

FY 2009 QUESTION NUMBER: 45

QUESTION:

In the expansion of the middle school reform, what is included for staff development to focus on skill levels. How does this compare with the efforts for staff development with the early childhood education initiative?

BUDGET PAGE REFERENCE: Not Applicable

ANSWER:

When launching important initiatives, MCPS supports implementation through providing professional development that builds the capacity of critical staff. In the case of the Early Childhood Education Initiative, this professional development included focused training in reading/language arts and mathematics through required summer training for teachers. In addition, training was provided for core teams that included principals, staff development teachers, reading specialists, and math content coaches.

In rolling out Phase I of the Middle School Reform effort, training focused on in-depth training of the entire leadership team. These teams included principals, other administrators, literacy and math coaches, as well as team leaders and content area representatives. The focus of the Phase I leadership team training was on equipping school leaders to return to their buildings and lead implementation of the reform effort. In both cases, the presence of job-embedded professional development provided by school-based staff was critical. In both cases, this ongoing training was supported by staff from the Office of Organizational Development (staff development specialists, curriculum training and development team), as well as staff from the offices of Curriculum and Instructional Programs and Special Education and Student Services.

In addition, extensive required professional development in content expertise and instructional practices was provided to middle school staff during the summer of 2007 in advance of the middle school reform. Sessions included the following:

Grade 7 English - All Grade 7 English teachers, including resource teachers and special education teachers who teach English 7

Grade 8 English - All Grade 8 English teachers, including resource teachers and special education teachers who teach English 8

IM Curriculum – All middle school teachers of IM

Achievement Series – All teachers new to teaching Algebra

Middle School Reform Initiatives – All middle school literacy content specialists

Middle School Reform Initiatives – All middle school mathematics content coaches

ESOL 3 Curriculum – All middle school ESOL teachers of ESOL METS

Middle School Health Curriculum – All teachers of Grades 6, 7, and 8 middle school health education, including special education teachers who teach health education

Grade 8 Revised Family Life and Human Sexuality – All teachers of Grade 8 middle school health education, including special education teachers who teach health education

Best Practices for Effective Co-Teaching – All Grade 6 general educators, special educators, and resource teachers working with special education students in the general education environment

New Elective and Innovative Technology Courses –All teachers in Phase I Middle School Reform, teaching a new elective course or using new technology.

<b>Early Childhood Initiative</b>	<b>Middle School Reform</b>
Skill Focus: Reading/language arts and math	Skill Focus: Rigor, Adolescent Learner, Collaborative Planning & Use of Technology
Training Model: Required summer training (2-days) with follow up for Reading/Language Arts and math for all teachers of K, grades 1 & 2, including special education, ESOL, resource, and reading initiative teachers. Core team training for administrators, staff development teachers (SDT), reading specialists and math content coaches  <b>Early Childhood Initiative</b>	Training Model: Required summer training for leadership teams (4 full days) Leadership teams then returned to their schools and facilitated on-going professional development for the entire staff. The FY 2008 budget provided two additional pre-service days for Phase I schools to begin the work with staff on the content that leadership teams learned during summer professional development.  <b>Middle School Reform</b>
Continuous job-embedded training through staff development teachers, reading specialists, and math content coaches	Required summer training in critical content areas, including English, mathematics, English for Speakers of Other Languages, special education, and training for new elective and innovative technology courses.
	Continuous professional development for staff development teachers and Accelerated and Enriched Instruction (AEI) Literacy Coaches/Math Content Specialists, so they can provide job-embedded follow up support for the staff ongoing training for Phase I leadership teams through participation in the Professional Learning Communities Institute.

