



- ▶ WELCOME 2 NEW SUPERINTENDENTS TO THE EASTERN SHORE
- ▶ MARYLAND BLUEPRINT
- ▶ ESMEC LEADERSHIP NETWORKS FOR:
 - New Principals
 - New Assistant Principals
- ▶ ENROLLMENTS

October 2025

ADVOCATING FOR PUBLIC EDUCATION ACROSS THE SHORE

ESMEC

focus

JOIN US AS WE WELCOME NEW SUPERINTENDENTS TO THE EASTERN SHORE.



Dr. Matthew Kibler
Queen Anne's County



Dr. Annette Wallace
Worcester County

DR. MATTHEW KIBLER: Prior to his appointment as Interim Superintendent, Dr. Kibler served as Assistant Superintendent and previously worked as the Director of Accountability and Implementation, overseeing the Blueprint for Maryland's Future in Queen Anne's County Public Schools. Dr. Kibler worked for nine years at Washington College in Chestertown, MD, where he served as the Assistant Vice President for Institutional Effectiveness and Analytics. He began his career as a high school math teacher. Dr. Kibler received his Doctorate of Educational Leadership from Wilmington University, has a Master's degree from Penn State, and a Bachelor's degree in Mathematics from Washington College.

DR. ANNETTE WALLACE: A lifelong resident of Worcester County, and a proud graduate of Worcester County Public Schools (WCPS), Dr. Wallace is the first female in WCPS history to have ever been named to the superintendency. Prior to being named Superintendent of Worcester County Public Schools, Dr. Wallace served as Chief Safety and Academic Officer for grades 9 – 12, she has already left a remarkable impact on the school system during her nearly 22 years with the school system. Most notably, Dr. Wallace led Pocomoke High School through a transformational journey that significantly improved academic performance and student access to advanced coursework; she helped facilitate and implement the school system's successful transition to Apple technology; and her leadership in developing the Safe and Supportive Schools model for student discipline and safety has been sought out by other leaders statewide in this area.

Maryland Blueprint Across the Eastern Shore ...

Our nine counties have been working collaboratively and diligently to make progress with the staged implementation of the legislative required Maryland Blueprint. All plans have been approved by MSDE and AIB.

Pillar One – Early Childhood Education -

Working with partners to increase enrollment in pre-kindergarten. Adopting many new reading materials and research based professional development. Across the shore prek enrollment has increased by 645 students since 2020.

Pillar Two – High-Quality and Diverse Teachers and Leaders (Career Ladder) –

All of the districts across the shore have increased the starting salaries of licensed staff. We have increased National Board Certified Teachers from 103 to having 504 more applications since 2020.

Pillar Three – College and Career Readiness (CCR) -

We have increased CTE pathways and opportunities for dual enrollment while continuing to support interventions for students to meet the CCR requirements. Across the shore we have increased dual enrollment by 29% (1361 to 1922). We have increased apprenticeships from 7 in 2020 to 147 in 2025.

Pillar Four – More Resources for Students to be Successful –

Working with the county government on the new funding formula for education while providing more intentional services for marginalized groups of students (Economically Disadvantaged, Special Education, Multi Lingual Learners). There has been an increase in behavioral health support through the Consortium.

Pillar Five – Government and Accountability –

Reporting progress on a regular basis and adjusting implementation plans accordingly. Transparency of accountability at all levels.

FOR MORE INFORMATION CONTACT: Dr. Kelly L. Griffith, Executive Director
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ESMEC Leadership Network 2025-2026

ESMEC has continued our regional approach with leadership development for 26 new Principals and 34 new Assistant Principals. We are working with Coach Susan Holiday ([Coach Holiday](#)), Dr. Jen Schreckengost, Dr. Nikki Blake and the eastern shore superintendents to share expertise in supporting the valuable work of these new leaders across the shore. Here are some quotes from our participants:
“I appreciated the expertise in the room and the sharing. The honesty was refreshing along with knowing we would be supported.”
“The opportunity to collaborate with other first year leaders and set intentional short and long term goals. I am excited to be a part of this group and I cannot wait to learn more throughout the school year!”

Insert photos from each group

Principals Network

New Assistant Principals Network



We could also add some facts regarding enrollment across the shore.