

# Our Investment in Students: Excellence and Equity

MCPS is committed to providing every student with the access, opportunity and resources needed to unleash their full potential. Below is a summary of past, present and future investments to fulfill this commitment. **Each year builds on the investments from the previous years.**

## OPERATING BUDGET

Maryland's Largest School District

## MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

	2018	2019	2020	PROPOSED 2021	... & Beyond
<p><b>Early Learning/ Expanded Access to Prekindergarten</b></p> <p>Early access to education has been shown to improve student outcomes. MCPS is investing heavily in full-day prekindergarten seats to help children prepare for school.</p>	<ul style="list-style-type: none"> <li>» Expansion of summer enrichment programs for students at the elementary level</li> <li>» Launched targeted elementary arts programming</li> </ul>	<ul style="list-style-type: none"> <li>» Expanded the number of full-day prekindergarten seats</li> <li>» Opened MacDonal Knolls Early Childhood Center</li> <li>» Expanded summer enrichment programs</li> </ul>	<ul style="list-style-type: none"> <li>» Expansion of full-day prekindergarten seats</li> <li>» Opened Up-County Early Childhood Center at Emory Grove</li> <li>» Funding through Blueprint for Maryland's Future for prekindergarten</li> <li>» Expanded targeted elementary arts programming</li> <li>» Investment in special education early learning</li> </ul>	<ul style="list-style-type: none"> <li>» Expanded full-day prekindergarten seats</li> <li>» Investment in special education early learning</li> </ul>	<ul style="list-style-type: none"> <li>» Universal prekindergarten for all 4-year-olds</li> <li>» Expansion of prekindergarten to all eligible 3-year-olds</li> </ul>
<p><b>Innovative School Models and Strategies</b></p> <p>From establishing two extended-year schools to two-way immersion to the exploration of community schools, MCPS is looking for innovative ways to achieve equity and excellence.</p>	<ul style="list-style-type: none"> <li>» Launched two-way immersion programs (English/Spanish) at Brown Station and Washington Grove elementary schools</li> </ul>	<ul style="list-style-type: none"> <li>» Launched two-way immersion programs (English/Spanish) at Rolling Terrace and Oakland Terrace elementary schools</li> <li>» Developed Innovative Calendar School strategy</li> <li>» Increased exposure to language opportunities</li> </ul>	<ul style="list-style-type: none"> <li>» Launched Innovative Calendar School model with Arcola and Roscoe R. Nix elementary schools</li> <li>» Funding through the Blueprint for Maryland's future for community school coordinator position</li> <li>» Increased exposure to language opportunities</li> </ul>	<ul style="list-style-type: none"> <li>» Planning for community school pilot</li> <li>» Evaluating and preparing for additional Innovative Calendar Schools and two-way immersion schools</li> <li>» Launch of Equity and Innovation Fund</li> <li>» Increased exposure to language opportunities</li> </ul>	<ul style="list-style-type: none"> <li>» Launch additional two-way immersion schools</li> <li>» Launch additional innovative calendar schools</li> <li>» Launch community school pilot</li> </ul>
<p><b>Access to Opportunity and Rigorous Coursework</b></p> <p>We must ensure that all students have the opportunity and support to rise to challenges and engage in high levels of rigor.</p>	<ul style="list-style-type: none"> <li>» Increased access to Advanced Placement and International Baccalaureate courses</li> <li>» Free SAT, ACT or licensure assessments</li> <li>» Launched universal screening for elementary Center for Enriched Studies program</li> <li>» Expanded ACES program</li> <li>» Funding for Seal of Biliteracy</li> <li>» Invested in special education supports in the home school</li> </ul>	<ul style="list-style-type: none"> <li>» Increased access to Advanced Placement and International Baccalaureate courses</li> <li>» Launch of universal screening for middle school magnet programs</li> <li>» Expansion of ACES program</li> <li>» Identified new state aligned external curriculum in English language arts (ELA) and mathematics</li> </ul>	<ul style="list-style-type: none"> <li>» Phase 1 rollout of external curriculum in English language arts (ELA) and mathematics</li> <li>» Increased dual enrollment opportunities with Montgomery College</li> </ul>	<ul style="list-style-type: none"> <li>» Creation of three new regional IB centers to provide more access to rigorous coursework</li> <li>» Continued rollout of new ELA and mathematics curriculum</li> <li>» Increased investment in supports for English Language Learners</li> </ul>	<ul style="list-style-type: none"> <li>» Continue to monitor focus groups to ensure all students have both access and opportunity to succeed</li> </ul>
<p><b>Physical, Social and Psychological Well-Being</b></p> <p>For students to focus on learning, we must ensure they have the supports to build academic and social resilience; are able to manage emotions and become positive members of the community.</p>	<ul style="list-style-type: none"> <li>» Invested in additional counselors and social workers</li> <li>» Expanded the Minority Scholars Program at middle and high schools</li> <li>» Launched new restorative justice initiative</li> </ul>	<ul style="list-style-type: none"> <li>» Suicide prevention resources for all secondary schools</li> <li>» Expansion of restorative justice programming</li> <li>» Launch of Recovery and Academic Program for students struggling with substance use</li> <li>» Addition of mental health support staff</li> <li>» Launch of Project G.R.A.D. graduation intervention program</li> </ul>	<ul style="list-style-type: none"> <li>» Launch of Be Well 365 framework for student mental health and wellness</li> <li>» Addition of mental health support staff</li> <li>» Continuation of Project G.R.A.D. graduation intervention program</li> </ul>	<ul style="list-style-type: none"> <li>» Addition of mental health support staff to support student mental health and well-being</li> <li>» Planning for community school pilot</li> </ul>	<ul style="list-style-type: none"> <li>» Expansion of supports within the Be Well 365 framework</li> </ul>

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<p><b>College and Career Readiness</b></p> <p>MCPS is committed to providing students with academic and real-world experiences to prepare them for college, career and beyond.</p>	<ul style="list-style-type: none"> <li>» Launched Summer R.I.S.E. career exploration program</li> <li>» Implemented college and career planning tool</li> <li>» Increased investment in the Career Readiness Education Academy (CREA)</li> <li>» Launched middle school career readiness summer camps</li> </ul>	<ul style="list-style-type: none"> <li>» Opened the new Thomas Edison High School of Technology</li> <li>» Increased pathways for career opportunities in Cybersecurity, Public Safety/ EMT/Firefighter Academy and Aviation</li> <li>» Expanded Summer R.I.S.E. career exploration program</li> <li>» Expanded programs in Computer Science, Coding and Robotics</li> <li>» Opened Junior Achievement Finance Park for all Grade 7 students</li> <li>» Launch of Early College program and expansion of Middle College program</li> </ul>	<ul style="list-style-type: none"> <li>» Expansion of Summer R.I.S.E. and Middle College programs</li> <li>» Launch of the Hospitality Foundation</li> <li>» Expansion of Early College program to all Montgomery College campuses</li> <li>» Expansion of College Tracks program</li> <li>» Launch of regional Talent Ready Initiative for career pathways on technology</li> </ul>	<ul style="list-style-type: none"> <li>» Opening of upcounty career readiness hub at the new Seneca Valley High School</li> <li>» Expansion of the Aviation program</li> <li>» Expansion of College Tracks programs</li> <li>» Additional support for language and STEM programming</li> </ul>	<ul style="list-style-type: none"> <li>» Enhanced work with the business community to ensure our students are prepared for the jobs of the future</li> </ul>
<p><b>Smaller Class Sizes</b></p> <p>Smaller classes allow students to receive greater time and attention from their teachers.</p>	<ul style="list-style-type: none"> <li>» Continued investment in class size reduction</li> </ul>	<ul style="list-style-type: none"> <li>» Continued investment in class size reduction</li> <li>» Launched class size public data dashboards</li> </ul>	<ul style="list-style-type: none"> <li>» Continued investment in class size reduction</li> <li>» Additional investments in class size reduction for Title I and Focus schools</li> </ul>	<ul style="list-style-type: none"> <li>» Monitor class size</li> <li>» Study class size data at middle and high schools based on Equitable Access to Resource data</li> </ul>	<ul style="list-style-type: none"> <li>» Continue to monitor and reduce class size at impacted middle and high schools</li> </ul>
<p><b>Equity Data Tools</b></p> <p>To ensure we are serving all students, data tools are necessary to expose where students need acceleration or scaffolding.</p>	<ul style="list-style-type: none"> <li>» Launched Evidence of Learning Framework</li> </ul>	<ul style="list-style-type: none"> <li>» Launch of Equity Accountability Model</li> <li>» Commission of Equitable Access to Resource Study</li> </ul>	<ul style="list-style-type: none"> <li>» Development of new, robust student information system</li> <li>» Expansion of Equity Accountability Model reporting</li> <li>» Integration of student learning and student wellness data</li> </ul>	<ul style="list-style-type: none"> <li>» Launch of new student information system</li> <li>» Additional learning and achievement directors to support schools in attaining their excellence and equity goals</li> </ul>	<ul style="list-style-type: none"> <li>» Continue to enhance data tools to provide greater insight on experience and achievement for all students</li> </ul>
<p><b>Attracting, Recruiting and Retaining a Highly, Qualified Diverse Workforce</b></p> <p>MCPS is investing in strategies to ensure highly qualified, diverse educators to support all students.</p>	<ul style="list-style-type: none"> <li>» Introduced mandatory cultural proficiency training for all educators</li> <li>» Invested in new professional development strategies</li> </ul>	<ul style="list-style-type: none"> <li>» Expanded career pathway opportunities to develop homegrown teaching pool</li> <li>» Targeted recruitment at Historically Black Colleges and Universities</li> <li>» Recruited teachers in Puerto Rico</li> </ul>	<ul style="list-style-type: none"> <li>» More career pathways and professional opportunities for all employees</li> <li>» Launch of upgrade to human resources business system</li> <li>» Launch of LinkedIn recruiting platform</li> </ul>	<ul style="list-style-type: none"> <li>» Launch a specialized team focused on attracting, recruiting and retaining a highly qualified and diverse teacher workforce to support the needs of all students</li> </ul>	<ul style="list-style-type: none"> <li>» Enhance a specialized outreach team to build a pipeline of highly qualified diverse candidates from across the country</li> </ul>
<p><b>Safe and Welcoming Learning Environment</b></p> <p>While our core purpose as a school system is preparing all students to thrive in their futures, this cannot be achieved if students don't feel safe and welcome in our schools.</p>	<ul style="list-style-type: none"> <li>» Released comprehensive school safety and security report</li> <li>» Enhanced professional development for all staff on student welfare and compliance</li> </ul>	<ul style="list-style-type: none"> <li>» Creation of Chief Safety Officer position</li> <li>» Enhanced active assailant training for students</li> </ul>	<ul style="list-style-type: none"> <li>» Launch of behavioral threat assessment work</li> <li>» Installed security cameras on all MCPS buses</li> <li>» Began adding seat belts to all buses</li> <li>» Began adding security cameras to all elementary schools</li> </ul>	<ul style="list-style-type: none"> <li>» New school supervision structure to ensure student safety beyond the bell</li> <li>» Additional security staffing</li> </ul>	<ul style="list-style-type: none"> <li>» Continue with elementary camera bus seat belt installation</li> </ul>
<p><b>Community Engagement</b></p> <p>Supporting student success means support of family understanding and engagement in their child's learning.</p>	<ul style="list-style-type: none"> <li>» Targeted funding for community engagement</li> <li>» Added building-level administrators to support schools</li> </ul>	<ul style="list-style-type: none"> <li>» First LGBTQ Forum</li> <li>» New community-based events</li> <li>» Expanded door-to-door outreach at Title I for selected schools</li> </ul>	<ul style="list-style-type: none"> <li>» Relaunch of the Back-to-School Fair</li> <li>» Launch of the Board of Education's Communication and Stakeholder Engagement Committee</li> </ul>	<ul style="list-style-type: none"> <li>» Expanded translation support</li> <li>» Additional Parent Community Coordinator position</li> </ul>	<ul style="list-style-type: none"> <li>» Deploy innovative tactics to better engage hard-to-reach constituents</li> </ul>