



MARYLAND
Business Roundtable
for EDUCATION



2020
ANNUAL
REPORT

let's
WORK



Throughout these pages, you will discover the stories of resilience, innovation, and transformation—narratives that reflect the heart of our mission. Each success, every milestone achieved, and every initiative undertaken is a testament to the collaboration, dedication, and unwavering support of our stakeholders, partners, and the communities we serve. As we reflect on the past year's achievements, we also look forward with an unwavering resolve to continue fostering pathways that empower students, bridge opportunity gaps, and ensure that every individual has the tools and opportunities to thrive. Together, we reaffirm our commitment to education, equity, and the limitless potential of every student. Thank you for joining us on this journey toward a future where every Marylander can realize their fullest potential.





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Lt. Governor Aruna Miller and
Nona Carroll, Deputy Director &
Chief Strategy Officer

OUR TEAM

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NGS Program Manager, Kent County

NONA CARROLL

Deputy Director and Chief Strategy Officer

MORGAN COX

Event and Communications Specialist

CARRIE PANNONE

State Program Manager

CHRISTOPHER THORN

Chief Technology and Operations Officer

ABIGAIL TRICE

NGS Program Specialist, Caroline County

JOYCE SMITH

Administrative Assistant

LEONARD WEBB

NGS Program Specialist, Allegany County

TASHE WILLIAMS

NGS Program Specialist, Wicomico County

2023-2024

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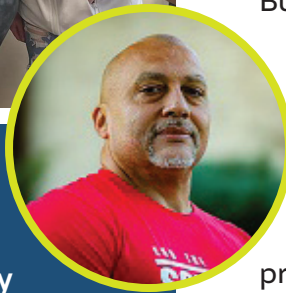
Community Champions

A SPOTLIGHT ON MBRT PROGRAM SPECIALISTS & THEIR IMPACT



ALLEGANY COUNTY: LEONARD WEBB

Leonard Webb serves as the Next Generation Scholars Program Specialist for Allegany County, Maryland as a part of Maryland Business Roundtable for Education (MBRT).



BEST OF 2023

“ My favorite memory of 2023 has been the development of the Next Generation Leader Program. Students have taken ownership in the program by recruiting new Scholars, new student orientation, support during field trips, and growing into their voices as leaders. The Next Generation Scholar Leader Program has allowed students to tap into their gifts and potential. ”

In his role, Leonard is responsible for supporting students by helping them to determine career interests, and making connections between high school preparation, college coursework and career goals, leading them to a pathway of success. Leonard coordinates workforce volunteer learning engagement, providing students aid in preparation through mock interview and job shadowing opportunities.

Leonard is certified in Youth Mental Health First Aid and holds a Certification in the DISC Assessment. He also is a certified trainer in Self-Defense, Hostage Negotiations, and Workplace Diversity for the Federal Bureau of Prisons. In his spare time, Leonard provides professional development to educators across the country as well as student engagements to improve school culture and increase academic success, especially for historically underserved populations.



CAROLINE COUNTY: ABIGAIL TRICE

Abigail Trice joined Maryland Business Roundtable for Education (MBRT) in 2022 following her graduation from University of Maryland, College Park, in May of the same year. As the newest member of the Next Generation Scholars (NGS) team, Abigail adds a fresh perspective to the program and its development.

Abigail grew up in Caroline County and matriculated at North Caroline High School; one of the two schools she serves in her role. A first-generation college student, she earned a Bachelor of Science degree in Public Health Science and Anthropology. She integrates the teachings of both disciplines and her lived experience into her work with students, enhancing her devotion to equity and a hands-on approach to problem solving.

BEST OF 2023

“ My best moment of 2023 happened very early in the year, on January 13th to be exact. This was the date of my first Career Tours with MBRT and NGS. I had the privilege of accompanying 27 CRHS 10th graders on their tour of Caroline County businesses and all they have to offer. For many of the students, this was their first introduction to NGS and myself, as well as my first-time meeting several of them. I was very nervous going into the trip, but after an amazing day, I left feeling more confident than ever in my new role. Now at the other end of 2023, these students are still actively engaged with NGS as 11th graders and enjoying many college visit opportunities. I still look back at our group selfie regularly, counting my lucky stars for this program and the amazing students it connects me with! ”

Abigail also serves as a Junior Varsity Softball Coach at North Caroline High School. She considers volunteering to be an indispensable duty; a commitment she cultivated during her time as a Caroline County Public Schools student. Much like the NGS program, she thrives when immersed in her local community.

BEST OF 2023

“ The most memorable moment in 2023, hands-down, was having the opportunity to train and recruit NGS Alumni as MBRT volunteers. These students were among the first to enter the program in 2018 and had the opportunity to experience the development of Next Generation Scholars. In fact, these students *shaped* Next Generation Scholars in Kent.

These NGS Alumni were invited to host a panel for HS juniors and seniors called “Breaking the Cycle.” This program gave the alumni a chance to share their wisdom with HS students and the opportunity to be real about the process, matriculating to college, and transitioning to the ‘real world.’

After the panel, a training was hosted to prepare the NGS alumni to visit Grade 8 and 9 classrooms with the “Maryland Future Pathways” presentation. Four of the NGS Alumni have already made presentations in classrooms as MBRT Volunteers. This was a full circle moment! ”

KENT COUNTY: AUNDRA ANDERSON

Aundra has been a mentor and advocate for youth since her first position as an admissions counselor at her alma mater Washington College. From early in her career, she worked with students to help them realize their potential and opportunities. As an advisor to Students in Free Enterprise (SIFE, now Enactus), she coached young entrepreneurs and leaders to build communication skills, poise, and confidence.

After ten years working at Washington College, holding various positions in the Office of Admissions and Financial Aid, Aundra started working with Maryland Business Roundtable for Education, for the Next Generation Scholars (NGS) Program in Kent County. Her role involves engaging with and mentoring high school students to steer their future pathways to success.

In addition to her professional career, Aundra is also a motivational coach, personal trainer, and group fitness instructor. She has a personal goal to visit all 63 U.S. National Parks. She lives in Centreville, Maryland, with her husband.



WICOMICO COUNTY: TASHE WILLIAMS



Tashe Williams is the Next Generation Scholars program specialist for Wicomico County. He earned his BS in Psychology from the University of Northern Colorado. After leaving the National Football League (NFL) in 2000, Tashe served as a private probation officer in Littleton, Colorado. Since returning to his hometown of Salisbury, Maryland, he has held various positions at local schools. He was a substitute teacher and also served as a substitute and long-term intensive studies supervisor at Westside Intermediate School, providing one-on-one behavioral intervention. Tashe also was an intensive studies instructor and assistant football coach at Parkside High School.

Though furthering education was not discussed in Tashe's childhood home, he made it a priority for his daughter who is currently pursuing her law degree. He believes it's important to change the narrative for youth, especially for Next Generation Scholars who may be the first member of their family to attend college.



BEST OF 2023

“NextGen trip to Washington College. Thirty NextGen students were treated to a campus tour, lunch and meetings with school administrators during the spring of 2023.”

BEST OF 2023

At MBRT's Annual Meeting on October 2, 2023, Jerome Stover was presented with the June E. Streckfus Leadership in Education Partnership award. Mr. Stover has always embraced and supported the Next Generation Scholars program, as its goals closely align with his own. The NGS program at Cambridge-South Dorchester High School has thrived under his leadership.

“And remember, if no one told you they love you today, Mr. Stover is telling you, he loves you. Let's have a great day!” This is a common phrase heard throughout the school on any given school day. Students from all different backgrounds can be certain they have at least one person that cares about them--every day.



DORCHESTER COUNTY: PRINCIPAL JEROME STOVER

An educator of 17 years, Jermone Stover has served in many roles, including his current position as principal at Cambridge-South

Dorchester High School, where he has been for the past four years. His goal is to be a role model for those who have not yet found alignment in their purpose and passion. He wants to see students succeed and give them the tools they need to have a great future.

Mr. Stover has been a great partner to MBRT and we look forward to continuing to serve Dorchester County students upon our new Next Generation Scholars Program Specialist, Voncia Molock, start date in late January.

STUDENT STORIES OF INSPIRATION:

NOAH MATHIS

Noah is one of Next Generation Scholars exceptional and dedicated students. We first met at College Bootcamp this summer, and have since been diligently working together to complete his University of Maryland, College Park application, as well as a few other schools in MD. Upon completion of his college applications, Noah didn't shy away from Next Gen; in fact, he has doubled down on his efforts to get himself to college by consistently working on scholarship applications and seeking help to do so.

Despite all of the success Noah has achieved, and is still yet to come, he has not been without hardship. While in third grade, his mother was diagnosed with cancer and began a long, hard battle with the illness. In November 2018, while he was in middle school, his mother passed away from her battle with cancer. After this, Noah displayed his outstanding resilience and used his loss as a motivator to work harder for the things he wanted, honoring himself and his mother in the process. His perseverance is best captured in his own words from a scholarship essay he's been working on: **"The strength and determination I have gained from overcoming such a profound loss have prepared me to face any obstacle that comes my way."** He truly epitomizes the goal of Next Generation Scholars: always up-to the task for any challenge and eager to improve his circumstances through education.

By Abigail Trice, *NGS Program Specialist, Caroline County*



LILLY DORSAINVIL

Wicomico High School's Lilly Dorsainvil, class of 2023, is an amazing young lady. Having experienced the loss of her mother and being raised by her older sister, Lilly still maintained a 3.5GPA and received a full NextGen grant to attend Towson University.

By Tashe Williams, *NGS Program Specialist, Wicomico County*

Mission Impact:

School Year 2022-2023

NEXT GENERATION SCHOLARS

The impact of MBRT's Next Generation Scholars program resonates powerfully across grade levels and areas of achievement. In 10th grade, NGS students showcased a commendable proficiency in credit earning, outperforming their peers by **0.24** and maintaining comparable grades. Moving to 11th grade, their credit accumulation surged by **0.23**, with superior proficiency in passing **Mathematics (+5%)**. By 12th grade, NGS students excelled in passing **English and Mathematics (+2% and +1% respectively)** and boasted a higher credit earning rate (+3 credits earned).

Across all grades, NGS students encountered fewer referrals and suspensions, with a significantly higher average credit earning rate (5.03 versus 4.90). Over three years, **658 students achieved critical academic success** indicators. Student feedback revealed enhanced understanding of college and career pathways, with high percentages identifying future career choices and feeling empowered to seek jobs and build resumes.

Forty-eight percent of seniors were accepted at colleges or universities, securing **\$3,752,595 in scholarships and grants, averaging \$16,752.65 per student**. Additionally, 65% attended FAFSA/financial aid workshops. The program's inclusivity extends to various pathways, guiding students toward personalized college and trade school options, even prequalifying for significant financial aid opportunities like the Howard P. Rawlings Guaranteed Access Grant, providing up to \$20,500 for Maryland college attendance in 2023.



48%

OF SENIORS
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AT COLLEGES OR
UNIVERSITIES

\$3,752,595

IN SCHOLARSHIPS
AND GRANTS

AVERAGING

\$16,752.65

PER STUDENT



- ▶ Establish courses matter, choices matter
- ▶ Discover career opportunities



- ▶ Providing future options
- ▶ Providing a strategy



- ▶ Leveraging personality and interest tools
- ▶ Meeting industry professionals through hands-on activities
- ▶ Creating a vision for their future, beginning with high school planning



- ▶ Learning content and skills through real world application
- ▶ Building career skills and knowledge
- ▶ Investigating career and college pathways
- ▶ Developing a plan of action



- ▶ Taking part in job shadowing opportunities
- ▶ Visiting colleges and employers
- ▶ Interviewing industry professionals
- ▶ Preparing for SAT/ACT and the college application process

SIGNATURE EVENTS

7ES CLASSROOM PROGRAMMING

In the realm of MBRT's signature events, the 7Es Classroom Programming stands tall, intricately woven to guide students toward their career pathways. This comprehensive program encompasses everything from instilling a vision for the future and real-world skill application to college preparations, industry engagements, and career exploration. It's a robust strategy encompassing a spectrum of experiences, including job shadowing, college visits, and mentoring opportunities, equipping students with the tools they need to flourish.

MBRT's programs are catalysts for student growth. The **College Bootcamp** plunged seniors into the college application process, providing a hands-on experience on campus. The **Summer of Service** goes beyond meeting graduation requirements; it cultivated responsibility through 747 hours of community engagement. **College Experiences**, involving 700+ students, offered firsthand exposure to campus life,



- ▶ Exploring college majors and other "fit" factors
- ▶ Completing applications for financial aid, scholarships, and college admissions
- ▶ Finding internships
- ▶ Creating a post-HS transition plan



- ▶ Provide ongoing support and connections
- ▶ Reinvest in the school community

aiding decisions on careers and education. **Financial Literacy workshops** empowered families with essential financial aid insights, evident in increased FAFSA applications and students' grasp of vital financial concepts. These initiatives encapsulate MBRT's commitment to holistic student development, bridging education with practical skills and civic responsibility.

MBRT's dedication to empowering Maryland students shone brilliantly through signature events that transcended traditional educational paradigms. The inaugural **Industry Day at McCormick Global Headquarters** brought together over 75 high school students. Titled "Let's Work: The Future of Flavor," the event exemplified MBRT's commitment to nurturing students' vocational prowess. Seasoned professionals, including sensory scientists and flavorists, guided students through crafting unique soda flavors and exploring a delightful array of chocolates. It was a convergence of mentorship, hands-on learning, and a glimpse into the dynamic world of work.

"NextGen NextLevel," a Senior Bridge Event held at Six Flags America, provided recent NGS graduates with a compass for their next phase—be it college, workforce, or military service. The day featured enlightening breakout sessions covering social-emotional learning, career exploration, and adult skills development. Beyond the enriching sessions, this event sowed the seeds for continued engagement and mentorship, ensuring sustained support for graduates venturing into new chapters of their lives.

Notably, MBRT embraced the potential of its alumni. In a groundbreaking move, 12 NGS Alumni underwent training to become MBRT volunteers, actively contributing to classrooms and programs like Maryland Future Pathways. Four alumni ventured into Grade 8 classrooms in Kent County, marking the beginning of an impactful legacy, where those once guided by MBRT's initiatives now pay it forward.

These events exemplify MBRT's principles, not merely fostering education but cultivating a community committed to nurturing, guiding, and propelling students toward futures filled with promise and purpose.





SY 2022-23 PROGRAM RESULTS

50
SCHOOLS



25K
STUDENTS



675
VOLUNTEERS



VOLUNTEER PROGRAMS

In the whirlwind that was 2023, reflections became as essential as looking forward. The year seemed to dash past, yet the achievements outpaced MBRT wildest projections. Rewind to 2020, amid a pandemic, MBRT set an ambitious goal of engaging 25,000 students by 2025. Surpassing expectations, over 600 volunteers across Maryland made this accelerated goal a reality, vitalizing our mission to inspire student success.

The heart of our achievement lay in the dedication of our volunteers, staff, and Next Generation Scholars Program Specialists in various



counties. Their efforts, linking students with career professionals and educational opportunities, propelled us toward our milestone.

As 2023 draws to a close, this unforgettable experience remains a beacon—a testament to the power of resilience, learning, and embracing diverse paths to success.

Amid the myriad of accomplishments, one personal highlight stood out. Stepping in for a volunteer at Claremont Middle/High School, I shared our program, now called MD's Future Pathways, aligning with Maryland's educational blueprint. Presenting virtually to students with diverse abilities, using sign language – a skill revived through a happenstance journey back to learning ASL – evoked a heartfelt response. As tears welled in my eyes, the students' applause and warmth enveloped me, emphasizing the immense impact of connection and shared understanding.

These students, though on a different educational path, engaged deeply with our program's message that 'All Paths Lead to Success.' Witnessing their enthusiasm and interaction affirmed the value of our initiatives in guiding them towards their own triumphs.

– Carrie Pannone, State Program Manager

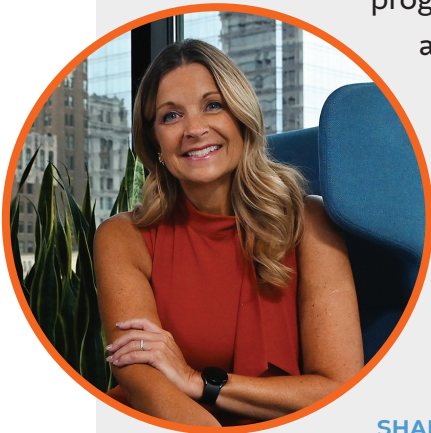
Organizational Health and Sustainability

In the 2022 fiscal year, MBRT's revenue amounted to \$1.97 million, reflecting a slight 7.5% year-over-year decrease. For FY2023, the projected revenue has been adjusted to \$1.84 million.

Although the organization has experienced a drop in revenue over two years, we are excited about the future due to potential increases in foundation and state/federal grant income by increasing the number of grant application submissions per year, as well as new partnerships in the coming year.

There were several notable staffing changes within the organization during FY2023, including the departure of Brian Dulay and mid-year launch of the search for MBRT's new executive director. Interim leadership was appointed by the Board in July to MBRT chief strategy officer, Nona Carroll. While the Board worked with HR Strategies Group LLC on the search, the interim executive director ensured continuity of staff support and development and delivery of program services. The MBRT performed a strategic resource restructuring during the second half of 2023 to maximize efficiencies and streamline services.

The Executive Director search concluded in early December. On January 16, 2024, Sharon Markley Schreiber joins the organization with a keen focus on programmatic expansion and outcomes serving Maryland's students and teachers, and an increased engagement of private and public leaders in the work of the MBRT. Christine Aspell, MBRT Board Chair, stated "With an impressive background bridging workforce development, education, government affairs, development, and communications, Sharon joins MBRT to lead at an important time in its 31-year history. The board is eager to work with Sharon and the MBRT team supporting the development of a competitive future workforce across the state."



SHARON MARKLEY SCHREIBER
Executive Director (January 2024)

Operational Excellence

In 2023, MBRT's focus on operational excellence drove impactful initiatives that echoed our commitment to innovation, adaptability, teamwork, and accountability.



» The Maryland Workforce Association's "Raising the Bar" conference set a new standard for innovation by fostering conversations that aligned education with evolving workforce and industry needs.

» We thrived in adaptability, pivoting swiftly to meet industry demands, convening experts to solve challenges collaboratively.



» Teamwork became our hallmark as we dismantled silos, fostering a culture where collective efforts drive meaningful change.



» In line with the Blueprint for Maryland's Future, our accountability soared, embracing the challenge to meet the ambitious 45% apprenticeship/Industry Recognized Credential target. We recognize our responsibility in the education sector and are dedicated to pioneering strategies with our business partners that steer us towards this vital goal.

Our pledge to stakeholders remains steadfast: to continuously evolve, adapt, and collaborate to shape a brighter future for Maryland's education landscape.

A Look Ahead

In 2024, the Maryland Business Roundtable for Education (MBRT) envisions an impactful journey ahead. Our vision to transform lives and shape success embodies our commitment to every student and business in Maryland.

At MBRT, collaboration is our cornerstone. As we look forward, the coming year marks an exciting period of innovation and partnership. **Our core values—collaboration, transformation, commitment, accountability, and innovation—**will guide our endeavors.

The pillars of our focus - Organizational Health and Sustainability, Mission Impact, and Operational Excellence - will be the foundation upon which we build our **strategic goals**.

STRATEGIC GOAL 1:

Reimagine Educational Programs and Engagement

Our aim is to transform educational programs with innovative models, ensuring a 80% or greater satisfaction rate among stakeholders. We'll simplify alignments and foster partnerships for flexible and impactful delivery.

STRATEGIC GOAL 2:

Diversify and Expand Funding Sources

2024 brings initiatives to enhance financial sustainability through novel program offerings, philanthropy, and resource generation.

STRATEGIC GOAL 3:

Strengthen Organizational Resilience

Adapting to the 'new normal,' we'll refine talent structures, advance service strategies, and ensure financial stability.

Together, we'll forge paths of opportunity, innovation, and inclusivity, ensuring every Maryland child is equipped to thrive in a rapidly changing world.



STRATEGIC GOAL 4:

Foster Diversity, Equity, and Inclusion

Prioritizing DEI across MBRT, aligning services and partnerships with equity goals.

STRATEGIC GOAL 5:

Establish Thought Leadership and Brand Positioning

2024 marks an opportunity to elevate MBRT's brand as a thought leaders and adaptable solution provider.

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