the five policy areas related to the Blueprint Implementation
- Joint Work Session on the Fiscal Implications of the Blueprint for Maryland's Future with focus on Policy Areas 1-3 was held on February 08, 2022 with Board of Education and Board of Commissioners

BOARD OF EDUCATION

Blueprint Update

- Fiscal staff from both County Government and BOE stay in touch to discuss impact of Kirwan on the FY2023 budget and future years
- Member of the Rural Broadband Taskforce since 2019

School Construction Collaboration

- County and BOE staff have been preparing data sharing agreement for consideration regarding school enrollment
- Proposing to continue forward funding the State's share of construction for certain CIP projects which allows for more timely competition
- FY2023-FY2027 Proposed CIP continues to provide funding for a new elementary school, new middle school, (4) full day kindergarten projects, and various systemic projects
- Worked with BOE staff on priority projects to add to the CIP and proposing (3) Open Space Enclosure projects and a Renovation Feasibility Study for John Hanson Middle School

Workforce Development

NEOGOV LEARN

Launched in January 2022



1,300+

Courses available

Assigned/self-registered

WORKFORCE DEVELOPMENT

NeoGov Learn

- 608 courses - either assigned or self-registered
- Training available 24/7 – fits all work schedules
- All College of Southern Maryland courses for staff are registered for and tracked through Learn. Connects them directly to the CSM site to complete registration.
- Chief Equity Officer developed two learning plans – one for the Executive Leadership Team and one for the Senior Leadership Team – on DEI courses

WORKFORCE DEVELOPMENT

Training for Skilled Workers

- Spring/summer 2022 - parallel organization will visit sites to survey training needs of current skilled staff
- Will be working with CSM to determine if there is availability to develop this program with in-person training
- Will be researching what other jurisdictions to obtain information on programs they offer for skilled worker leadership development

AWARD-WINNING WELLNESS TRAINING IMPACT

43 37 659

Programs

August 2021–March 2022

Wellness
Events

Participants

15

Participants
(On average)

WORKFORCE DEVELOPMENT

Succession Planning

- Housed in DEI programming and is a function of retention as well
- HR Director taking course Workforce and Succession Planning with International Public Management Association for Human Resources (IMPA-HR)
- Using examples from other jurisdictions to begin development of plan in coordination with the Chief Equity Officer

WORKFORCE DEVELOPMENT

Employee Health Benefits

- Benefits team completed RFP for FY23 for insurance (health, prescription, vision, dental) to ensure that the employees and County are getting the best services
- Benefits team will be offering a new whole life insurance/long term care benefit for FY23
- Benefits team will be transitioning to improved benefits enrollment platform for FY23. It will allow employees to be able to enroll in the majority of their benefits using one website.

AWARD-WINNING WELLNESS TRAINING IMPACT



Wellness Jeopardy

6

Events

12

Participants
(On average)



Walktober

October 4–
November 3, 2021

50,996,669

Steps logged

179

Registered
Participants









LEADERSHIP ACADEMY



175

Active Participants



36

Participants Added

Since October 2021



2

Graduates

Since October 2021

WORKFORCE DEVELOPMENT

Mental Health First Aid

- In late 2019 – early 2020, the County sponsored Mental Health First Aid (MHFA) training for members of the Executive Leadership Team, Senior Leadership Team, and Mid-Level Leadership Team. Almost 120 employees received their certification.
- Training was on pause due to the pandemic
- The County has brought back MHFA and will continue to train our leaders and managers before opening the training to all staff.
- About 60 employees are scheduled to be trained this spring with additional sessions being planned for the fall.

WORKFORCE DEVELOPMENT

Systemwide Training

- New SOP developed to centralize certain training opportunities for CCG staff
- Application process allows for data tracking, a key part of DEI initiatives
- Programs include GARE, NACo, Leadership Maryland, Leadership SoMD, and LEAD Maryland
 - NACo – 3 cohorts have completed, most recently in Fall 2021
 - Final project – video
 - GARE – second cohort meeting now



Charles County Government

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