



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • msde.maryland.gov

TO: Members of the State Board of Education
FROM: Jack R. Smith, Ph.D. *JRS/CLa*
DATE: December 8, 2015
SUBJECT: Race to the Top Update on Strategic Accomplishments

PURPOSE:

The purpose of this agenda item is to provide a summary of Maryland's Race to the Top Strategic Accomplishments.

BACKGROUND:

On July 24, 2009, President Barack Obama and U. S. Secretary of Education Arne Duncan announced a \$4.35 billion competitive grant program designed to encourage and reward States that were creating the conditions for education innovation and reform – Race to the Top (RTTT). Maryland applied for this grant and won one of the federal government's coveted Race to the Top grants in the amount of \$250 million over four years. At the end of the four years, Maryland was granted a no-cost extension fifth year. The Race to the Top grant ended on September 30, 2015.

SUMMARY:

The State Board of Education in December 2009 established their vision for Maryland Public Education: A world class system preparing all students for college and career success in the 21st century. Aligned with this vision, the State Board adopted eight mission statements that include expectations for highly effective teachers and educational leaders, standards of quality and conduct for all adults, safe, healthy, orderly environment, meaningful engagement with parents, families and communities, integration of evolving technologies, data driven objective measures of success, an environment of personal growth and fulfillment for all, and promotion of student physical and mental health. This mission became the basis for the 15 Race to the Top goals and the 54 projects that were adopted to meet these goals.

As the Race to the Top grant concludes, accomplishments have been recognized in multiple areas including developing and building future leaders, formative assessments, support to low performing schools, STEM initiatives, sub-grants to enhance local school system technology initiatives, implementation of college and career readiness standards, implementation of a new assessment, and multiple others. It is now the charge of MSDE to ensure that the work is transitioned smoothly, fully implemented, and enhanced as needed to ensure that all Maryland students are prepared for college and career success.

ACTION:

For information only.

Race to the Top Strategic Accomplishments

State Board Meeting
December 8, 2015

Aligning Goals

- Eight State Board Goals
(December 2009)
- Fifteen Race to the Top (RTTT) Goals
(May 2010)



Vision of the State Board

Maryland Public Education: A world class system preparing all students for college and career success in the 21st century.



Mission

- Highly effective teachers and leaders
- Standards of quality and conduct for all adults
- Safe, healthy, orderly environment
- Meaningful engagement
- Integrating evolving technologies
- Data driven objective measures of success
- Personal growth and fulfillment for all
- Student health

Race to the Top Goals

- Effective Oversight
- Effective Program Evaluation
- High quality assessments
- Curricular documents in parallel formats
- Maryland Longitudinal Data Systems
- High Quality Instructional Improvement System
- Statewide educator evaluation system with student growth measure
- Educator Information System
- Equitable Distribution of educators
- Effective transitions into profession
- Opportunity to be effective or highly effective
- Breakthrough Zone (Breakthrough Center)
- Robust Needs Assessments for LEAs
- Charter Schools
- Standardized, web-based, centralized transcript system



Crosswalk

Board Goal	RTTT Goal
<ul style="list-style-type: none">Highly effective teachers and educational leaders	<ul style="list-style-type: none">Statewide education evaluation system with student growth measureEquitable Distribution of teachers and principals
<ul style="list-style-type: none">Standards of quality and conduct for all adults	<ul style="list-style-type: none"><i>Statewide education evaluation system with student growth measure</i>
<ul style="list-style-type: none">Safe, healthy, orderly environment	<ul style="list-style-type: none">Robust Needs Assessments for LEAsBreakthrough Zone (Breakthrough Center)
<ul style="list-style-type: none">Meaningful engagement with parents, families and communities	<ul style="list-style-type: none"><i>Breakthrough Zone (Breakthrough Center)</i><i>Robust Needs Assessments for LEAs</i>Charter Schools

Crosswalk continued...

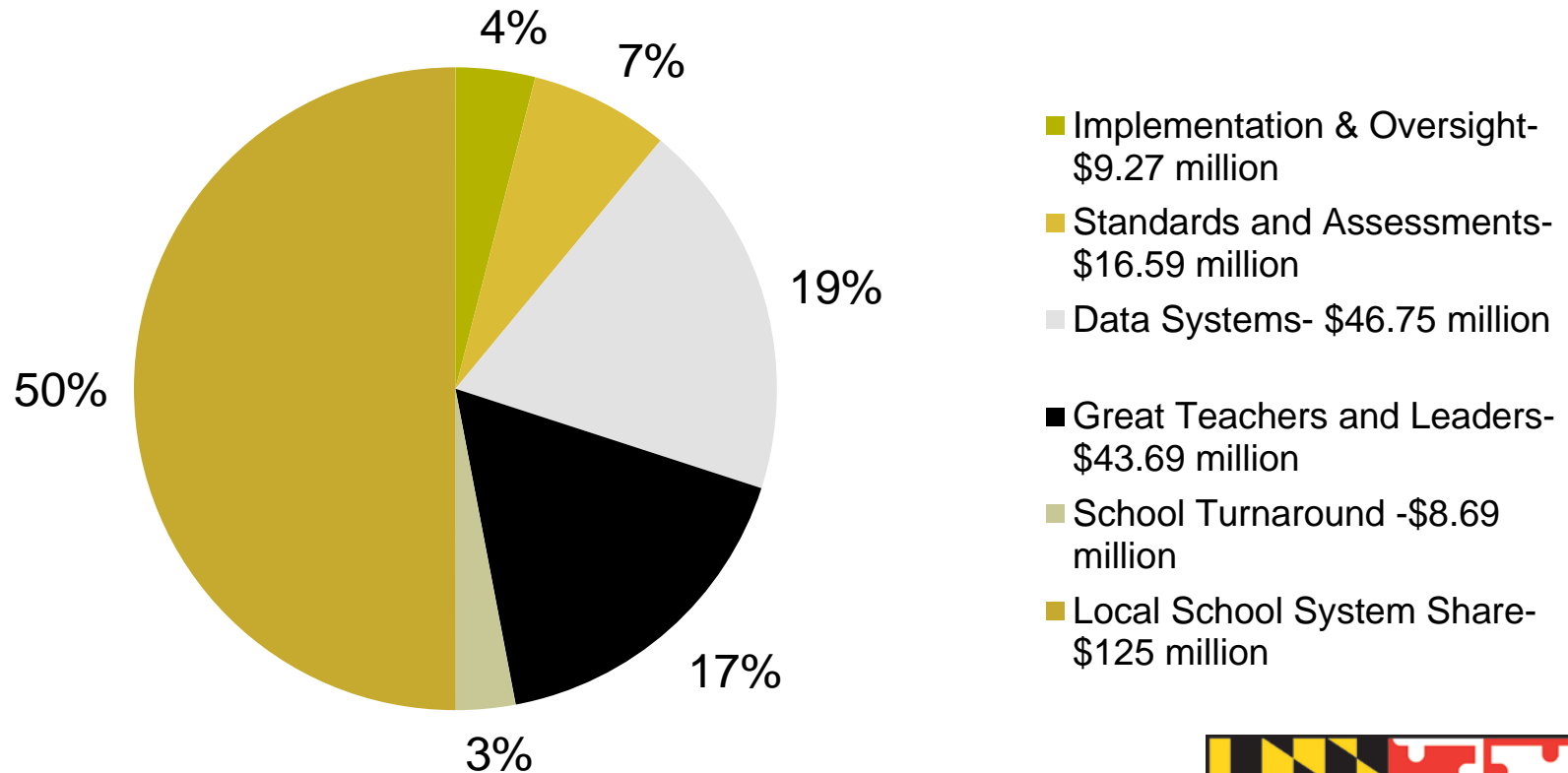
Board Goal	RTTT Goal
<ul style="list-style-type: none"> Integrating evolving technologies 	<ul style="list-style-type: none"> Maryland Longitudinal Data Systems High Quality Instructional Improvement System Standardized, web-based, centralized transcript system
<ul style="list-style-type: none"> Data driven objective measures of success 	<ul style="list-style-type: none"> Effective Oversight Effective Program Evaluation High quality assessments aligned with Common Core Curricular documents in parallel formats
<ul style="list-style-type: none"> Environment of personal growth and fulfillment for all 	<ul style="list-style-type: none"> Effective transitions into profession Opportunity to be effective or highly effective
<ul style="list-style-type: none"> Promote student physical and mental health 	<ul style="list-style-type: none"> <i>Breakthrough Zone (Breakthrough Center)</i> <i>Robust Needs Assessments for LEAs</i>

RTTT Review

- USDE Cited Maryland's
 - Comprehensive Approach to STEM
 - Educator Effectiveness Academies and College and Career Ready Conferences
 - The Breakthrough Center
 - Principal Pipeline
- USDE commended MSDE's leadership for strengthening internal project management processes

Financial Overview

Maryland's \$250 million RTTT Funds



Mid-course Process Changes for Oversight and Implementation of RTTT

- More Cross Collaboration
 - Executive Retreat
 - Weekly Leadership Meetings
 - Regular RTTT Stat
- Increased Financial Accountability
 - Elevated expectations
 - Financial workbooks
 - Program and Financial Team Meetings

Highly Effective Educators & Standards of Quality

- Principal Pipeline
- Internal cross-department Teacher and Principal Evaluation (TPE) Action Team
- *Change in Practice in Maryland: Student Learning Objectives and Teacher and Principal Evaluation*
- 413 incentives to shortage area teachers
- 322 incentives to effective/highly effective teachers/principals
- 501 content teachers received additional certification in ESOL

QUALITY 



Safe, Healthy & Orderly Environment

- 100% of the Turnaround Schools reporting daily absenteeism
- 98 Educational Leaders in Aspiring Principals' Turnaround Spring Institutes

Meaningful engagement with parents, families and communities

- Five additional charter schools
- Charter School Program Study
- Charter school technical assistance webinar series



Integrating evolving technologies

- Learning Management System (LearnMD)
- P-20 Maryland Longitudinal Data System (MLDS).
- \$4.7 million in sub-grants to LEAs for system application and infrastructure upgrades.
- \$9.4 million in sub-grants to improve formative assessment systems.



Data driven objective measures of success

- 32 three- or four-day regional summer academies in summer 2011, 2012, and 2013
- 13 two-day regional summer conferences in summer 2014 and 2015
- 4900 items to the Maryland College and Career Ready item bank across ELA and Mathematics
- 492 performance tasks each in Math and ELA across grades 1-12

Data driven objective measures of success continued...

- 190 school leaders from 91 schools completed FAME Leadership Institutes.
- World Language (WL) instruction to the elementary level in 21 Maryland schools
- 50 teachers earning Continuing Professional Development Credits in WL Instruction
- 500 teachers in 139 high schools providing a standardized technology program



Environment of personal growth and fulfillment for all

- 25 candidates from five rural LEAs in New Leaders for New Schools training program
- Nine sub-grants to create pathways for elementary STEM certification
- Sub-grants to 18 LEAs to provide incentives for 209 content teachers to obtain ESOL certification

Student Physical and Mental Health

- Sub-grants to LEAs for electronic equipment in turnaround schools' health rooms
- LEA sub-grants for Wellness Plans



Lessons Learned

- ❑ Advertising and Communication are imperative to success
- ❑ Build time for procurement into timelines
- ❑ Establish clear quality standards
- ❑ Ensure clear plans for transition when staff changes
- ❑ Certain projects were challenging to implement (ex. Stipends to attract and retain high quality teachers)
- ❑ Must follow and track the financials

LEA Superintendent Perspective

- Dr. Henry Wagner, Dorchester County Public Schools
 - Dr. Lorenzo Hughes

- Dr. Carol Williamson, Queen Anne's County Public Schools

- Dr. Dallas Dance, Baltimore County Public Schools

Questions?



Baltimore County Public Schools

Benefits from the Race to The Top Grant



William S. Burke

Chief of Organizational Effectiveness

Curriculum Development

- Alignment to Maryland College and Career Ready Standards for ELA and Math
 - Gap analysis and revision of dozens of courses
- Digital Assets aligned to Universal Design for Learning
 - Customization based on formative assessment data
 - Personalization based on learner preference, variability and accessibility

Curriculum Development

- **Student – Centered Teaching and Learning**
 - Differentiated pathways for accessing content, assessing learning and producing information
 - Gaming and Simulation to support STEM and interdisciplinary learning
 - Student Choice
- **Improved Access – E Learning**
 - Home and Hospital
 - Non-traditional Students
 - Credit Recovery – Dropout Prevention

Teacher and Principal Evaluation

New Models for Professional Practice and Student Growth

- Scale – 8500 teachers and 500 administrators
 - Professional learning available online and face to face
- Framework for Teaching
- Instructional Leadership Outcomes
- Student Learning Outcomes

Redesigning Teacher Preparation

- **Towson University Project**
 - Measurable improvements on student performance
 - Action Research, Reciprocal Professional Learning, Coaching and Instructional Rounds
 - Expanded to multiple universities without RTTT funds
- **Teach For America**
 - 90% retention rate after 3 years
 - Co-teaching and Peer Assistance and Review

Turning Around Low Achieving Schools

Aligning Resources and Support Based on Performance Data

- Redesigned comprehensive needs assessment resulted in system wide redesign of School Progress Plans for all schools
- Proactive team support based on implementing effective first instruction vs. reacting to deficits

Data Systems

- Data Collection and Reporting
- Student, Teacher and Parent Dashboards
 - Student Information
 - Real-Time Gradebook
 - Curriculum Resource Access

we are
TEAM
BCPS