



Maryland Leads LEA Summary

LEA: Allegany County Public Schools

Selected Strategies: Grow Your Own Staff, The Science of Reading

Summary of Proposed Activities and Goals:

GROW YOUR OWN STAFF (\$2,808,932) - Launch initiatives to grow the pipeline of teachers and other professional support staff. Specific activities include:

- Support current Instructional Assistants interested in earning an Associate's degree or the Child Development Associate licensure; and
- Develop a student program to increase the number of potential teacher education candidates for the future needs of the school district.

Expected Impact

- 20% increase in certified Instructional Assistants, with 6% from underserved groups;
- 100% of Instructional Assistants have an Associate's degree or the Child Development Associate licensure by the end of 2024; and
- Teacher certification in hard-to-fill areas will increase by 5% by 2024.

THE SCIENCE OF READING (\$2,545,900) - Provide opportunities to all K-3 educators, special education teachers, principals, literacy specialists, and other relevant staff to participate in rigorous professional development aligned to the science of teaching reading. Specific activities include:

- Expand training on the Science of Reading instruction for all K-3 teachers, special education teachers, literacy specialists and other relevant staff. Training will promote program fidelity and practices aligned to the Science of Reading;
- A Reading Leadership Team will work to explore new high-quality instructional materials, review materials and practices from the approved partners list, review research connected to partner program curricular materials, evaluate the material samples, and utilize rubrics to determine which program will most likely fill gaps in existing materials. Classrooms will be selected to pilot identified materials and practices. Using feedback from the rubrics and pilot teachers, the most effective resource aligned to the SoR will be chosen for integration into the comprehensive reading program;
- Provide training for school level administrators in the Science of Reading and Multi-Tiered System of Supports process to that allow for effective reading instruction; and
- Monitor student progress to ensure reading by the end of third grade, with appropriate support for struggling students using reading program coaches and trained teachers.

Expected Impact

- 100% of K-3 teachers and school administrators will be trained in the Science of Reading;
- By 2024, the number of students identified as on or above benchmark at each grade level will increase to at least 65%;
- Scores for the program's End of Year assessments will increase by 6% from the baseline year; and
- Scores on reading outcome assessments will increase by 6%.