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.

**Early Learning/ Expanded Access to Prekindergarten**
- 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.
- **2018**
  - Expansion of summer enrichment programs for students at the elementary level
  - Launched targeted elementary arts programming
- **2019**
  - Expanded the number of full-day prekindergarten seats
  - Opened MacDonald Knolls Early Childhood Center
  - Expanded summer enrichment programs
- **2020**
  - Expansion of full-day prekindergarten seats
  - Opened Up-County Early Childhood Center at Emory Grove
  - Funding through Blueprint for Maryland’s Future for prekindergarten
  - Expanded targeted elementary arts programming
  - Investment in special education early learning
- **2021**
  - Universal prekindergarten for all 4-year-olds
  - Expansion of prekindergarten to all eligible 3-year-olds

**Innovative School Models and Strategies**
- 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.
- **2018**
  - Launched two-way immersion programs (English/Spanish) at Brown Station and Washington Grove elementary schools
- **2019**
  - Launched two-way immersion programs (English/Spanish) at Rolling Terrace and Oakland Terrace elementary schools
  - Developed Innovative Calendar School strategy
  - Increased exposure to language opportunities
- **2020**
  - Launched Innovative Calendar School model with Arcola and Roscoe R. Nix elementary schools
  - Funding through the Blueprint for Maryland’s future for community school coordinator position
  - Increased exposure to language opportunities
- **2021**
  - Planning for community school pilot
  - Evaluating and preparing for additional Innovative Calendar Schools and two-way immersion schools
  - Launch of Equity and Innovation Fund
  - Increased exposure to language opportunities

**Access to Opportunity and Rigorous Coursework**
- We must ensure that all students have the opportunity and support to rise to challenges and engage in high levels of rigor.
- **2018**
  - Increased access to Advanced Placement and International Baccalaureate courses
  - Free SAT, ACT or licensure assessments
  - Launched universal screening for elementary Center for Enriched Studies program
  - Expanded ACES program
  - Funding for Seal of Biliteracy
  - Invested in special education supports in the home school
- **2019**
  - Increased access to Advanced Placement and International Baccalaureate courses
  - Launch of universal screening for middle school magnet programs
  - Expansion of ACES program
  - Identified new state aligned external curriculum in English language arts (ELA) and mathematics
- **2020**
  - Phase 1 rollout of external curriculum in English language arts (ELA) and mathematics
  - Increased dual enrollment opportunities with Montgomery College
- **2021**
  - Creation of three new regional IB centers to provide more access to rigorous coursework
  - Continued rollout of new ELA and mathematics curriculum
  - Increased investment in supports for English Language Learners

**Physical, Social and Psychological Well-Being**
- 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.
- **2018**
  - Invested in additional counselors and social workers
  - Expanded the Minority Scholars Program at middle and high schools
  - Launched new restorative justice initiative
- **2019**
  - Suicide prevention resources for all secondary schools
  - Expansion of restorative justice programming
  - Launch of Recovery and Academic Program for students struggling with substance use
  - Addition of mental health support staff
  - Launch of Project G.R.A.D. graduation intervention program
- **2020**
  - Launch of Be Well 365 framework for student mental health and wellness
  - Addition of mental health support staff
  - Continuation of Project G.R.A.D. graduation intervention program
- **2021**
  - Addition of mental health support staff to support student mental health and well-being
  - Planning for community school pilot

**Operating Budget**

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<th>Year</th>
<th>Initiative</th>
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**Version #1 (12/16/2019)**
College and Career Readiness
MCPS is committed to providing students with academic and real-world experiences to prepare them for college, career and beyond.

- Launched Summer R.I.S.E. career exploration program
- Implemented college and career planning tool
- Increased investment in the Career Readiness Education Academy (CREA)
- Launched middle school career readiness summer camps

Smaller Class Sizes
Smaller classes allow students to receive greater time and attention from their teachers.

- Continued investment in class size reduction
- Launched class size public data dashboards

Equity Data Tools
To ensure we are serving all students, data tools are necessary to expose where students need acceleration or scaffolding.

- Launched Evidence of Learning Framework
- Launch of Equity Accountability Model
- Commission of Equitable Access to Resource Study

Attracting, Recruiting and Retaining a Highly, Qualified Diverse Workforce
MCPS is investing in strategies to ensure highly qualified, diverse educators to support all students.

- Introduced mandatory cultural proficiency training for all educators
- Invested in new professional development strategies
- Expanded career pathway opportunities to develop homegrown teaching pool
- Targeted recruitment at Historically Black Colleges and Universities
- Recruited teachers in Puerto Rico

Safe and Welcoming Learning Environment
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.

- Released comprehensive school safety and security report
- Enhanced professional development for all staff on student welfare and compliance
- Creation of Chief Safety Officer position
- Enhanced active assailant training for students
- Launch of behavioral threat assessment work
- Installed security cameras on all MCPS buses
- Began adding seat belts to all buses
- Began adding security cameras to all elementary schools

Community Engagement
Supporting student success means support of family understanding and engagement in their child’s learning.

- Targeted funding for community engagement
- Added building-level administrators to support schools
- First LGBTQ Forum
- New community-based events
- Expanded door-to-door outreach at Title I for selected schools
- Relaunch of the Back-to-School Fair
- Launch of the Board of Education’s Communication and Stakeholder Engagement Committee

Commonly asked questions:
- How much will it cost? MCPS invests in strategies to ensure highly qualified, diverse educators to support all students.
- Can you give me a range for the costs? Costs for supporting student success means support of family understanding and engagement in their child’s learning.
- Can you provide more information on the recruitment and retention strategies? MCPS is attracting, recruiting and retaining a highly qualified and diverse teacher workforce to support schools in attaining their excellence and equity goals.
- What are the key programs supporting student success? The key programs include Summer R.I.S.E., expanded Career Readiness Education Academy (CREA), and Career Readiness summer camps.
- How will the school system ensure students feel safe and welcome? The school system will ensure students feel safe and welcome by releasing a comprehensive school safety and security report, expanding professional development for all staff on student welfare, and enhancing active assailant training for students.
- What are the goals for enhancing the student experience? The goals for enhancing the student experience include attracting, recruiting and retaining a highly qualified and diverse teacher workforce, enhancing professional development for all staff, and expanding door-to-door outreach at Title I for selected schools.
- How will the school system engage with the community? The school system will engage with the community by targeting funding for community engagement, adding building-level administrators to support schools, and launching the Board of Education’s Communication and Stakeholder Engagement Committee.

For more information, visit https://www.mcpsmd.gov/