

# STRENGTHENING EDUCATION<sup>IN</sup> MARYLAND



## ACCOMPLISHMENT HIGHLIGHTS

JANUARY - JUNE 2017



PREPARING STRONGER  
WORLD-CLASS STUDENTS

# Contents

Introduction	2
Strength in Leadership	3
Career and College Readiness	5
Audit Office	10
Pupil Transportation and Emergency Services	11
Early Childhood Development	13
Library Services	16
Educator Effectiveness	17
Leadership Development and School Improvement	19
Academic Policy & Innovation	20
School and Community Nutrition Programs	21
Special Education/Early Intervention Services	23
Information Technology	30
Center for School Safety	31
Research	33
Juvenile Services Education	34
MD Public Secondary Schools Athletic Association	35
Business Services	38
Standards, Assessment & Accountability	39
Government Relations	41
School Facilities	44
Communications/Partnerships/Ombudsman	45
Student, Family & School Support	49
Rehabilitation Services	52
Human Resources	53
Strength in Collaboration	55





# SUSTAINED STRENGTH

The Maryland State Department of Education (MSDE) has the core belief that all children benefit from a quality education. We provide **strong leadership, strategic resources, and policy guidance** to our local schools as they prepare our students for success beyond graduation.

Every child deserves exceptional schools and teachers, regardless of age, background, or learning style. As we work toward that goal, MSDE provides Maryland's school systems and educators with a wide range of services, including student assessment, liaison to governmental bodies, professional development of teachers and administrators, childcare licensing services and educator certification, to name a few. Through **strong leadership, wise stewardship, and collaborative innovation**, we are providing the resources, support, and evidence-based solutions needed by local school systems and the educators we serve.

Together, we are helping each and every Maryland student fulfill his or her potential.

PREPARING **STRONGER** WORLD-CLASS STUDENTS



Shared vision instilled in department leaders  
who add to the strength of the team.

# STRENGTH IN LEADERSHIP

I am proud of a leadership team with the skills, experience, knowledge, expertise and judgement that provides the leadership necessary to develop and implement programs to strengthen education in Maryland.

- Dr. Karen B. Salmon, Ph.D.,  
State Superintendent of Schools

Leadership matters in education. The Maryland State Department of Education has recruited and built a strong leadership team, experienced in all areas of school and instructional improvement. MSDE is laser-focused on the goal of helping to make every Maryland school better.

As part of that effort, MSDE has directed its gaze outward. Top MSDE staff members are in Maryland school systems virtually every day, providing technical assistance and helping educators and administrative staff to uncover answers to their most vexing issues.

Maryland is a small state, but our 24 localities include every type of school and school system. Our State has large urban schools, fast-growing suburban schools, and small rural schools. MSDE's leadership team has experience in all facets of the State's system and is working closely with local superintendents and other administrators to move struggling schools in the right direction and help strong schools become even stronger.





Left to right:

**Dr. Sylvia A. Lawson, Ph.D.,**  
Deputy State Superintendent for School  
Effectiveness, & Chief Performance Officer;

**Dr. Carol A. Williamson, Ed.D.,**  
Deputy State Superintendent for Teaching &  
Learning, & Chief Academic Officer;

**Dr. Karen B. Salmon, Ph.D.,**  
State Superintendent of Schools;

**Kristy L. Michel,**  
Deputy State Superintendent for Finance &  
Administration, & Chief Operating Officer



## Division of Career and College Readiness

# STRENGTH BY PREPARING FOR FUTURE SUCCESS

The Division of Career and College Readiness promotes quality career and postsecondary education preparation for Marylanders. This division provides oversight and technical assistance to local school systems and community colleges through implementing Career and Technology programs of study, as well as programs in Technology Education and Financial Literacy in Maryland's public schools. The Division of Career and College Readiness works with our school systems and students to promote and prepare them for the future.

Over

# 87%

of Teacher Academy of Maryland students passed the industry-recognized credential, the ParaPro, which was 5% higher than the state average for all industry credentials for all CTE programs.

Over

# 79%

of high school students who completed the Teacher Academy of Maryland program also completed the credit entrance requirements for admission to the University System of Maryland.

### TEACHER ACADEMY STATEWIDE ARTICULATION AGREEMENTS

- **Towson University** – three credits for EDUC 202 Historical Contemporary Perspectives on America's Urban Schools
- **Stevenson University** – three credits for PSY 206 Child Growth and Development
- **Coppin State University** – three credits for EDUC 200 History of Education
- **St. Mary's College of Maryland** – four credits for EDUC 140: Special Topics in Educational Studies
- **Salisbury University** – three credits for EDUC 210 School in a Diverse Society, a required pre-program course for secondary education majors OR one credit in ELED 201 Introduction To Teaching plus two credits of electives for elementary and early childhood education majors
- **Hood College** – three credits for EDUC 205 Foundations of Education in a Diverse Society

In addition, local school systems have articulation agreements with their local community colleges for various numbers of credits into teacher education programs.

### APPRENTICESHIP MARYLAND

- On May 19, 2017, Frederick County celebrated the success of six students who received certificates of completion from the first year of the Apprenticeship Maryland pilot program. Apprenticeship Maryland is a youth apprenticeship program for students, ages 16 and up, that is designed to lead to sustainable employment and further education based on career pathways in manufacturing and Science, Technology, Engineering, and Mathematics (STEM).

Maryland House Bill 942 established the youth apprenticeship pilot program in the summer of 2016 to include two Maryland public school districts, one urban and one rural. The pilot sites are in Frederick and Washington counties.

- The students completed 450 hours of on-the-job training and one year of classroom related instruction in order to receive their certificates. Apprenticeship Maryland allows Maryland businesses to hire students ages 16 and up to gain work experience while earning a paycheck. Employers are able to hire students to become effective employees, while students receive on-the-job training as part of their education. The pilot program will continue for the 2017-2018 school year.

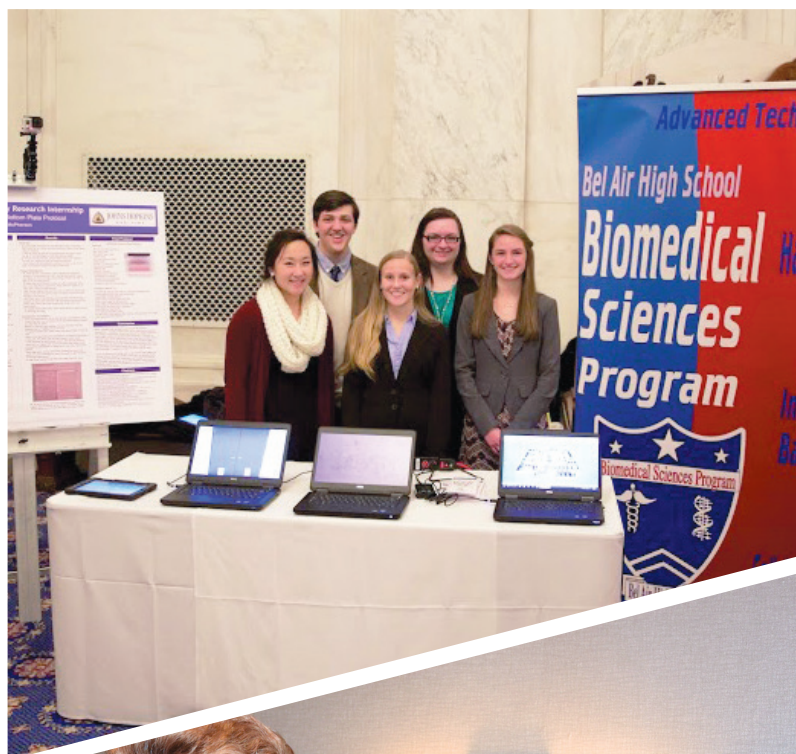
### PROJECT LEAD THE WAY (PLTW) LAUNCH

- The Division of Career and College Readiness is working with interested local school system leaders to expand PLTW Launch into elementary schools. Having PLTW Launch in the elementary schools allows local leaders to offer an aligned K-12 STEM pathway where the PLTW programs are offered in both middle and high schools. PLTW Gateway is offered in middle schools, and there are three PLTW programs that are implemented at the high school level (Biomedical Science, Computer Science and/or Engineering). Under the leadership of local school superintendent Dr. John Gaddis, Somerset County was the first school system in the state to offer PLTW Launch. Under the leadership of local school superintendent Dr. Kimberly Hill, Charles County will begin implementing Launch in the fall of 2017.

## Recognizing quality career and postsecondary education preparation.

Top photo: Bel Air High School's PLTW Biomedical Science Program set up a display during the Capitol Hill Project Lead The Way Program Showcase for Congressional Leaders. Pictured from left to right: Katy Higinbothom, Hunter Gerard, Kyra McPherson, Ciera Munday, Morgan Domanico.

Bottom photo: Kelcey Trewin, Maryland State Future Farmers of America Vice President, poses for a picture with Dr. Karen B. Salmon during the fourth annual Financial Education and Capability Awards.





## A SUCCESS STORY

“Joshua Plunkett was one of the first Frederick County Public Schools’ students to participate in Maryland’s Youth Apprenticeship program. When he first applied to participate in the program he was not sure what he wanted to do after graduation but thought he may be interested in the construction trades. At the same time, Phoenix Mecano, a manufacturer headquartered in Frederick heard that the local system was piloting Apprenticeship Maryland, the state’s first Youth Apprenticeship program. As part of an international corporation based in Switzerland where apprenticeships are widely recognized, Phoenix Mecano understood the benefit of offering Youth Apprentice opportunities to students in an effort to build the skills of potential employees.

Throughout his senior year Josh attended school for half a day and worked four to five hours a day on the production floor. He quickly made his way through his training plan and worked alongside many different employees to learn different aspects of production. His Production Manager, Marc Berman, appreciated that Josh showed up for work every day with a smile on his face ready to learn something new. As a recent high school graduate, Josh now has a full time position as a Machine Operator in the Phoenix Mecano Production department and affectionately tells his mentor that he looks forward to taking over the Production Manager’s position one day.”

### **DR. KRISTINE H. PEARL**

Supervisor, Career and Technology Education

Frederick County Public Schools

191 S. East Street | Frederick, MD 21701

(301) 644-5188





## JOSHUA PLUNKETT

Frederick County Public School Student,  
A Maryland's Youth Apprenticeship Program Participant



## Division of Career and College Readiness

### PROJECT LEAD THE WAY (PLTW) LAUNCH CON'T

Northrop Grumman is partnering with Baltimore City's Curtis Bay Elementary/Middle School to implement Launch as well. The program empowers students to adopt a design-thinking mindset through compelling activities, projects, and problems that build upon each other and relate to the world around them. And as students engage in hands-on activities in computer science, engineering, and biomedical science, they become creative, collaborative problem solvers ready to take on any challenge. The modules are aligned with the Next Generation Science Standards (NGSS).

### P-TECH PILOT SITES

- Two P-TECH schools opened in Baltimore City in the 2016-2017 school year at Carver High School and Paul Laurence Dunbar High School and welcomed their first cohort of students. Fifty students enrolled at each site. Carver High School is partnering with IBM and Baltimore City Community College to prepare students for careers in Cyber Security and Computer Information.



*State Superintendent Dr. Karen Salmon, Dr. Carol Williamson (Deputy State Superintendent for Teaching & Learning) and Dr. George Arlotto (Anne Arundel Schools Superintendent) placed the spotlight on Maryland's improving career and technical education (CTE) programs, visiting students, educators, and business partners in a visit to Anne Arundel County's Center for Applied Technology-North.*

- The 50 P-TECH students enrolled at Dunbar high school will prepare for careers in Health Information Technology, Respiratory Care and Surgical Technician. Dunbar High School has partnered with Johns Hopkins Hospital, Kaiser Permanente and University of Maryland, Baltimore and Baltimore City Community College. For the 2017-2018 school year a second cohort of 50 students will enroll at each school.
- Additional P-TECH schools are set to open in the 2017-2018 school year in Prince George's and Allegany Counties. Two Prince George's County P-TECH programs are housed at Fredrick Douglas High School. Sixty students will make up the first cohort. Thirty students will prepare for careers in Hospitality Management in partnership with the Marriott Corporation and Prince George's Community College. An additional 30 students will prepare for careers in Health Information Management in partnership with MedStar and Prince George's Community College.
- Allegany County will welcome its first cohort of 20 P-TECH students in the 2017-2018 school year. Allegany P-TECH students will prepare for careers in Cyber Security and Computer Science in partnership with Western Maryland Health Systems and Allegany College.
- The Request for Proposals (RFP) in support of FY 2018 Pathways in Technology Early College High School (P-TECH) planning grants was issued by MSDE on May 26, 2017. For FY 2018, the General Assembly appropriated funds to support six (6) new P-TECH schools. Planning grants of up to \$100,000 each will be awarded to partnerships of local school systems, Maryland community colleges, and specific industry partners through a competitive grant process.



## Office of Audit

# STRENGTH IN EFFECTIVE ANALYSIS AND CONTROL

The Maryland State Department of Education's Audit Office is designed to ensure that MSDE's budgets, financial resource allocation, and usage are in compliance with State and federal laws, regulation, and practices. The office works closely with local school systems to make certain state funds are used correctly and effectively.

- 23 desk reviews of Local Education Agency (LEA) Fiscal Year (FY)16 Comprehensive Annual Financial Reports (CAFR) completed.
- 12 desk reviews of Library FY16 CAFR & Single Audit reports completed.
- Quality Control Reviews have been completed for 5 Certified Public Accounting (CPA) firms.
- Performed and completed 6 scheduled State Aid Audits of Local Education Agencies (LEAs).
- Three of these audits resulted in a recovery of funds totaling \$830,139.
- Identified appropriate MSDE personnel to answer questions, clarified/assisted with obtaining data requests and discussed/resolved potential finding issues related to the audit by the Office of Legislative Audits (OLA) on the Agency's compliance to the Comptrollers Office year end closeout procedure. All issues were resolved during the audit and OLA's report did not include any findings for MSDE.
- The State's FY16 Single Audit Report did not contain any findings regarding MSDE.
- Developed the Management Representation Letter for MSDE Executive signatures.
- Provided accurate and real time responses regarding information requests received from external entities.
- Provided advice to Divisions throughout this period regarding Supercircular (Single Audit) requirements, COMAR, general control requirements, appropriate grant management procedures and other audit related matters.
- Received and provided to Divisions feedback regarding procedures and controls which they were developing.
- All reports and requested responses were provided by requested due dates.

## \$830,139

in funds recovered after conducting  
6 State Aid Audits.

## Office of Pupil Transportation and Emergency Services

# STRENGTH IN SAFE STUDENT TRANSPORTATION & EMERGENCY PREPARATION

The Pupil Transportation Office is responsible for developing and implementing statewide policies, procedures and plans related to all aspects of transporting students to and from public schools as provided by State and federal laws and the bylaws of the State Board of Education. This Office is at the forefront of keeping our students punctual and safe while being transported to and from school. The specific responsibilities of this office include providing technical assistance for training school bus drivers; coordinating activities with the Motor Vehicle Administration; researching and developing data concerning finance and legislation; and maintaining databases for school bus driver disqualification and school bus driver accidents.

### PUPIL TRANSPORTATION OFFICE

- Attended 11 counties bus inspection.
- Met with 13 Local Directors.
- Served on the MVA Safety Advisory Committee.
- Participated in the Innovative School Schedule Workgroup on behalf of pupil transportation.
- Worked with Maryland Association of Pupil Transportation to plan the 2017 summer Driver Trainer Conference.
- Met with and presented the MSDE disqualified drivers database to the National Transportation Safety Board.
- 2017 Notice of Grant Applications were completed.
- Student ridership counts were collected and provided for State aid reporting.
- Maintained entry of disqualified driver reports submitted.
- Completed the 2017 Statewide Stop-Arm-Survey on April 26th 2017.
- Conducted a 3 day Pupil Transportation Director Conference in Garret County.
- Presented at the Spring ASBO Conference in Ocean City, Maryland on May 22nd.

- Spoke at the Maryland Energy Administration's propane and Biodiesel Workshop on May 25th.
- Conducted a 3 day driver trainer course for 9 driver trainers.

### EMERGENCY MANAGEMENT

- Certified MSDE for CPR/ AED training.
- Participated in Active Assailant Train the Trainer Certification.
- Served in MEMA for ESF 6 Housing for the Presidential Inauguration and weather events.
- Working with the Governors Opioid Command Center.
- Coordinate the MSDE Continuity of Operation Plan Team.
- Established a MSDE emergency text alert system.

More than  
**7,000**  
school buses are on  
the road in Maryland  
each day.

Transporting nearly  
**625k**  
students to and from  
school.





After a day of school, students in Talbot County board several of the 7,000 public school buses in Maryland.



## Division of Early Childhood Development

# PREPARING A STRONG FOUNDATION

The Division of Early Childhood Development emphasizes and improves early care and early childhood education throughout the state of Maryland. The Division works to ensure safe and healthy child care programs and to improve the early education experiences of young children so that they are prepared for and are successful in elementary school. The Division is comprised of the Office of Child Care, the Early Learning Branch, and the Collaboration and Program Improvement Branch, all designed to make certain our youngest learners reach their potential.

## 24

child serving  
programs  
achieved Maryland  
accreditation in  
March 2017

## 44

child care programs  
were awarded funding  
to pursue National  
Accreditation

- Maryland's Race to the Top – Early Learning Challenge spotlight projects were the Maryland EXCELS quality rating and improvement system and the Ready for Kindergarten (R4K) Early Childhood - Comprehensive Assessment System. The grant enabled Maryland to implement work under ten thematic projects designed to improve and support the school readiness results. The ten projects strove to reduce the readiness gap for low-income children, English language learners, and young children with disabilities through various strategies.
- The Early Learning Branch collaborated with the Division of Curriculum, Research, Assessment, and Accountability to develop and conduct the 2017 PreK-2 Educator Symposium. The focus is on elementary school principals and teachers in the first four grades (PreK-2) and reaching over 1,000 educators in three locations across the state. The two days provide brain research and developmentally appropriate instructional practices that will improve learning for students and address the achievement gap that exists even before Pre K.
- With funding from a grant by the W.K. Kellogg Foundation, a family engagement website is in development. The website will serve as an informational hub for families and providers. Additionally, in partnership with the Council of Chief State School Officers (CCSSO), a state consortium is being established to provide technical assistance to other states working to improve their family engagement strategies and practice.

### MARYLAND EXCELS

#### MARKETING AND OUTREACH TO FAMILIES

Maryland EXCELS formed a partnership with the Maryland Department of Agriculture and the Maryland Agricultural Fair Board. The partnership is designed to help parents find quality child care and early education programs in Maryland.

Each year over 2 million people will attend county fairs throughout the State of Maryland. This year, Maryland EXCELS has partnered with the Maryland Department of Agriculture and the Maryland Agricultural Fair Board to promote the Maryland EXCELS program at some of the largest county fairs across the State of Maryland, including the Great Frederick Fair, the Montgomery County Fair, the Harford County Fair, the Carroll County Fair, and the Garrett County Fair.

### OUTREACH TO CHILD CARE AND EARLY EDUCATION PROGRAMS

As of the end of April 2017, 1,570 child care and early education programs have achieved and published a quality rating in Maryland's Quality Rating and Improvement System, Maryland EXCELS. Fourteen percent (14%) of those programs have reached a higher quality level than they held previously.

MSDE Quality Assurance Specialists and Maryland EXCELS staff have presented at regional conferences and training days including:

- Montgomery County Family Child Care Association
- Howard County Directors Conference
- Garrett County EAYC conference
- Maryland EXCELS Conference (Harford Community College supporting agency)
- Anne Arundel Community College Month of the Young Child Conference

### CHILD CARE CREDENTIALING PROGRAM

#### REVISED AND IMPROVED INFORMATION

- The Maryland Child Care Credential Program Booklet was updated to include additional and new information for clarity and streamlining the application process.

## Building a foundation for our youngest students.

Through hands-on learning and involvement, our Early Childhood Development Division creates the foundation and pathways for our youngest students to achieve all they can. Through constantly involving our youngest students in new and innovative programs we are able to help them transition into strong adults.



## Division of Early Childhood Development

- Post Cards: “It Pays to Be A Credentialed Provider” were developed for distribution by Licensing Specialists, Maryland EXCELS Quality Assurance Specialists, Resource & Referral Centers, and Child Care Associations. The purpose of the post cards is to increase awareness and participation in the program and highlight the benefits of participation.

### STRENGTHENED PARTNERSHIPS

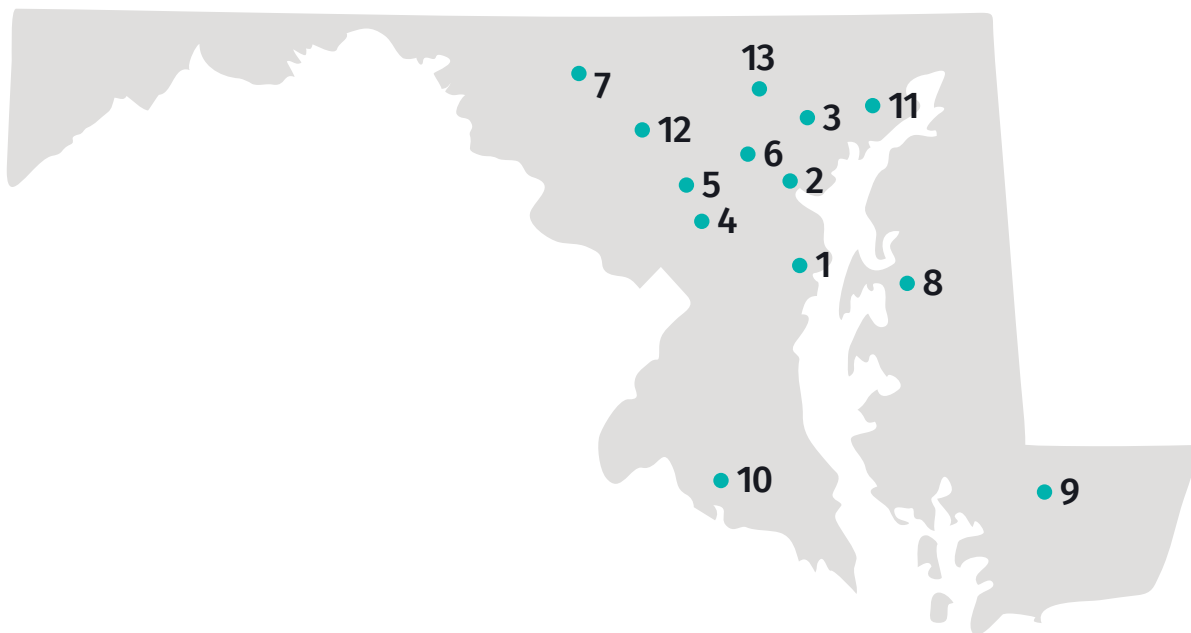
- Provided training across Division staff and community partner organizations. The Maryland EXCELS Quality Assurance Specialists and the Child Care Resource

and Referral (CCRRC) staff across the State were provided training on the credentialing program and the new changes and improvements to the materials and process.

- Re-vamped recruitment efforts with the Maryland EXCELS Branch, Licensing Branch, the CCRRCs and State and Local Child Care Associations to increase participation rates.

## REGIONAL CHILD CARE LICENSING OFFICES

- **Region 1** Anne Arundel County
- **Region 2** Baltimore City
- **Region 3** Baltimore County
- **Region 4** Prince George's County
- **Region 5** Montgomery County
- **Region 6** Howard County
- **Region 7** Western Maryland
- **Region 8** Upper Shore
- **Region 9** Lower Shore
- **Region 10** Southern Maryland
- **Region 11** North Central
- **Region 12** Frederick County
- **Region 13** Carroll County





## Division of Library Development Services

# STRENGTH IN RESOURCES

## SHARING WITH THE COMMUNITY

The Division of Library Development Services (DLDS) is the State library agency in Maryland. DLDS administers State and Federal funds to support Maryland libraries in their mission to offer outstanding resources, programs and excellent customer service. The division provides leadership to promote planning and innovation in the development of library programs, encourage the ongoing development of staff expertise through education and training, as well as promote resource sharing among all types of libraries. DLDS works with the Library Services of Maryland to increase interest and effectiveness of all Library Services.

The Division of Library Services will leave MSDE in July to become an independent agency of the State Government.

- Partnered with FutureMakers to utilize a Massachusetts Institute of Technology (MIT) creative family learning curriculum to provide coding camps for elementary school students in libraries statewide.
- Purchased between 10 and 20 high quality laptops for every library system, loaded with game development, maker, and creative software. Nearly 100 classes have been held utilizing the laptops.
- More than 7,000 Maryland residents participated in the most recent One Maryland One Book programs statewide to discuss “All American Boys” by Jason Reynolds and Brendan Kiely. The One Maryland One Book program is the State’s community reading program. The Maryland Center for the Book, a program of Maryland Humanities, partners with the Enoch Pratt Free Library, the Division of Library Services, and public library systems across the State to bring this program to urban, suburban and rural communities.
- New accessible workstations were placed in more than 100 Maryland public libraries last fall to provide assistive technology to citizens protected by the Americans with Disabilities Act. The workstations have height-adjustable tables with computers, 27-inch monitors, special keyboards, screen reader software, screen enlarging software, and other special capabilities.

All 24 public library systems in Maryland participated in the Maryland STEM Festival in 2016, drawing more than

# 50,000

residents to 330 events across the State.



## Division of Educator Effectiveness

# EFFECTIVE TEACHERS PRODUCE BETTER RESULTS

The Educator Effectiveness Division at MSDE focuses on improving customer service and maintaining proper certifications and approvals for our educators and school systems. The Division provides support, guidance and certifications to five regions across Maryland and is determined to increase oversight into the proper certification and maintenance of our educators and school programs.

"I would like to express my appreciation to Linda Bongiovano who has been an invaluable resource to GCPS."

- Jane Wildesen, Ed. D.

Director of Human Resources/Early Childhood/Elementary Education

Garrett County Public Schools

### CERTIFICATION

- Provided technical support to Garrett County: Certification Specialist worked with the Certification Authorized Partner in training and current Certification Authorized Partner Associate, assisting with the certification backlog cases for Garrett County, as well as providing training as part of the ongoing internship.
- Facilitated the third Deans and Directors meeting of the year. Topics covered included, but were not limited to: the Teacher Induction, Retention, and Advancement Act of 2016 (TIRA), certification and testing requirements, and committee work in Elementary Literacy.
- Provided technical support to Allegany County: Certification Specialist worked with the current Certification Authorized Partner Associate working on the certification backlog and renewal cases for Allegany County.
- Information Session for Skilled Immigrants provided an overview of the certification options for applicants from other countries.
- Attended a Maryland Association of Directors of Teacher Education at Community Colleges meeting and provided information related to certification requirements. Seven community colleges were represented. Transcript analysis, links to COMAR and links to certification were discussed and provided.
- Hosted a webinar for professionals at Institutes of Higher Education who work with students and advise students on the application for certification. Specifically, the webinar offered information, a checklist, and specific instruction for application for a Maryland educator certificate for graduates from a Maryland Approved Program, with the goal of submission of complete application packets, thus reducing the certification processing time. 18 Institutions of Higher Education participated, with over 100 attendees.
- Provided two Certification Point of Contact half day technical assistance sessions to the nonpublic school community regarding certification



requirements and procedures as they apply to nonpublic schools.

- Hosted the Professional Development School annual conference in collaboration with Stevenson University—approximately 180 participants. Conference included: a panel discussion with first and second year teachers to offer insight to new graduates, invitation to Edcamp, and a gallery walk display.
- Increased the number of individuals that provide direct certification assistance to their county:
  - Mentoring 9 Certification Point-of-Contact Interns
    - 4 from Prince George's County
    - 1 St. Mary's County
    - 1 Harford County
    - 1 Calvert County
    - 1 Howard County
    - 1 Garret County
  - Mentoring 1 Certification Authorized Partner Associate Intern
    - 1 from Garrett County

Those Certification Point of Contact Interns that successfully complete the internship will be able to provide all certification services to their employees. The Certification Authorized Partner Associates that successfully complete the internship will be able to complete Advanced Professional Certificate renewals, adding endorsements by test, and completing reading evaluations for their employees.

## SUPPORT + GUIDANCE

“I just wanted to take a moment to say thank you for the informative webinar that you hosted on certification. I appreciate that it was kept brief and useful. I also wanted to say that I have found the Deans and Directors meeting to be similarly productive of late. I appreciate the transparency and sense that MSDE is truly attempting to facilitate the work of the IHE. I know that MSDE has been tremendously short staffed in the last few years – and I am glad that there are professionals like you willing to continue working to support the important work of teacher prep. I look forward to more positive partnerships.”

- ANNE DAVIS

Associate Dean | GPS Education  
Stevenson University | School of Graduate and Professional Studies



## Office of Leadership Development and School Improvement

# STRONGER LEADERS RESULT IN STRONGER SCHOOLS

The Office of Leadership Development and School Improvement is charged with providing leadership, support, and technical assistance to local school systems to improve low-performing schools and foster the growth of effective leaders. The Maryland State Department of Education reorganized several of its offices to provide services to staff in local school systems in a more effective manner. The Office of Teacher/Principal Evaluation and the Breakthrough Center were dissolved and in their place the Office of Leadership Development and School Improvement was established.

### SUPPORTING SCHOOL IMPROVEMENT

- Participated in cross-divisional monthly central support team meetings with Baltimore City Public Schools, Baltimore County Public Schools, and Prince George's County Public Schools to discuss and analyze data and strategies towards meeting school improvement goals.
- Developed a draft memorandum of understanding to provide targeted support to Baltimore City's priority schools.
- Began development of school improvement resources.
- Led Innovative School Schedule Workgroup in developing draft recommendations on innovative schedules that can enhance student learning in low-performing and at-risk public schools.
- Revised support to low-performing schools section in Maryland's draft ESSA plan.

from local school systems to analyze teacher and principal effectiveness ratings and discuss strategies to incorporate the Professional Standards for Educational Leaders into principal evaluations.

- Participated in Southern Regional Education Board Educator Effectiveness Convening to share effective practices and lessons learned about teacher and principal evaluation systems in other states.
- Participated in the Hopkins Greater Impact Conference to discuss strategies for recruiting, training, placing and supporting effective school leaders.
- Collaborated with Prince George's County Public Schools, Baltimore City Public Schools and the Nation Urban League as part of the Wallace Foundation's ESSA Leadership Learning Community.

### FOSTERING THE GROWTH OF EFFECTIVE LEADERS

- Conducted Promising Principals Academy with 48 assistant principals representing 24 Maryland school systems. The Promising Principals Academy provides intensive professional learning experiences designed to equip assistant principals with the skills, knowledge, and practical experience to successfully take on the challenging role of the principal in the near future.
- Conducted statewide meeting with principal supervisors

"These types of "above and beyond" training topics are great examples of how the Promising Principals Academy rises a step above traditional leadership training programs."

- **Promising Principals Academy Observations by the Southern Regional Education Board**



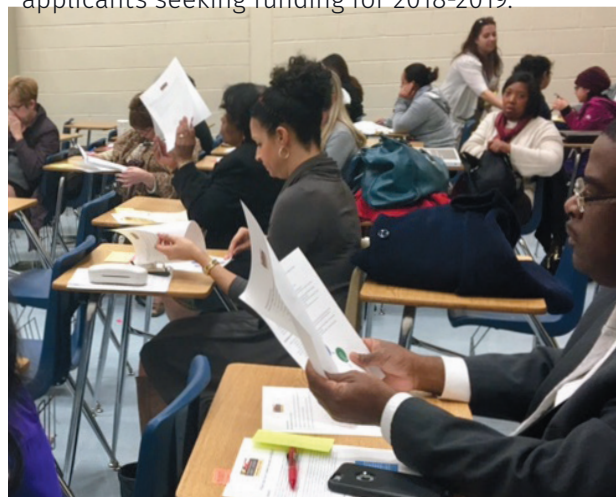
## Division of Academic Policy & Innovation

# TURNING POLICY INTO ACTION

This Division drives academic improvement and innovation in order to strengthen and sustain student achievement. Academic improvement is derived through cross-divisional collaboration, partnerships, professional development, and policies that support school systems, teachers and leaders. The Division works to ensure that academic policies reflect the ever growing and changing needs of our students and school districts.

- Completed a Listening Tour around the State to solicit feedback about Maryland's Draft ESSA (Every Student Succeeds Act) Consolidated State Plan; more than 500 people attended.
- Completed Maryland's Consolidated State Performance Report- Parts I and II to provide data and information to the federal government on all of Maryland's federally funded programs.
- Conducted over 60 ESSA Stakeholder meetings to solicit feedback and input on Maryland's developing ESSA Consolidated State Plan.
- Released and posted a draft of Maryland's ESSA Consolidated State Plan which lays out how Maryland will comply with the law and explains Maryland's new accountability system, how Maryland will support schools and educators, and provides strategies for increasing equity and access in education.
- The MSDE developed a survey to elicit specific input on the topics within the Maryland ESSA Consolidated State Plan and received almost 3,000 responses from across the State from various stakeholders.
- The State Aided Educational Institution Grants office supports the enhancement of instructional delivery for teachers to provide hands-on opportunities for students. To date the office received (8) Requests For Proposals (RFP), (5) continuation grants, and (2) New Foundation.
- The State Aided Educational Institution Grants Office oversees 41 State Grants to support educational programs

in the State. The Maryland State Department of Education (MSDE) provides technical assistance to support organizations. The grant director conducted site visits with assistance from staff in the Division of Curriculum, Research, Assessment and Accountability. The FY 19 application process started April 1, 2017. To date there are ten new applicants seeking funding for 2018-2019.



*ESSA Listening Tour around the State to solicit feedback about Maryland's Draft Consolidated State Plan.*

More than

# 150

Stakeholder meetings since Feb 2016.

## Office of School and Community Nutrition Programs

# BETTER NUTRITION FOR IMPROVED STUDENT HEALTH AND ACADEMIC PERFORMANCE

The Office of School and Community Nutrition Programs provides leadership for food and nutrition programs in Maryland and ensures that programs meet or exceed federal standards. The focus of this office is on promoting nutritious foods for students year round, in and out of school time. The Office is responsible for administering federal child nutrition programs, including the National School Lunch program, School Breakfast Program, the Child and Adult Care Food Program and the Summer Food Service Program. Additionally, the Office provides nutrition related resources, comprehensive training, and other opportunities to enhance the nutrition programs.

The Child and Adult Care  
Food Program increased by

# 7%

in the number of meals  
served from School Year  
(SY) 2015 to SY 2016.

# 222

schools and 11 Local  
Education Agencies,  
participated in the  
Community Eligibility  
Provision in SY 2016.

- Coordinated and provided USDA Foods resource day using WEB Supply Chain Management (WEBSCM) tool for schools on Maryland's Eastern Shore.
- Provided USDA Foods and Processing Administrative Review Training to all schools in March.
- Provided eight hour food safety training classes for agencies that participate in the Child and Adult Care Food Program using the Institute of Child Nutrition Food Safety in Child Care course. The MSDE's Office of Child Care has approved this class for seven clock hours of Core Knowledge training in content area #3: Health and Safety.
- Provided three hour trainings on Building Healthy Plates at Home and at School Builds Healthy Individuals. Taught by local school nutrition professionals and dietitians. Participants had an opportunity to gain an in-depth understanding of the 2015-2020 Dietary Guidelines for Americans.
- Delivered six-hour administrative training for local school systems operating the school meals programs.
- Presented four-hour training on techniques to improve food quality to Montgomery County School Nutrition Professionals school cafeteria staff. Training included lecture and hands-on kitchen lab.
- Provided two five-and-a-half hour trainings for agencies operating the USDA Summer Food Service Program (SFSP). Agenda included review of the successes and challenges from 2016 SFSP, policy memoranda, administrative and operational reminders, Farm to Summer, meal quality, meal sites at farmers markets, program expansion to U.S. Housing and Urban Development, U.S. Department of Agriculture Rural Development, and application and resources.



- Provided a five-hour training for sponsors of family child care homes including review of and updates on the rules and regulations of the Child and Adult Care Food Program. Special focus was given to the new meal pattern, which is starting 10/1/17, and how to prepare family day care home providers for the transition.
- Partnered with the office of Health and Physical Education to train 8 school teams in Prince Georges County on Wellness and the Comprehensive School Physical Activity Program. (4 hour training)
- Partnered with the Teacher Education And Childcare Institute (TEACH) at Anne Arundel Community College and other local community colleges to provide a three-hour training on how to enhance the mealtime environment in the CACFP child care center setting.

In SY 2016 The School Breakfast program served

# 45.5 million

meals, over 3 million more meals from SY 2015. Of these meals, 74% were served to students eligible for free or reduced-price meals.

## Every Kid Healthy Week: A Recap

Maryland Schools celebrated the Fifth Annual Every Kid Healthy Week during the week of April 24-28, 2017. This week is dedicated to raising awareness of the need to improve the trends of childhood obesity, undernourishment and sedentary lifestyles often seen in today's students. Every Kid Healthy Week was created by the organization Action For Healthy Kids and has been recognized on the calendar of National Health Observances since 2013. Every Kid Healthy Week and Action For Healthy Kids aim to bring attention to the wonderful steps schools are taking to improve overall school and student health. Check below to see how some of our schools celebrated!



## Division of Special Education/Early Intervention Services

# GROWTH THROUGH LEARNING

The Special Education/Early Intervention Services Division of MSDE provides leadership, support and accountability to local school systems, public agencies, and stakeholders in Maryland's comprehensive birth through age 21 system. This Division focuses on services for students with a wide range of disabilities, making access to equal growth and education stronger and more accessible to students and their families. The main focus of the Special Education/Early Intervention Services Division is to support and close achievement gaps for all children, with a special interest in children with disabilities.

Received

# 100

new Autism Waiver slots through the Maryland State budget process, increasing total students/families served to 1100 for SFY 2018.

Distributed approximately

# 9,600

early intervention Family Surveys to families of children birth to 4 receiving early intervention services on an IFSP through the Maryland Infants and Toddlers Program in local jurisdictions across the State.

### FORMULATED A REGIONALIZATION FRAMEWORK

- Collaborated with all local Directors of Special Education, Infants and Toddlers Program Directors, and school system Preschool Special Education Coordinators to organize local Birth-21 systems into 5 regions, based upon locally identified strengths and needs.
- Conducted a statewide tour with 5 regional exploratory forums facilitated by the Assistant State Superintendent, with State and local administrators co-planning around three primary inquiries: What's working well? What are the challenges? How can the Division support?
- Created an alignment of Division expertise with co-identified strengths and needs in each region, with a timeline for regional implementation, as well as programmatic and fiscal support, guidance from national experts, and innovative tools for universal technical assistance and performance support.
- Began implementation of regional state-local work plans that further strengthen the DSE/EIS Differentiated Framework of General Supervision and Performance Support to operationalize strategies to narrow opportunity and achievement gaps.
- Created an online system to collect data on the provision of technical assistance and gain insights to inform and drive State/local work moving forward.
- Presented the Regionalization for Results framework to the State Board.



## STRATEGIC PLAN IMPLEMENTATION

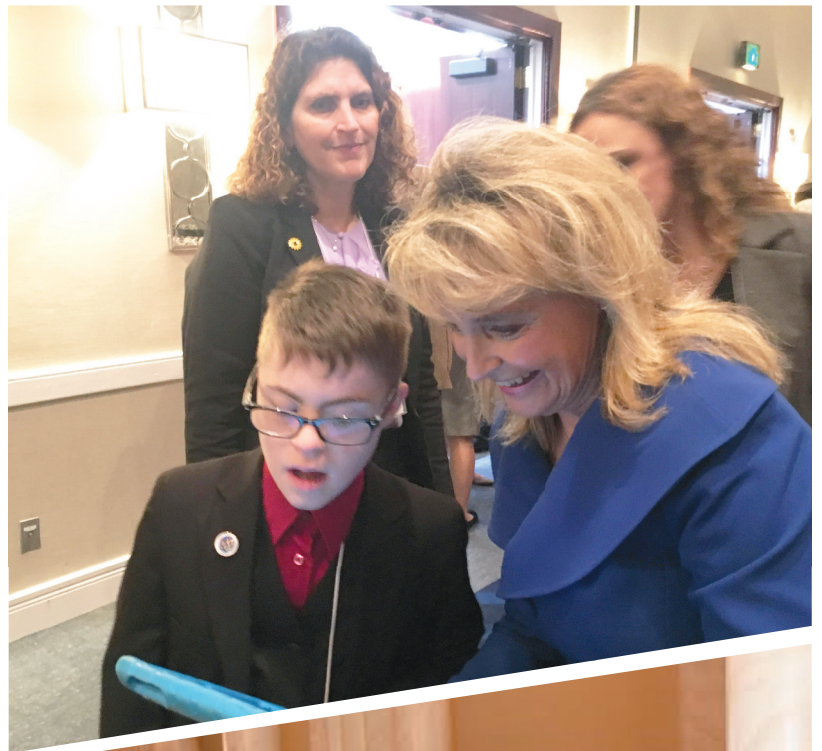
### EARLY CHILDHOOD

- Designed and delivered customized professional development to local programs serving children with disabilities, from birth to kindergarten, and their families, based on State developed essential core content, local data, and identified areas for improvement.
- Delivered ongoing technical assistance to local birth to kindergarten program leadership on the use of formative measures to inform and differentiate interventions and instruction for preschool children with disabilities.
- Completed on-site local school system interviews on staff experiences with using the ELA to effectively inform instruction.
- Developed and initiated a technical assistance agreement with the national Early Childhood Technical Assistance Center (ECTA) to expand participation of preschool children with disabilities, in high-quality inclusive early childhood community and school based programs; Maryland is one of 6 states selected to the National Inclusion Cohort, coordinated by ECTA staff.
- Collaborated with the University of Maryland, Center for Early Childhood Education and Intervention (CECEI) to conduct a comprehensive survey of service delivery models and practices in all local Infants and Toddlers Programs and local school system Preschool Special Education Programs; survey results are being used to design targeted technical assistance to improve local program practices.
- Trained local Infants and Toddlers Programs and local school system Preschool Special Education Systems on the Child Outcomes Gateway website, a repository of professional development resources for service providers.

## Progress for all students.

Top photo: Marcella E. Franczkowski, Assistant State Superintendent of Special Education/Early Intervention Services, receives a lesson in technology from a student participant at Developmental Disabilities Day at the Legislature 2017 (Feb 23). DD Day at the Legislature is sponsored by Maryland's Developmental Disabilities Coalition.

Bottom photo: Students performing at the First Lady's Mental Health Awareness Youth Art Display: Celebrating Through Arts.



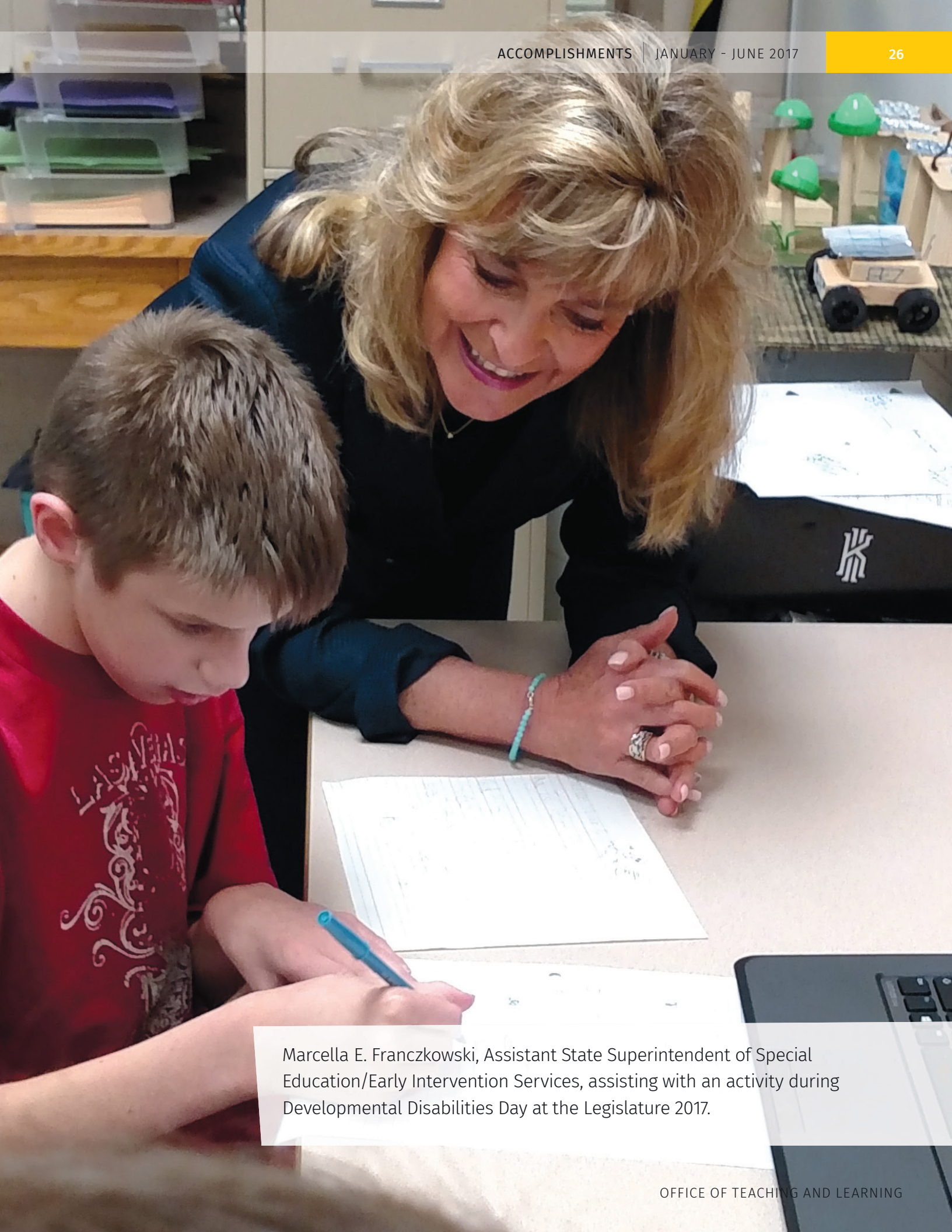
- Revised and disseminated a preschool LRE technical assistance bulletin to reflect a joint policy statement on preschool inclusion issued by the U.S. Department of Education and U.S. Department of Health and Human Services.
- Provided professional development to local birth to kindergarten staff on implementation of evidence-based practices, including the Routines Based Interview (RBI) and Social Emotional Foundations for Early Learning (SEFEL).
- Conducted on-site comprehensive general supervision in 11 local school systems to assess implementation of special education systems to: ensure alignment and consistency with State and Federal regulations, identify areas of noncompliance, highlight evidence-based and promising practices, and align practices and interventions with child outcomes.

### ACCESS, EQUITY, PROGRESS

- Provided “Focused Intervention” to Chief Academic Officer for Baltimore City Public Schools regarding directed funds for Disproportionality/Coordinated Early Intervening Services (CEIS); and facilitated decision making by Montgomery County Public Schools Superintendent to bring the school system onboard the Maryland Online IEP (Individualized Education Program) system.
- Conducted onsite review of IEPs for students who participated in the alternate assessment to ensure that all of the eligibility requirements are met, as outlined in the MSDE guidance documents, and to ensure Maryland remains below the 1% federal cap for participation in the alternate assessment.
- Conducted on-site comprehensive general supervision visits in 11 local school systems to assess implementation of special education systems to: ensure alignment and consistency with State and Federal regulations, identify areas of noncompliance, highlight evidence-based and promising practices, and align practices and interventions with child outcomes.
- Established a Disproportionality Stakeholder Workgroup to engage external partners and ensure State regulation, policy and practices are informed by policy advocates and administrators at the national, State and local levels– specifically, the NAACP, American Civil Liberties Union, Disability Rights Maryland, the Maryland Special Education State Advisory Committee, and Local School System Superintendents.
- Held the first stakeholder workgroup meeting to solicit input to make the required revisions to the COMAR regulations that ensure







Marcella E. Franczkowski, Assistant State Superintendent of Special Education/Early Intervention Services, assisting with an activity during Developmental Disabilities Day at the Legislature 2017.

## Division of Special Education/Early Intervention Services

compliance and consistency with the amended IDEA, revised and issued in December 2016 by the US Department of Education.

- Hired Dr. Edward Fergus, a national expert in the areas of access, equity for all students. Dr. Fergus will lend his expertise to the department to revise existing COMAR regulations, general supervision protocols, technical assistance bulletins, and self-assessments to support local school systems to demonstrate improved results for students with disabilities.
- Conducted on-site systems analysis meetings in 14 local school systems to assist local school systems in analyzing root causes of significant disproportionately and develop improvement plans.
- Started on the National Center for Accessible Educational Materials (NAEM) project to develop model policies and procedures for the creation, acquisition, delivery, and implementation of curriculum and instructional materials that can be readily accessed by students with disabilities. A leadership team composed of stakeholders from multiple MSDE divisions, Institutions of Higher Education, accessible content producers, and five local school systems—including Maryland School for the Blind and Maryland School for the Deaf—will guide this work at the State level. Maryland is one of 7 states selected to participate in this NAEM project.
- Hosted more than 100 educators, service providers, and family participants in the DSE/EIS Everyone Has Something to WRITE! Conference, the third in a series of professional learning conferences with a focus on communicative competence for students with the most significant cognitive disabilities; included national expert, Dr. Gretchen Hanser, and local school system presentations.
- Conducted unannounced observation visits to local school systems to ensure the security of test environments and materials and to ensure the integrity of test administration.
- Provided significant and direct technical assistance to local school systems on transportation policy and procedures for students with disabilities.
- Co-sponsored and co-presented the Governor's IATC statewide professional learning series in partnership with the Maryland Department of Disabilities and Division of Rehabilitation Services (DORS).
- Participated in the Maryland Inclusive Higher Education Collaborative to expand and improve postsecondary education programming and employment outcomes.
- Partnered with DORS on Maryland Work-based Learning Collaborative (MWBLC), a federal grant initiative.
- Operated as State Education Agency Lead for Maryland Core Leadership Team redefining pathways to post-school outcomes and State Education Agency Representative on Ken Capone Equal Employment Act Advisory Council.



*The First Lady's Mental Health Awareness Youth Art Display: Celebrating Through Arts. Children and youth from across Maryland submitted works of art for a display depicting something which made them feel mentally happy, healthy, and hopeful.*

### SECONDARY TRANSITION

- Served on the Governor's Interagency Transition Council (IATC) to improve policies and practices affecting students with disabilities preparing to transition from high school.



- Partnered with State agencies and universities, including the Maryland Department of Disabilities and the University of Maryland, to announce Maryland's \$25,000 grant award for the Think College initiative to increase postsecondary education opportunities for students with disabilities who graduate from Maryland schools.
- Participated as a intensive technical assistance State in the National Technical Assistance Center (NTACT) Transition's Capacity Building Institute to showcase state-level coordination of secondary transition services among State agencies and stakeholders.

## ACCOUNTABILITY AND RESOURCE MANAGEMENT

### PERFORMANCE SUPPORT

- Provided significant policy guidance to Local School Systems on improving student outcomes within the general and alternate instructional frameworks through a Technical Assistance Bulletin.
- Developed a Theory of Action with IHE/PPMD/DSE/EIS to develop and submit a \$5 million, five-year grant proposal to continue implementation work of the State Professional Development Grant (SPDG).
- Conducted statewide review of IEPs for students who had the Early Stopping Rule applied during the Multi State Alternate Assessment. The analysis of local results will result in differentiated technical assistance related to the appropriate application of the Early Stopping Rule and the importance of establishing a reliable mode of communication for students.

### GRANTS MANAGEMENT AND GENERAL SUPERVISION

- Provided direction and technical assistance to local school systems, public agencies, institutions of higher education, and non-local school systems via Annual Grants Webinars to ensure Part B 611, Part B 619, Part C, and State General funds are aligned with local and State priorities, as well as the Strategic Plan. This funding accounts for 230 grants.
- Performed 19 sub-recipient general supervision visits to ensure the proper use of federal funds and

adherence to the Uniform Grants Guidance. Issued 11 Corrective Action Plans (CAPs) and completed follow up and closures of 6 previously issued CAPs.

- Developed new sub-recipient general supervision tool based upon the Uniform Grants Guidance.
- Provided annual congressional report of special education funding provided to each local school system.
- Posted Annual State Application under Part B FFY 2017 for public comment. Prepared the State's Maintenance of Financial Support documents and calculations required for this annual application.

### NONPUBLIC SCHOOLS

- Transitioned 219 registered users to an updated secure client website.
- Reviewed over 135 nonpublic budget submissions for SFY 2018.
- Reviewed and managed 6,421 applications for tuition submission.
- Completed 92 school reports, 24 local school system reports, 10 weekly reports, 20 legislative reports, and 8 mid-year partnership status report.

### INTERAGENCY COLLABORATION

- Partnered with Decoding Dyslexia Maryland to share DSE/EIS policy guidance regarding children with specific learning disabilities (SLD), and continued to work on creation of a framework to best support students with dyslexia, dysgraphia and dyscalculia.
- Delivered remarks during the 2017 Decoding Dyslexia Day at the Legislature.
- Participated with Governor Hogan in the 2017 Developmental Disabilities Day in Annapolis.

### WAIVER SERVICES AND MEDICAID

- Provided new provider training for approximately 60 potential Autism Waiver providers.
- Conducted on-site general supervision of 14 Autism Waiver service provider agencies.

## Division of Special Education/Early Intervention Services

- Conducted 18 on-site Medicaid general supervision site visits and 19 technical assistance opportunities.
- Responded to more than 209 families, schools, State agency partners and service providers, and over 65 calls regarding Medicaid.
- Held annual Medicaid Coordinator Workshop (May 10). More than 120 attendees were provided federal and State Medical Assistance updates, listened to a panel of their colleagues in districts that achieved 100% Medicaid compliance, and participated in a guided networking session.
- Hosted more than 45 service coordinators for two workshops focused on Autism Waiver requirements, service delivery enhancements, and critical needs of children and families.

### LEGISLATION

- Provided review and response (as appropriate) on all General Assembly actions impacting the DSE/EIS or the statewide Birth-21 system of services and supports for children and students with disabilities and their families.
- Provided statewide weekly email briefings to all jurisdictions within the statewide Birth-21 system of services.
- Collaborated with stakeholders and local school systems on draft regulations to ensure compliance.
- Differentiated State vs local impact of legislative mandates.
- Provided technical assistance and programmatic support for implementation across systems, and in local jurisdictions.
- Began collaboration with State entities and stakeholders on required studies and reports.



*Top photo: Everyone Has Something to WRITE! During this event more than 100 professionals from across Maryland participated in sessions and presentations focused on the writing process for students with disabilities.*

*Bottom photo: DSE/EIS curriculum and assessment experts observe service provider and student at Longview School (March 2017), a special education day school in Montgomery County, that provides comprehensive educational services in a center-based program to students with severe to profound intellectual and/or multiple disabilities.*

## Office of Information Technology

# CONNECTING THROUGH TECHNOLOGY

The Office of Information Technology develops and implements technology plans, strategies, policies, and standards designed to maximize the benefits of the Department's technology investments. The Information Technology Office works diligently to ensure the efficiency, safety and strength of our technology and web based services here at MSDE. In addition to strengthening our connections, the Office of Information Technology secures better access and connectivity to the latest technology and web based systems in our Maryland Schools, and provides structure for the use of Instructional Technology.

- Broadband/Fiber: Provided policy analysis and contributed as the technical expert with Department of Information Technology (DoIT) and the National Governor's Association's effort on expanding high-speed broadband access and completing the 200 Maryland K-12 schools that didn't have fiber connections. The local school system Chief Information Officers have narrowed this down now to only 20 schools!
- Assisted with the technology RFP for the Boost Scholarship Program.
- Made progress in the Oracle licenses cost reduction initiative.
- In conjunction with the K-12 Chief Information Officer Council, provided the Infrastructure section of the Instructional Technology Plan.
- Created a compliance, process, environment and technology template that expands beyond what DoIT/Procurement currently requires.
- Worked with DoIT Procurement on several large projects including: RFP for Learning Management System, Partnered with other state agencies on the Streaming Services RFP, researched Grants Management SW space for Federal Title I, II, III, & IV SW Collaboration (capturing local school system needs assessments, budgets and strategies for the federal grants), and cost allocation software review for Business Services to reduce consulting costs.
- Strengthened MSDE's security posture and infrastructure by scheduling penetration tests for MSDE infrastructure at no cost. Reviewed Colorado's state security policies and performed a gap analysis and crosswalk comparing Maryland's existing security policies.
- Embarked on major initiative to remove unsupported OS, database and application servers.
- Obtained 2 firewalls through DoIT and upgraded the ports to high speed in late 2016. Will place them into service in the next 2 months for the local MSDE network to improve our security fabric.
- Created, updated and maintained the MSDE OIT contracts/services database to more accurately process renewals and keep track of budget expenditures.
- Reviewed Educator Information System architecture and began to prioritize development work including adding portal functionality for securing teacher certification requests.
- MSDE HR/IT employee separations process has been streamlined to revoke systems access as soon as notified of separations.
- Completed security policies review and walkthrough.
- Created Intellectual Asset Security Framework.
- Engaged with DoIT to develop a portal form for the state/federal required Report of Anaphylactic Reaction/Epinephrine Administration.



## Maryland Center for School Safety

# CREATING A SAFER ENVIRONMENT

The Maryland Center for School Safety provides Maryland School Systems with the framework and structure to build a stronger community, focused on school safety. The Center works with MSDE to continuously provide our school systems with options to improve school safety measures and to create more efficient and detailed emergency response systems. Through collaboration with local school systems, community members and locally and nationally based public safety organizations The Maryland Center for School Safety has changed the face of safety in our State by focusing on preparation and prevention.

Presented a  
**3 hour**  
National Incident  
Management  
System/Incident Command  
System training and  
tabletop exercise to  
St. Mary's County  
leadership team,  
school administrators  
and St. Mary's County  
Sheriff staff.

- Holds weekly School Safety Conference Calls to discuss critical issues that impact school safety and emergency preparedness. National and State-level information as to terrorist-related threats are addressed on the calls, as well as a roll call discussion among local school systems and private schools as to respective school safety issues or concerns.
- Participated in a panel discussion regarding school safety and emergency preparedness at the Baltimore Area Independent School Security Roundtable meeting on January 10th.
- Hosted a series of three one-day school safety trainings known as the MARYLAND SCHOOL SAFETY INITIATIVE 2017, PREPARING MARYLAND SCHOOLS FOR A SAFER TOMORROW focused on preparation, prevention and moving beyond tragedy to recovery. Trainings were held during January in Cambridge, Frederick and Annapolis.
- In partnership with St. Mary's County Public Schools, hosted a day of training and professional development for school administrators, counselors, psychologists, security staff, and school resource officers from across the State.
- Provided an overview of the Center's mission, roles, and responsibilities to the Maryland House of Delegates Ways and Means Committee.
- Met with Montgomery County school officials in February to discuss the Safe Schools Act of 2010, reportable offense legal requirements and substance abuse education and outreach.
- Held a two-day behavioral threat assessment training for school administrators, counselors, psychologists, security staff, and school

resource officers from across the State in February and March in Calvert County. A second two-day training was also held in May in Annapolis.

- Presented a three hour National Incident Management System/Incident Command System training and tabletop exercise to St. Mary's County leadership team, school administrators and St. Mary's County Sheriff staff.
- Participated in an emergency preparedness tabletop exercise for Carroll County Public schools administrator team as an exercise observer and team facilitator in March.
- Provided an overview of the Center's mission, roles, and responsibilities to the Eastern Shore of MD Educational Consortium of School Superintendents during their meeting in Talbot County in March.
- Participated as team facilitators and subject matter experts in a three-hour St. Mary's County Public Schools emergency preparedness workshop on responding to and recovery from a large scale school emergency in March.
- Hosted two, two-day train-the-trainer active shooter classes in partnership with the ALICE Training Institute in April.
- Participated in monthly national level school safety conference calls and also in the Virginia Center for School and Campus Safety's monthly school safety conference calls.
- Participated in the MSDE Student Services review and discussions with local school systems regarding student services and school safety policies and procedures.

## Michele Gay

### Executive Director of Safe and Sound Schools

Partnering with the Maryland Center for School Safety during the 2017 Partnering for School Safety Retreat, Michele Gay is the surviving parent of a child whose life was taken during the 2012 massacre at Sandy Hook Elementary School. Michele now dedicates her time to teaching school systems nationwide about lessons learned from the Sandy Hook tragedy and crisis prevention. **Photo credit:** [www.safeandsoundschools.org](http://www.safeandsoundschools.org)



**safe and sound**  
— **SCHOOLS** —

A SANDY HOOK INITIATIVE

## Office of Research

# BETTER SCHOOLS THROUGH RESEARCH

MSDE this year launched its very first Research Department, designed to provide educators and leaders with better educational data and analysis, which can be used to strengthen schools and classrooms. Through original research and collaborative projects, as well as through analysis of pre-existing information, the new office will be at the nexus of Maryland's school improvement efforts throughout the coming months and years.

- Conducted as-needed analyses of internal data
- Applying research base incentives for teacher recruitment and retention
- Developing a survey required by the BOOST legislation
- Presented strategies to all Maryland math supervisors on how to identify evidence based curriculum and materials
- Applied the research base to assist in developing MSDE's accountability plan for ESSA
- Conducted a variety of reviews of new and existing education related literature
- Conducted reviews of programs and services
- Coordinate with Maryland Longitudinal Data System Center to utilize their resources and to inform MSDE decision-making and provide input for their long term strategy such that it supports MSDE's goals
- Established connections with external researchers and groups, such as:
  - Maryland Department of Human Resources
  - University of Maryland
  - Harvard University
  - RAND Corporation
  - WestEd
  - Community, Training and Assistance Center

These follow already established relationships with such organizations as the Center for Application of Innovation Research in Education at Towson University, Center for Technology in Education at Johns Hopkins University, and the Center for Naval Analysis in Arlington, VA.

- Developed a short and long term division plan and draft research agenda



*Dara Zeelandelaar Shaw, Ph.D, Executive Director of Research and Accountability, works with Mary Gable, Assistant State Superintendent Division of Student, Family and School Support and Academic Policy, on the State's proposed ESSA plan.*



## Juvenile Services Education

# CREATING OPTIMAL EDUCATIONAL ACCESS

The Juvenile Services Education System (JSES) provides students residing in Department of Juvenile Services (DJS) residential facilities located across Maryland with daily instructional programming and services. JSES functions as the local school system for these students and provides services to ensure optimal educational access.

- Two contracts have been signed to provide substitute teachers for JSE schools.
- Staff members at Waxter's Children Center, Western Maryland Children's Center and Cheltenham Youth Detention Center were selected to participate in the Center for Educational Excellence in Alternative Settings 2017/18 school year Unjammed project. This project will support instructional technology in the schools.
- Lower Eastern Shore Children's Center was awarded a \$3,895 Lowe's Grant for a Service Learning project.
- JSE in partnership with the University of Maryland has developed benchmarks for the strategic plan. This collaborative effort is designed to support the JSE in five areas: climate, resources, recruitment and staffing, curriculum and re-entry.
- Power School/Power Teacher is available for all JSES schools. Four schools have piloted the program.
- Teaching Tolerance has provided free instructional curriculum and supports for JSE summer programming for all students in the area of civil rights and children's rights.



*Two talented gentlemen brought the experience of remixing the classics with Hip Hop to the young ladies of Waxter's Children Center. The musical program merged the worlds of Classical and Hip-Hop music in a collaborative musical program featuring Grammy-nominated Progressive Hip-Hop artist Christylez Bacon and six-string electric cellist William Wytold Lebing.*

## Maryland Public Secondary Schools Athletic Association

# BUILDING ON THE MIND-BODY CONNECTION

The Maryland Public Secondary Schools Athletic Association (MPSSAA) derives its authority from both the Maryland State Department of Education and the local school systems. The Association supervises and administers all rules and regulations, provides leadership in conducting athletic programs, recommends the development of new and innovative athletic programs, as well as other functions. The MPSSAA helps to promote and strengthen personal development of student athletics and participation. This Division aims to build community partnerships that directly impact and increase student achievement, participation and health/safety.

Nearly

# 50,000

Minds in Motion  
Certificates were  
requested from member  
schools during the  
2016-17 school year  
for students who have  
achieved a 3.25 grade  
point average while  
participating in  
interscholastic athletics.

- Awarded 14 students (seven females and seven males) with \$1,000 scholarships as part of the MPSSAA Minds in Motion Scholarship Program. A luncheon for recipients was held on June 1, 2017 at M&T Bank Stadium.
- Hosted the second MPSSAA Coaches Conference at North Point High School on April 22, 2017. The conference was entitled “Coaches Promoting Education-Based Athletics.” The Coaches’ Leadership Conference is designed to develop coaches’ leadership skills enhancing the values of education-based athletics, promoting positive relationships with parents and student-athletes, maintaining appropriate communication with officials, enhancing sportsmanship, inclusion, time management, and developing effective media relations, and social media policies/guidelines.
- An estimated 63,500 students participated in one of 16 winter and spring sports administered by the MPSSAA. Participation for the 2016-17 school year has been reported at nearly 112,000 participants.
- Conducted the smooth operation of 16 state tournaments during the winter and spring of 2017. Individual and team championships were crowned in the sports of Boys and Girls Indoor Track, Dual Meet Wrestling, Wrestling, Boys and Girls Swimming, Boys and Girls Basketball, Baseball, Softball, Boys and Girls Lacrosse, Boys and Girls Track and Field, Boys and Girls Tennis.
- Secured another year in the partnership with the Allstate Foundation to provide 14 senior student-athletes with \$1,000 scholarships through the MPSSAA Minds in Motion Program.
- The Allstate Foundation partnership also will support the 8th annual Student-Athlete Leadership Conference. The conference takes place on June 10th at Howard High School.





The State Champions of the Winter Girls Basketball Playoffs, Patterson Mill High School- Bel Air, Md., proudly show off their medals and award for their win! Let's go Huskies!



## Maryland Public Secondary Schools Athletic Association

Students at the conference will package together 1,000 bags of school supplies that will be distributed equitably to nine Title I public elementary schools representing each of the nine MPSSAA districts

- The MPSSAA partnered with the Mid-Atlantic Dairy Association. The partnership provided nutritional information to student-athletes as well as free samples of chocolate milk.
- Registered and certified approximately 3,364 contest officials for the winter and spring sports season.
- Assisted local school systems in writing special accommodations for students with disabilities to participate fully on the high school team.
- Continue to supervise and administer all rules and regulations in accordance with the State Board of Education regulations and those of the MPSSAA Board of Control.
- Provided free publications to member schools in the form of rule books, bulletins, handbooks and state tournament programs.
- Held annual meetings with the MPSSAA Sports Medicine Advisory Committee, updating relevant information and language for local school systems. Attended the National Collaboration Summit in April with the chair of our Medical Advisory Committee.

# 63,500

students participated in one of 16 winter and spring sports.



## Division of Business Services

# STRENGTH THROUGH WISE, EFFICIENT STEWARDSHIP

The Division of Business Services is responsible for developing and implementing agency administrative and financial policies, procedures and systems. This includes budget, accounting, administrative services, and financial reporting and coordination. The division also includes local financial reporting, and administers the nonpublic Textbook Program, Broadening Options and Opportunities for Students Today Program (BOOST), and co-administers the Nonpublic Aging Schools Program with the Public School Construction Program. With a focus on efficiency, the Business Services Division of MSDE is at the forefront of developing new ways to make sure every-day tasks at MSDE are able to run as smoothly as possible.

- The Accounting Branch completed the conversion of a certain accounting form and process from paper format to electronic format. The form is used agency-wide for recording and depositing funds received. Auditors expect that MSDE staff can locate each of these forms that is in circulation at any time, which was difficult with a paper system. The new electronic system should prevent future audit findings in this area.
- The Budget Branch is using a new technology to track and collaborate on the budget development process for Fiscal 2019. The budget development process involves hundreds of steps and this technology makes it easier for each staff member to know the status of the team's work. It also helps ensure that steps are not missed or duplicated.
- New software has been configured for the BOOST (Broadening Options and Opportunities for Students Today) scholarship application. The software is expected to improve efficiency of the overall program and it should improve the application experience for parents. Configuration efforts will now turn to developing a portal for nonpublic schools to certify their BOOST participation and provide data for reporting requirements.
- Coordination of the Nonpublic Textbook Program has improved in the last year to the extent that several external people have submitted very positive comments about it in the Governor's Office customer experience survey.

## BROADENING OPTIONS + OPPORTUNITES

“This innovative program, forged through bipartisan cooperation, offers expanded options and opportunities for Maryland families and students.”

- MARYLAND GOVERNOR LARRY HOGAN,  
announcing the 2017-18 BOOST program.



## Division of Standards, Assessment and Accountability

# IMPROVING CLASSROOMS THROUGH INNOVATION

The Division of Standards, Assessment and Accountability plays many diverse roles at MSDE. The Division works to improve learning through data collection and analysis and strengthening instructional programs and public data. Each part of the Division of Standards, Assessment and Accountability has its own separate but related role in improving how MSDE handles instructional programs, assessment scoring and accountability.

The Office of Academic Standards handles all elementary, middle, and high school instructional programs (with the exception of Career and Technology Education) and has managed two major federal grants, statewide technology initiatives, and provides on-going direct support to all local school systems.

The Office of Assessment maintains and strengthens the development, administration, scoring, and reporting of all Statewide student testing (including associated training), as well as facilitation of externally generated measures (such as National Assessment of Education Progress - NAEP.)

Finally, the Office of Accountability has the responsibility for data collection and validation; develop and manage data systems; compile, configure and publish reports to meet state, federal, and local requirements; and provide for public access to data and information.

Completed successful  
PARCC administration,  
with nearly

# 500,000

students assessed -  
most online.

- Began working with Maryland First Lady Yumi Hogan on the inaugural Best of Maryland Arts Education Festival.
- Awarded the State's first Seal of Biliteracy honors to graduating seniors throughout the State who are proficient in English and at least one additional language.
- Developing new 'Library Media Center Facilities Guidelines' in collaboration with MSDE's School Facilities Branch.
- Online credit-bearing courses available to students through MSDE now total more than 220, and MSDE is offering online professional development to teachers as well.
- Network for Equity & Excellence in Education met with State Superintendent Salmon to discuss her vision of equity in Maryland education and to help develop a framework for next steps.
- Completed Adaptive Physical Education Webinar series.
- Co-planned and facilitated a civics symposium at the University of Baltimore.



- Collected data for the 2016-17 School Library Media Annual Report.
- Planning the Information Literacy Summit, leading to “Information Literacy in a Post Truth World,” set for July 27 at the Maritime Academy.
- Worked with local school systems to strengthen peer coaching, improve school library leadership, increase understanding of online accessibility laws and regulations, upgrade understanding and use of student data, and build capacity for early childhood English, science and mathematics.
- Participated in scores of outreach opportunities, including meetings with NASA, American Association of School Librarians, Maryland Library Leadership Institute, National Aquarium, Maryland Association of School Librarians, Washington College, Maryland Climate Change Commission, Maryland Agriculture Education Council, the Kent County Math Academy, Maryland community college deans, and the STEM Fair at the Reid Temple AME Church.
- Revising the Bridge Program for Academic Validation modules, based on the higher academic standards required by the Maryland College and Career Ready Standards and PARCC.
- Completed successful PARCC administration, with nearly 500,000 students assessed -- most online.
- Conducted assessment visits with Anne Arundel, Baltimore, Caroline, Carroll, Dorchester, Frederick, Harford, Howard, Kent, Queen Anne’s, Wicomico, and Worcester Counties, meeting directly with school test coordinators.
- Developed new data request protocol for researchers.
- Completed Memorandum of Understanding with Harvard University for the National Textbook Efficacy Study.
- Finished completion of the MSDE Secure Server Setup for DSAA and local system personnel.
- Working on the development of an application for matching assessment (PARCC, MSAA, MISA, and DLM) rosters with end of year attendance to validate the accountability system.
- Successfully launched Early Attendance data collection.
- Completed final draft of the 2016-17 High School Status and Completers Data Collection Manual.

## EXCELLENCE IN WORLD LANGUAGES

The Seal of Biliteracy that Maryland schools introduced this year “may be one of the game changers that will help turn the tide in this country and help us to raise a multilingual citizenry.”

- **MARTY ABBOTT**

Executive Director of the American Council on the Teaching of Foreign Languages, in “A New Marker of Success at Graduation: The Seal of Biliteracy,” Washington Post, June 6, 2017.



## Office of Government Relations

---

# FORGING PARTNERSHIPS

The Government Relations Office at MSDE is the official liaison to the Federal Government and the Maryland General Assembly. This department regularly collaborates with other state agencies, local education agencies and key stakeholders on issues and policies that affect the Maryland State Department of Education. The Office works directly with National, State and Local governing bodies to communicate and reach compromises on legislation that reflect the needs of all Maryland schools.

Monitored over

**300**

pieces of legislation  
as well as the FY 2018  
Operating Budget.

- Coordination of the State legislative process for MSDE and the State Board of Education during the 2017 90 Day Legislative Session.
- Advised MSDE staff on education issues as well as legislative operations and processes.
- Coordination between MSDE and the Maryland General Assembly, the Department of Legislative Services, and the local school systems.
- Responded to requests for information from other governmental agencies as well as the general public in a timely and accurate manner.
- Directed and coordinated MSDE's internal network of legislative contacts to ensure that letters of information as well as fiscal estimates were completed on time and appropriately.
- Redesigned tracking system for mandated reports.
- Presented information to the State Board of Education as well as other MSDE workgroups regarding legislation from the 2017 Legislative Session.
- Worked directly with legislative and governmental officials and other advocacy and interest groups to reach compromises in legislation.
- Communicated with and advised the Governor's Legislative Office on education policy.
- Compiled and submitted the weekly legislative agency report to the Governor's Legislative Staff during the legislative session.
- Planned and led semi-annual meeting of the State Superintendent's Non-Public Schools Workgroup on May 2, 2017, attended by non-public school officials, local school system federal program coordinators and MSDE staff.
- Compiled and submitted Federal Priorities status reports to the Governor's Washington office, as requested--often on a monthly basis.





Maryland Governor, Larry Hogan, and State Superintendent, Dr. Karen B. Salmon, greet crowd members during their visit to Hampstead Elementary School, located in Carroll County.



## Office of Government Relations

- Responded to all calls and emails from Congressional Delegation staff within 24 hours; prepared letters of congratulations for all newly elected and reelected members.
- Participated in CCSSO Federal Liaison (FL) Network monthly FL calls, as well as in-person meetings, and communicated information to State Superintendent and senior staff.
- Monitored federal legislation and the appropriations process and advised State Superintendent and other senior MSDE officials. Presented information to the MD/DC Association of School Business Officials on May 23, 2017; Prepared analysis of President's budget proposal, as well as appropriations letter to Congressional delegation.
- Researched LEA Federal Grant Application Platforms used by other states.
- Helped staff the Commission on Innovation and Excellence in Education, also known as the Kirwan Commission.



*Top photo: Governor Larry Hogan and State Superintendent Dr. Karen Salmon visit The Arc Maryland. Located in Carroll County, The Arc Maryland helps to create opportunities and equality for adults and children with intellectual and developmental disabilities.*

*Bottom photo: During the Teacher of the Year Day in Annapolis, our 2016-2017 teachers got the chance to meet with the legislative members of their specific district and were recognized by the State Legislative House and Senate.*

## School Facilities

# CONSTRUCTING BETTER SCHOOLS

The School Facilities Branch is responsible for developing guidelines and standards for the planning, construction, and maintenance of school facilities. This branch provides leadership and technical assistance to Maryland's 24 school systems and the Maryland School for the Blind with regard to long-range facility planning; capital improvement program development; educational specifications; and the design, construction, and maintenance of school facilities. This Branch administers the review and approval of locally funded school construction projects and leases by the State Superintendent of Schools helping to literally build a stronger school system.

- **Nonpublic Aging Schools Program** – Coordinated the allocation of \$3.5 million to 180 nonpublic schools through the Interagency Committee on School Construction from the fiscal year 2017 capital budget, approved by Interagency Committee on School Construction on February 15, 2017 and by the Board of Public Works on March 22, 2017.
- **State and locally-funded projects** – Completed planning and design reviews of 32 school construction project submissions on behalf of the State Superintendent of Schools and/or the Interagency Committee on School Construction.
- **Work Control System** – Responded on behalf of the Governor to 16 citizens with concerns related to school facilities.
- **County Library Capital Grants Program** – Participated in review of applications for FY18 grants with the Division of Library Development and Services.
- **Environment** – Began working with the Maryland Department of the Environment on implementation of HB270 -2017, Testing for Lead in Drinking Water – Public and Nonpublic Schools.
- **Local Facilities Planners Meeting** – Coordinated a half – day meeting for all local facilities planners with the Public School Construction Program.
- **Sustainable Schools Framework** – Pillar 1 Workshop - Coordinated a half-day seminar for local facilities planners and environmental education coordinators with Maryland Association for Environmental and Outdoor Education (MAEOE) and Montgomery County Public Schools
- **Association of School Business Officials** – Maryland & District of Columbia Chapter – Participated in the one-day Fundamentals of Facilities Management workshop and attended the Spring Conference.
- **2017 Green Schools Youth Summit (MAEOE)** – Presented to students at the Environmental Literacy and Green Jobs Fair about school architecture and careers in government.



2017 Green Schools Youth Summit (MAEOE)

## Office of Communications, Partnerships and Ombudsman

# BUILDING STRONG CONNECTIONS

The Office of Communications, Partnerships and Ombudsman oversees and implements statewide multimedia communications programs with an emphasis on cultivating educational stakeholder and media relations. This office coordinates corporate and nonprofit partnerships as well as recognitions and award programs. As a communications based office this division acts as the public face of MSDE and is responsible for creating stronger partnerships with the Maryland Public Schools Community.

Issued more than

**40**

press releases, resulting in more than 140 placements in the media.

Produced

**12**

new videos, resulting in more than

**1,500**

views on MSDE's You Tube channel and almost

**9,000**

through social media.

- Developed and published "We are MSDE," the Department's first new publication in several years to spotlight the accomplishments and goals of the department. A companion video also was completed.
- Launched new internal newsletter -- the MSDE Pulse -- and revised and relaunched external MSDE newsletter -- the Maryland Education Bulletin with nearly 7,000 subscribers.
- Launched an Instagram social media feed, bringing to four our number of social media channels (along with Twitter, Facebook and YouTube).
- MSDE's website (MarylandPublicSchools.org) is being brought into full compliance with federal accessibility standards under plan approved by the U.S. Department of Education. More than 40 MSDE staff members have received training in the development of accessible documents for web posting.
- Completed 62 Public Information Act (PIA) requests. Improved the PIA protocol by simplifying the process with a web-based interface.
- Compiled and submitted the State Superintendent's weekly communications document for local school system superintendents in an accurate and timely manner.
- Coordinated the agency's Customer Service initiative. All employees have received initial training.
- Responded to the Governor's constituent inquiries via MSDE's related correspondence systems. This six-month period saw record numbers of correspondence from the Governor's office, with an incoming flow of approximately 100 per week for three to four consecutive weeks.
- Responded to approximately 5 to 20 calls per day, as well as direct emails and



approximately 25 emails per week from the MSDE information box via Ombudsman.

- Collected and compiled local school system calendars; also tracked and responded to calendar waiver requests.
- Submitted MSDE data to the Governor's Office of Performance Improvement Open Data Portal.
- Corporate Sponsorships were continued by ALL previous sponsors with several new sponsors added to the Blue Ribbon Schools Program.
- Maryland's Teacher of the Year – Athanasia Kyriakakos was selected by the Council of Chief State School Officers, the organization with oversight for the National TOY Program, as one of only four finalists for 2017-2018 National Teacher of the Year.
- Maryland was the only state to be selected for a state visit and interviews by the Council of Chief State School Officers as a Teacher of the Year Model State Program. A series of face-to-face interviews were conducted at MSDE with the State Superintendent, program director, a local superintendent, corporate underwriters, principals and teachers. In addition, an on-site classroom visit and interview were conducted.
- Maryland's Teacher of the Year was presented the gift of a new \$30,000 car by the Maryland Auto Dealers Association.
- All twenty-four 2017 Teachers of the Year were honored by the Maryland House and Senate. All district Teachers of the Year also participated in an education briefing by State Superintendent Karen Salmon and met with their elected officials to share ideas on education issues.
- Maryland's newly selected 2017 Milken National Educator – Thomas Dennison - joined a cohort of celebrated Milken educators in New Orleans to discuss teacher

## Welcome 2017-2018 Teachers of the Year

Top photo: Dr. Darla Strouse, Program Director for Maryland Teacher of the Year, addresses the crowd during the Local Teacher of the Year welcoming ceremony held in the State Board Room. Representatives from each of the 24 local school systems participated.

Bottom photo: State Superintendent Dr. Karen Salmon and Andy Smarick, President of the State Board of Education present the Frederick County Teacher of the Year, Karima Sharper, with her Teacher of the Year Award.



## Office of Communications, Partnerships and Ombudsman

leadership and other areas, including national efforts in “teacher advancement programs.”

- MSDE hosted a state dinner in Annapolis for the 2017 Maryland Blue Ribbon Schools. Two hundred guests representing the six Blue Ribbon Schools and sponsors attended, along with the State Superintendent, State Board President and Comptroller Peter Franchot. Schools were commended for their high student achievement. The Governor met with MD’s 2017 Blue Ribbon School Principals in the State House and commended them for their excellence in Education. Blue Ribbon School Principals were honored by the House and Senate at the State House.
- Teachers of the Year were hosted by The Walters Art Gallery and Center Stage. They were given special tours of the Walters, and invited to a play at Center Stage.
- Three successful Blue Ribbon School Tours of Excellence were conducted at three newly named MD Blue Ribbon Elementary Schools – Anne Arundel County’s Shipley’s Choice, Howard County’s Manor Woods, and Frederick County’s Centerville Elementary.
- MSDE offered its 11th Teachers of Promise Program Institute, hosting 140 high achieving students from 21 Maryland Colleges and Universities who were to receive diplomas in May. Over 68 award-winning teachers, including Teachers of the Year and Milken National Educators, also attended the Institute and are mentors who will be working on-line and in person with the graduating

students who will be teaching in schools across Maryland in the fall. This program is funded through the Maryland Teacher of the Year Program, with grants from Maryland Independent Colleges and Universities Association and the Maryland State Educators Association.

- The first Heritage Tour of Talbot and Dorchester Counties was conducted with the 2017 Teachers of the Year who gained information about these communities and the efforts of Harriet Tubman and Frederick Douglas in fighting slavery and discrimination.
- Teachers of the Year were invited as guests of the Association of School Business Officials to participate in the 2-day Common Ground Conference in Ocean City.
- Teachers of the Year participated in a retreat to Western Maryland’s Allegany and Garrett Counties, where they learned about the history of these areas and also current trends in education, including the Chinese Immersion program of Allegany County and the award-winning Robotics Programs of Garrett County.
- Two Blue Ribbon School Tours of Excellence were conducted in Montgomery County celebrating the high achievement of Farmland and Ronald McNair Elementary Schools. The 6th MD Blue Ribbon School Tour of Excellence took place at Sunderland Elementary with the State Superintendent and guest – Senate President Mike Miller.
- A State Board Honors Ceremony for the newly named Local Teachers of the Year took place at MSDE with members of the Maryland State Board of Education. An Honors Luncheon followed. Over 200 people from all school systems came to honor their newly selected 2017-2018 Teachers of the Year.



*Howard County’s Blue Manor Woods Blue Ribbon School.*





Shipley's Choice Elementary School Principal, Beth Burke, is presented her Blue Ribbon Schools Medallion by State Superintendent Dr. Karen Salmon during her Blue Ribbon School Tour of Excellence.



## Division of Student, Family and School Support

# CONNECTING SCHOOLS THROUGH THE COMMUNITY

The Division of Student, Family, and School Support administers and supervises State and Federal education programs for economically and socially disadvantaged children, programs and services that facilitate the emotional, mental, and physical well-being of all students; and programs that strengthen the engagement in student activities that develop character and civic responsibility. The Division also assists local school systems in promoting positive student behavior and developing safe and orderly environments conducive for learning.

MSDE this year distributed

**\$100,000**

in Heroin/Opioid Prevention grant funding to local school systems to share information on the dangers of heroin and opioid use.

Maryland now has

**49**

public charter schools serving more than 20,000 students. There are charter schools in five Maryland school systems.

- Held a successful three day Professional Learning Institute (PLI) for Title I on May 17, 18, and 19, providing attendees with strategies to transition to the Every Student Succeeds Act (ESSA). Expert presenters shared information on diverse topics including: Equity in Action; Four Domains of Rapid School Improvement; Supporting Teachers with Students with Challenging Behaviors; Foster Care and School Stability; Early Learning in ESSA; and Fraud, Waste, and Abuse of Title I Money-Protecting Taxpayers Dollars. Another highlight of the PLI was the introduction of the S.T.A.R. (Structure for Technical Assistance by Region) Program for Title I programs across the State. This program will provide an opportunity for Title I programs in local education agencies to work together collaboratively in six regions to build their collective capacity as they implement ESSA. Foster Care and School Stability; Early Learning in ESSA; and Fraud, Waste, and Abuse of Title I Money-Protecting Taxpayers Dollars.
- The Central Support Team (CST) worked collaboratively to oversee the implementation of the intervention plans in our lowest performing schools. The team coordinates the support received through the local school system and the MSDE, as well as monitors and assesses the progress of each Priority School. Baltimore County Public Schools (BCPS) has one Priority School, Lansdowne Middle School, in 2016-2017. Its CST has been exemplary in its collaboration across many departments and in their use of technology to monitor and support Lansdowne Middle School during its first year as a Priority School.
- Pocomoke Elementary School, under the leadership of Mr. Michael Browne, was recognized at the National Title I Conference as a National Title I Distinguished School for 2016 - 2017. The National Title I Distinguished Schools Program is a project of the National Title I Association that publicly recognizes schools for their positive educational advances. Pocomoke Elementary School, located in Worcester County, was selected by Maryland State Department of Education based on exceptional student performance for two consecutive years.

- Under ESSA and Fostering Connections, educational stability is a primary concern. The Maryland State Department of Education (MSDE) has worked with the Maryland Department of Human Services (DHR), local departments of social services, and local educational agencies (LEAs) to ensure foster children continue to receive their educational services in the best setting. The development of agreements between agencies will permit the student(s) to remain in the school of origin or geographical school if it is in their best interest.
- The 2016 comprehensive Master Plans for all 24 LEAs were reviewed and approved. The review process documented all requirements in House Bill 999, Commission on Innovation and Excellence in Education.
- The Maryland College Admissions Campaign (MCAC) worked to increase postsecondary participation leading to a degree or certification. High schools participating in the college campaign supported seniors with completing and submitting at least one college, or private independent school application, and completing the Free Application for Federal Student Aid (FAFSA) application. The MCAC is a partnership with the MHEC and College Goal Maryland. In 2016, 114 high schools participated, approximately 8,200 seniors completed approximately 23,000 applications.
- Worked with School-based Health Centers (SBHC), located in a school or on a school campus and provided onsite comprehensive and primary health services. MSDE has oversight for the Aid to Education Funding and manages the grant funding for several local school-based health center programs. The Maryland SBHC Application for Fiscal Year 2018 (FY18) was posted on the MSDE website on May 5, 2017. The MSDE Student Services and Strategic Branch will begin to review all applications for FY18 and prepare for entry into the Notice of Grant Awards (NOGA) system by July 1, 2017.
- Through MD-AWARE, 1069 students were referred for behavioral health services from January through April 2017. The breakdown by participating counties is as follows: Baltimore County (813); Dorchester County (124); Somerset County (55); and the remaining 77 referrals were from non-AWARE counties. The MD-AWARE project was highlighted nationally in the Grantee spotlight webinar on May 24th. Nineteen individuals were trained as Youth Mental Health First Aid instructors under the project in April 2017. The 2016 MD-AWARE annual performance and evaluation report including the revised Coordination and Integration Plan was approved by Substance Abuse and Mental Health Services Administration (SAMHSA) in March 2017.
- MSDE hosted the PBIS Coaches' meeting as part of the State roll-out of technical assistance regarding disproportionality. During this meeting, Dr. Kent McIntosh presented a 5-point intervention approach to achieve equity in school discipline. Attendees learned about implicit bias and practical strategies to minimize its effects on discipline decisions and enhance cultural responsiveness.
- Two Maryland school systems received Rural and Low Income School (RLIS) funding in 2016; Caroline County received \$122,377 and Dorchester County \$103,493. Caroline County used the funds to address deficits in reading, mathematics, science, and provide professional development for teachers in grades 1-12, English as a Second Language (ELL) and Special Education



*Pocomoke Elementary School students celebrate their status as a National Title I Distinguished School!*



## Division of Student, Family and School Support

- teachers. Dorchester County continued services to improve Mediation and Conflict Resolution Programs, and implemented the Project Mentor Initiative and Asset Development Program.
- MSDE completed a needs assessment and summary report of 24 local systems to identify strategies and programs each system is using to address the opioid crisis. Strategies and programs were listed in three categories (prevention, intervention, and postvention). The needs assessment also highlighted the resources needed to fully address the opioid epidemic in each school system. The findings of the survey were presented to members of the OCCC on May, 15, 2017.
  - The Seed School of Maryland conducted its fourth graduation. Forty-one students graduated on June 3, 2017. Ms. Alma Powell, chair of America's Promise was the commencement speaker.
  - A quick course in Quality Service-Learning was offered online this spring to provide local school systems with training. Educators earned 2 CPD credits for completing the course.
  - Stakeholder groups, and MSDE staff, convened and reviewed local school system service-learning implementation plans to assess how well they align with Maryland's 7 Best Practices of Service-Learning and serve students and the community. Based on this feedback, LEAs receive commendations on program strengths and information on ways to strengthen programs.
  - MSDE collaborated with the Governor's Office on Service and Volunteerism staff to promote, support, and recognize service and service-learning in Maryland. In particular, LEAs were encouraged to nominate students and educators for the Governor's Service Award, Service-Learning category.
  - MSDE distributed a service-learning recognition certificate to LEAs for local use.
  - MSDE and Youth Service America partnered to offer a free, online professional development tool tailored for use by Maryland educators.
  - Hosted five Executive Board Meetings, Advance Retreat, a Fall Leadership Conference, the Legislative Session, Advocacy Week, and the Annual Convention for the Maryland Association of Student Councils.



*Pocomoke Elementary School is recognized as a 2016-2017 Title I Distinguished School.*

## Division of Rehabilitation Services

# ESTABLISHING EQUAL OPPORTUNITIES

The Maryland Division of Rehabilitation Services (DORS) offers programs and services that help people with disabilities access equal opportunities for education and employment. DORS is composed of the Public Vocational Rehabilitation (VR) program and the Disability Determination Services. The Disability Determination Services (DDS) makes medical decisions about disability claims filed by Marylanders for Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI). The Division's mission is to provide leadership and support in promoting the employment, economic self-sufficiency and independence of individuals with disabilities.

- Maryland Business Enterprise for the Blind worked with the CIA (Bethesda) providing services, and the facility had its opening on April 24th.
- Another first was partnering with Dunkin Donuts in operating a Concession/ Micromarket at the ICC- Bethesda (Intelligence Community Campus). This is a staffed micro market (open 24 hours), with self-paying processing kiosk called the 365 (first again).
- Nearly 1,200 students with disabilities received pre-employment transition services, and the volume is expected to increase as summer approaches. Counselors are working with these students to review summer opportunities, including programs that prepare students for work experiences through self-advocacy, job exploration, work readiness, opportunities to review post-secondary options, and summer work experiences. At least 30 of these students will also be participating in this summer's Youth Leadership Forum hosted at Towson University.
- DORS staff participated in more than 50 outreach/ educational events and more than half of these had a focus on Pre-Employment Training Services and/or Transitioning populations.
- Adjustment to Blindness for Life and Employment is an eight-week program designed to help individuals who have recently lost their vision with developing basic adjustment to blindness skills, including independent living skills, and work readiness skills. Four consumers recently completed the program and all are moving on to career assessments.
- DORS Workforce & Technology Center partnered with Starbucks on an Inclusion Academy. DORS and Starbucks are jointly conducting a Barista training program for DORS' consumers with significant disabilities. The program is going very well and it is hoped that most of the students will be hired by Starbucks cafes after they graduate. DORS is looking forward to continuing this partnership with Starbucks and will start the next Inclusion Academy in September.
- The Maryland Disability Hearings Unit assisted the Delaware Disability Hearings Unit with 48 hearings cases.
- DORS received 1,146 Vocational Rehabilitation applications from adults and 95 applications for the Independent Living Older Blind program.

Maryland Disability Determination  
Services received

# 18,183

cases for Social Security Disability benefits and adjudicated 18,697 claims, and maintained an excellent quality rate of 96.9%.



## Office of Human Resources

# BUILDING A STRONG TEAM

The Office of Human Resources is committed to providing equal access to employment opportunities in education throughout Maryland, while delivering effective human resource services to applicants and employees in a fair and equitable manner.

- Implemented further business process improvements related to the Workday Statewide human resources system, including specific audits for timekeeping and leave management activities to improve processing accuracy and timeliness, and reduce payroll errors.
- Executed a variety of organizational updates involving refinements to the recent MSDE organizational realignment which supports our divisions, programs, goals and objectives.
- Administered timely processing of Juvenile Services Educational Program hiring and retention incentive program for credentialed staff working within our juvenile education facilities.
- Directed MSDE employee and labor relations activities which involved successful and prompt resolution of employee disciplinary issues, appeals and grievances at the lowest possible level.
- Provided employee on-boarding and staff development to agency supervisors and managers related to Supervision, PEP, Timekeeping, FMLA and Interview Skills.
- Reviewed and responded to several bills that would have had significant impacts to MSDE human resources management operations and effectiveness.
- Chaired monthly Standing Committee on Employee Appreciation, Recognition and Rewards meetings, and administered the MSDE Employee of the Month Program, Employee Service Awards, and Public Service

Recognition Week activities to enhance recognition and employee engagement.

- Served as the State Superintendent of Schools designee to the Maryland 529 Board of Directors, which involved policy decisions, approving agency operations, and serving as Secretary and member of the Administration and Personnel Committee.

Recruited and filled

**65**

regular positions so far  
this calendar year.

Hired

**156**

positions for fiscal  
year 2017.



Branch Chief of Finance, Reporting and Coordination Branch, Latanya McEachin, celebrates 30 years of service during our employee recognition ceremony.



# STRENGTH IN COLLABORATION







- A SCHOOL VISITS** – During a visit to Carroll County State Superintendent Dr. Karen Salmon, along with other Government Officials and School Administrators, spent some quality time with Hampstead Elementary School Students.
- B THE MARYLAND ARTS EDUCATION CONFERENCE** – MAEC was coordinated by MSDE and highlighted the wonderful efforts being taken in our state to improve arts education.
- C EQUITY COALITION** – An Equity Coalition has been formed to work together on specific equity initiatives with local school systems and other stakeholders. The coalition includes representatives from MSEA, MABE, PTO, NAACP, CASA and NEA.
- D DIGITAL LEARNING DAY** – MSDE partnered with the Digital Harbor Foundation to help students from across the state collaboratively create a topographical map of Maryland using 3D Technology.
- E THE FIRST LADY'S MENTAL HEALTH AWARENESS YOUTH ART DISPLAY** – The event, Celebrating Through Arts, collaborated with several mental health based organizations and highlighted the expressive power of art for all young people.
- F OPIOID** – Lt. Governor Boyd Rutherford meets with students from Westminster High School to discuss the consequences and harm behind opioid drug abuse.
- G COMMON GROUND** – Educators from across the state and surrounding areas attended the 5th Annual Common Ground Conference. This event focused on creating an unforgettable networking experience for educators.
- H MAEOE** – The 8th Annual Maryland Green Schools Youth Summit honored Maryland Schools that have gone above in order to make their schools, staff and students more environmentally conscious.
- I MENTAL HEALTH COMMITTEE** – The Maryland State Board of Education's Mental Health Committee/Workgroup was created to explore mental health issues that are adversely impacting our students and schools and identify best practices and future recommendations to assist the department, LEAs and other statewide partners.



**MARYLAND STATE DEPARTMENT OF EDUCATION**

**Karen B. Salmon. Ph.D.**  
State Superintendent of Schools

**Andrew R. Smarick**  
President, Maryland State Board of Education

**Larry Hogan**, Governor

200 West Baltimore Street | Baltimore, Maryland 21201  
**[MarylandPublicSchools.org](http://MarylandPublicSchools.org)**

The Maryland State Department of Education does not discriminate on the basis of race, color, sex, age, national origin, religion, or disability in matters affecting employment or in providing access to programs. For inquiries related to departmental policy, please contact the Equity Assurance and Compliance Branch: Phone 410-767-0433, TTY/TDD 410-333-6442, Fax 410-767-0431.

REV 2/22/17