



Maryland Leads LEA Summary

LEA: Kent County Public Schools

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

Summary of Identified High Leverage Strategies:

GROW YOUR OWN STAFF (\$1,880,865) - Initiatives focus on growing the pipeline of teachers and other professional support staff. Working with Maryland Leads Partners, LEAs design and implement preparation programs that include significant support and clinical experiences. Activities include:

- Expand recruitment of teaching candidates and highlight the different pathways and support for becoming a teacher. Collaborations with institutions of higher education partners ensure certification requirements for career changers, substitutes, support staff and aspiring teachers;
- Match KCHS students with an interest in education with a current teacher who serves as their Career Exposure Coach (TAP It Program); and
- Work with interested staff to create an organized career plan with built-in check-ins and support to make sure candidates are on track with their individual career plans.

Expected Impact

- A minimum of five KCPS students who participated in the Tap It Program will be enrolled in a regional institutions of higher education Teacher Preparatory Program by 2024; and
- Grow a minimum of three career changers who are currently conditionally certified into fully certified teachers.

STAFF SUPPORT AND RETENTION (\$2,589,317) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Use a minority hiring committee to analyze past and current staffing trends to measure the progress and growth of efforts to diversify teaching staff;
- Offer full-course reimbursements for all KCPS staff for the 2022-23 and 2023-24 school years;
- Hire new HR staff specifically intended to support and retain teachers and a full time social worker to work with faculty on issues of mental health; and
- Establish a National Board Certification (NBC) cohort of teachers and provide stipends for National Board Certification process.

Expected Impact

- By the 2023 school year, KCPS will increase minority hiring demographics from 7.2% to 15%;
- By the 2024 school year, KCPS will increase their minority hiring demographics to 25%; and
- Full-course reimbursements for all KCPS staff for the 2022-23 and 2023-24 school years.

SCIENCE OF READING (\$735,000) - 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:



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- Provide LETRS (Language Essentials for Teachers of Reading and Spelling) training for all K-3 teachers, special education teachers, literacy specialists, and principals in the Science of Reading instruction and establishing cohorts of reading experts by embracing the Science of Reading as our approach to reading instruction;
- The Director of Teaching and Learning will coordinate with the newly funded high school ELA (English Language Arts) coach to review approved vendor ELA programs aligned to the science of reading. A textbook review committee will follow this timeline: Committee Review year 2022/2023, pilot review year 2023/2024, teacher training and implementation 2024/2025; and
- Monitor progress to ensure all students are reading by the end of third grade and provide ongoing training for a direct, explicit, multisensory, structured, sequential, diagnostic, and prescriptive way to teach literacy for those below grade level.

Expected Impact

- By September 2024, student group(s) with an identified achievement gap, based on the fall 2022 and 2023 data, will decrease the gap by 50% each year;
- 80% of students in K-3 will score proficient on districtwide unit reading assessments; and
- All Pre-k through grade 3 teachers, reading specialists, and administrators are trained in Science of Reading Instruction through LETRS.

HIGH-QUALITY SCHOOL DAY TUTORING (\$2,865,766) - Design programs that enable high-quality tutoring during the school day. Specific activities include:

- Build partnerships with Chesapeake College, Washington College and Kent County High School to allow interns to work in other schools as tutors; and
- Use creative master schedules to allow all students to work with a tutor, special education teacher, or general education teacher in a small group as part of an Individual Learning Plan (ILP).

Expected Impact

- By September 2024, KCPS students' achievement in math increase across all performance levels;
- By September 2024, KCPS students' achievement in reading increase across all levels; and
- By September 2024, any one student group with an identified achievement gap, based on the fall 2022 and 2023 data, will decrease the gap by 50% each year in the Math and Reading MAP test.