

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

January 19, 2023

MEMORANDUM

To: Members of the Board of Education  
From: Monifa B. McKnight, Superintendent of Schools  
Subject: Blueprint for Maryland's Future (11-10-2022-01-A-E)

During the *Blueprint for Maryland's Future* discussion, Board members requested the following information:

**Question A**

Ms. Wolff requested additional information regarding the data on slide 15 of the presentation. Please provide information regarding the teachers who applied but ultimately were eliminated from consideration, especially applicants of color, i.e. Black/African American and Hispanic candidates.

**Response A**

The top three reasons that candidates of color have withdrawn from the application process during Fiscal Year (FY) 2023 are:

- accepted an offer from another employer
- accepted another position within Montgomery County Public Schools (MCPS)
- no reason provided

The top three reasons that candidates of color were rejected from the application process during FY 2023 are:

- the required criteria was not met
- a more qualified candidate was selected
- did not complete the reference process

**Question B**

From slide 28, Ms. Wolff requested updated information regarding all of the tutoring programs that are currently available, and an update on how effective they have been thus far for the student body.

**Response B**

MCPS has developed a wide variety of free tutoring options available to students as identified in the following chart.

<b>MCPS Tutoring</b>	<b>Virtual On Demand</b>	<b>Virtual High Dosage</b>	<b>Weekend Sites</b>	<b>Community (in development)</b>
Staffed by MCPS employees	Tutor Me Education FEV Tutor	Tutor Me Education FEV Tutor	Staffed by MCPS employees	Staffed by community members
Virtual, In-Person, Both	Virtual	Virtual	In-Person at four sites	In-Person, central sites being identified
Before/After School	After school/Evening	some during school (FEV Tutor) primarily after school	Saturdays and Sundays	Evening, after school based programs
Students identified by school using multiple measures	Available to any student	Available to any student	Students identified by school using multiple measures	Available to any student as staffing allows

MCPS is building a pathway from our student information system, Synergy, to Performance Matters, our data warehouse system. Synergy holds attendance data, including for student tutoring. Once complete, this will allow many variations of data analysis to occur. We will be able to compare student performance within different interventions, volumes of tutoring, duration of tutoring, and against non-tutored students. Currently, we know that students who are receiving high dosage tutoring, defined by 3–5 times per week for at least ten weeks, are showing marked improvement in all areas: attendance, confidence, grades, participation, MAP scores, and other district assessments. Anecdotal data from teachers and families shows a deep appreciation for the support and a drastic improvement in the students' attitude toward school, an increased capacity and willingness to learn, and a visible improvement in their academic performance. Additional data analysis will be performed this winter to make necessary adjustments where data shows a strong response to tutoring.

The increase in opportunity, communication, and program growth has allowed an increased number of students to receive this high level of support so greatly desired by the MCPS community. The work continually is growing to match the needs of our students and build the overall capacity to serve more students with tutoring services.

**Question C**

Mrs. Smondrowski requested information regarding possibly exploring funding partnerships with higher education partners to develop “payback programming” for students to obtain 4-year degrees in addition to current 2-year programs.

**Response C**

We continue to explore and expand partnerships with universities. Along with the current partnership with Montgomery College for dual enrollment, the Maryland State Department of Education (MSDE) has awarded MCPS Maryland Leads grant funding for the Future Educators Scholarship to support students who are interested in becoming a teacher. In Fiscal Year 2022, 12 students have been identified to receive \$1,500 each. These students have matriculated to the following universities: Rice University, University of Maryland College Park, University of Michigan, Montgomery College, Elon University, St. Mary’s College of Maryland, and McDaniel College. As of December, all students are continuing to pursue their educational degree.

**Question D**

Ms. Silvestre, wanting to make sure that the targets set are attainable, requested the following information regarding the school system’s *Grow Your Own* program:

1. What are the system’s goals for the program going into the end of this school year?
2. Please include information regarding how many supporting services professionals received certification last year to become teachers.

**Response D**

1. The goal of the *Grow your Own* program is aligned to the Board of Education’s strategic plan for professional and operational excellence.

FY 2022-2023 *Grow Your Own* has two focus areas:

**Focus Area I**

- Expand work-based learning programs, including internships, apprenticeships, and other career-related learning experiences for high school students to pursue careers in education and further enable support professionals to become teachers.
- Increase career exposure and work-based learning experiences in the areas of instructional and operational fields of the school system for middle and high schools to continue building the pipeline of potential educators.
- Expand current partnerships with Bowie State University for high school students and Montgomery College for support professionals.

**Focus Area II**

- Support career changers entering the education field with various degree and accelerated certification pathways
  - Increase workforce diversity reflective of our student demographics
  - Support the certification of special education teachers, early childhood teachers and mental health professionals in critical shortage areas by leveraging our partnerships with alternative pathway programs and university partnerships
  - Provide an accelerated pathway for conditionally certified teachers to complete certification requirements through partnership with Moreland University
2. There were 88 support professionals who completed education preparation programs from our MCPS partnerships as of June 30, 2022. It is important to note that employees also may pursue programs that are not partnership based on their preferences. The Office of Human Resources and Development does not formally track this information.

**Question E**

Ms. Harris suggested that staff report to the *Accountability & Implementation Board* (AIB) that teachers and students should be involved in the development of the draft reporting criteria, since they are the “boots on the ground” groups using the proposed measures.

**Response E**

The AIB held numerous public meetings and allowed a process for feedback in the development of criteria for each Pillar of the Blueprint. They also held a public comment session on November 10, 2022, and gathered feedback until November 23, 2022. A number of teachers submitted feedback to them as well as written testimony throughout the process.

Should you have further questions, please contact Ms. Janine G. Bacquie, coordinator, Blueprint for Maryland’s Future, or Dr. Kristen Wong Callisto, executive director, Office of the Chief of Staff, via email.

MBM:BSS:KWC:JGB:emg

Copy to:

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