

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

July 31, 2019

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools

Subject: Resource Study Presentation to Support Student Needs

Ms. Silvestre requested additional information regarding the Resource Study presentation. I have a few additional questions from the Resource Study presentation. I would appreciate a response from the appropriate staff.

Question

Also, the ESOL staffing was presented as 15 to 1. However I understand that schools have been told it is .7 to 12 which is more than 15 to 1. I'd like to understand which ratio is correct.

Response

General education English for Speakers of Other Languages (ESOL) staffing is allocated based on proficiency levels. For example, the staffing calculation for ESOL 1 is .7:12. However, the Multidisciplinary Educational Training and Support (METS) allocation for all METS students is 15:1.

All ESOL students must be enrolled in an ESOL section. ESOL schedules then are developed based on school, program, and student needs, and planning time for teachers is based on the contractual requirements. When schools receive their staffing allocation, they are informed that actual ESOL programs in schools vary in accordance with individual school needs, it is possible that ESOL schedules may not reflect the staffing formulas provided for each ESOL proficiency level.

ESOL staffing is intended to ensure that ESOL classes are maintained at acceptable levels for ESOL instruction. ESOL students also are allocated general education staffing to provide instruction in non-ESOL classes, including sheltered classes. ESOL teachers only should be assigned non-ESOL classes when ESOL classes have been scheduled to meet ESOL student needs. If the schedule of ESOL teachers for non-ESOL classes results in oversized classes in ESOL, then adjustments need to be made so that ESOL teachers are teaching only ESOL classes.

METS students are not included in the same ESOL staffing calculations as ESOL staffing as they receive a separate teacher. It is important to note that while METS and non-METS ESOL students

receive separate staffing, 50 percent of the METS count is included in the non-METS ESOL level counts for non-METS ESOL staffing purposes. This allows for additional English language development support for METS students.

Question

In slide 5, why didn't ERS overlay teacher compensation over the amount spent? Can this be included in the final report somehow to show a fuller picture of the distribution of resources?

Response

Slide 5 was intended to depict all resources and not just spending on teachers' salaries. The final report will contain two slides dedicated to teacher compensation:

- 1) Average teacher compensation by focus/non-focus school; and
- 2) The gap in dollars that comes from average teacher compensation.

Question

In slide 7 when comparing 7th grade Hispanic Farms with 7th grade monitoring group, are we talking about students that started in Kindergarten with MCPS? Is it possible that we are comparing Hispanic students that have recently entered the system?

Response

The Education Resource Strategies report is based on 2018 data taken as a snapshot of student performance. Performance reported through a length of time in the school system was not part of the scope of the study in relation to resource allocation.

Question

In the time and attention section (slide 23), it states: "Flexible grouping in [*sic*] an important strategy for providing targeted and individualized instruction while ensuring students aren't permanently tracked into remedial courses;" Are we assuming that because classes are smaller in middle school that teachers are using flexible grouping and small group strategies?

Response

The information in this slide does not intend to send a message that flexible grouping can only be effective in small classes. Regardless of class size, teachers can use flexible grouping as a strategy for providing targeted instruction.

JRS:KAS:kde

Copy to:

Executive Staff
Ms. Webb