

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>Early Learning/ Expanded Access to Prekindergarten</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"> » Expansion of summer enrichment programs for students at the elementary level » Launched targeted elementary arts programming 	<ul style="list-style-type: none"> » Expanded the number of full-day prekindergarten seats » Opened MacDonald Knolls Early Childhood Center » Expanded summer enrichment programs 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » Expanded full-day prekindergarten seats » Investment in special education early learning 	<ul style="list-style-type: none"> » Universal prekindergarten for all 4-year-olds » Expansion of prekindergarten to all eligible 3-year-olds
<p>Innovative School Models and Strategies</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"> » Launched two-way immersion programs (English/Spanish) at Brown Station and Washington Grove elementary schools 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » Launch additional two-way immersion schools » Launch additional innovative calendar schools » Launch community school pilot
<p>Access to Opportunity and Rigorous Coursework</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"> » 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 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » Phase 1 rollout of external curriculum in English language arts (ELA) and mathematics » Increased dual enrollment opportunities with Montgomery College 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » Continue to monitor focus groups to ensure all students have both access and opportunity to succeed
<p>Physical, Social and Psychological Well-Being</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"> » Invested in additional counselors and social workers » Expanded the Minority Scholars Program at middle and high schools » Launched new restorative justice initiative 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » Addition of mental health support staff to support student mental health and well-being » Planning for community school pilot 	<ul style="list-style-type: none"> » Expansion of supports within the Be Well 365 framework

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<p>College and Career Readiness</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"> » 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 	<ul style="list-style-type: none"> » Opened the new Thomas Edison High School of Technology » Increased pathways for career opportunities in Cybersecurity, Public Safety/ EMT/Firefighter Academy and Aviation » Expanded Summer R.I.S.E. career exploration program » Expanded programs in Computer Science, Coding and Robotics » Opened Junior Achievement Finance Park for all Grade 7 students » Launch of Early College program and expansion of Middle College program 	<ul style="list-style-type: none"> » Expansion of Summer R.I.S.E. and Middle College programs » Launch of the Hospitality Foundation » Expansion of Early College program to all Montgomery College campuses » Expansion of College Tracks program » Launch of regional Talent Ready Initiative for career pathways on technology 	<ul style="list-style-type: none"> » Opening of upcounty career readiness hub at the new Seneca Valley High School » Expansion of the Aviation program » Expansion of College Tracks programs » Additional support for language and STEM programming 	<ul style="list-style-type: none"> » Enhanced work with the business community to ensure our students are prepared for the jobs of the future
<p>Smaller Class Sizes</p> <p>Smaller classes allow students to receive greater time and attention from their teachers.</p>	<ul style="list-style-type: none"> » Continued investment in class size reduction 	<ul style="list-style-type: none"> » Continued investment in class size reduction » Launched class size public data dashboards 	<ul style="list-style-type: none"> » Continued investment in class size reduction » Additional investments in class size reduction for Title I and Focus schools 	<ul style="list-style-type: none"> » Monitor class size » Study class size data at middle and high schools based on Equitable Access to Resource data 	<ul style="list-style-type: none"> » Continue to monitor and reduce class size at impacted middle and high schools
<p>Equity Data Tools</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"> » Launched Evidence of Learning Framework 	<ul style="list-style-type: none"> » Launch of Equity Accountability Model » Commission of Equitable Access to Resource Study 	<ul style="list-style-type: none"> » Development of new, robust student information system » Expansion of Equity Accountability Model reporting » Integration of student learning and student wellness data 	<ul style="list-style-type: none"> » Launch of new student information system » Additional learning and achievement directors to support schools in attaining their excellence and equity goals 	<ul style="list-style-type: none"> » Continue to enhance data tools to provide greater insight on experience and achievement for all students
<p>Attracting, Recruiting and Retaining a Highly, Qualified Diverse Workforce</p> <p>MCPS is investing in strategies to ensure highly qualified, diverse educators to support all students.</p>	<ul style="list-style-type: none"> » Introduced mandatory cultural proficiency training for all educators » Invested in new professional development strategies 	<ul style="list-style-type: none"> » Expanded career pathway opportunities to develop homegrown teaching pool » Targeted recruitment at Historically Black Colleges and Universities » Recruited teachers in Puerto Rico 	<ul style="list-style-type: none"> » More career pathways and professional opportunities for all employees » Launch of upgrade to human resources business system » Launch of LinkedIn recruiting platform 	<ul style="list-style-type: none"> » Launch a specialized team focused on attracting, recruiting and retaining a highly qualified and diverse teacher workforce to support the needs of all students 	<ul style="list-style-type: none"> » Enhance a specialized outreach team to build a pipeline of highly qualified diverse candidates from across the country
<p>Safe and Welcoming Learning Environment</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"> » Released comprehensive school safety and security report » Enhanced professional development for all staff on student welfare and compliance 	<ul style="list-style-type: none"> » Creation of Chief Safety Officer position » Enhanced active assailant training for students 	<ul style="list-style-type: none"> » 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 	<ul style="list-style-type: none"> » New school supervision structure to ensure student safety beyond the bell » Additional security staffing 	<ul style="list-style-type: none"> » Continue with elementary camera bus seat belt installation
<p>Community Engagement</p> <p>Supporting student success means support of family understanding and engagement in their child's learning.</p>	<ul style="list-style-type: none"> » Targeted funding for community engagement » Added building-level administrators to support schools 	<ul style="list-style-type: none"> » First LGBTQ Forum » New community-based events » Expanded door-to-door outreach at Title I for selected schools 	<ul style="list-style-type: none"> » Relaunch of the Back-to-School Fair » Launch of the Board of Education's Communication and Stakeholder Engagement Committee 	<ul style="list-style-type: none"> » Expanded translation support » Additional Parent Community Coordinator position 	<ul style="list-style-type: none"> » Deploy innovative tactics to better engage hard-to-reach constituents