

Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

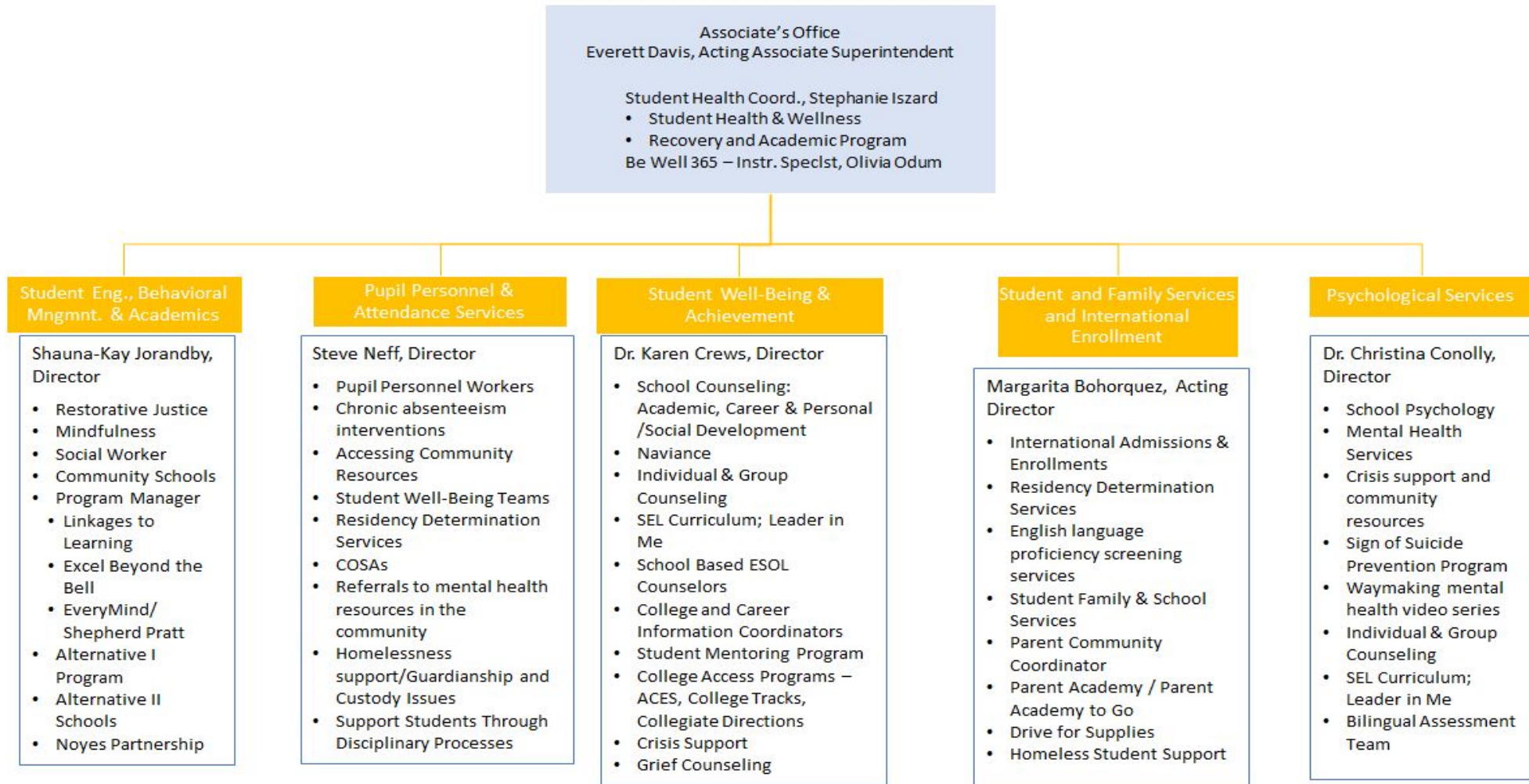
Montgomery County Civic Federation

Montgomery County Public Schools
February 14, 2022

Agenda

- Student Mental Health and Well-Being
- Individual School Transitions to Virtual Learning
- Clean and Safe Buildings
- Sustainability
- Mitigating Learning Disruptions
- Office of Human Resources and Development Updates

Office of Teaching Learning & Schools - Student and Family Support and Engagement FY22



Be Well 365

- **Culturally Responsive Relationship Building**
- **Mental & Emotional Health**
- **Trauma-Informed Practices**
- **Restorative Justice & Restorative Practices**
- **Physical Health & Wellness**
- **Character Education & Empathy**



Student Support

Universal Support for All Students, Staff and Families

- Social Emotional Learning (SEL) Curriculum
- Signs of Suicide Prevention Program (Grades 6-12)
- Personal Body Safety Lessons
- Our Minds Matter (High School)
- Parent Academy
- EAP/KEPRO
- MCPS Waymaking Video Series



Student Support

Targeted Support for Students, Staff and Families

- Student Well-Being Teams
- Individual and Group Counseling
- Caring Matters
- Handle with Care
- RAP
- Linkages to Learning and JSSA
- SUPRE
- Crisis Response/Intervention
- Behavior Threat Assessment



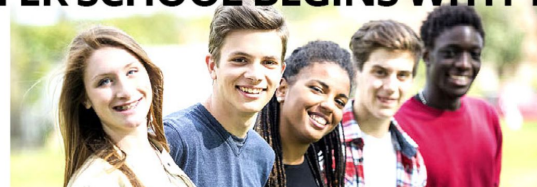
Student Support

Maryland Safe Schools Tip Line

833-632-7233 (24/7)



833-MD-B-SAFE
A SAFER SCHOOL BEGINS WITH YOU.



Montgomery County Tip Line

301-738-2255

(voice 24/7; text/chat from 8:00 a.m. to midnight, daily)

Restorative Justice and Mindfulness Initiatives

- As of November 2021, almost 11,000 MCPS teachers and staff have been trained in *Foundations of Restorative Justice*.
- All secondary schools stipended for a Restorative Justice Coach.
- All schools supported centrally with an assigned RJ Instructional Specialist.
- About 1,500 staff members have been trained to teach mindfulness strategies in school settings.
- Supplemental mindfulness curriculums for elementary and secondary levels with Spanish translations have been developed and shared with schools.
- MCPS supports mindfulness initiatives with a mindfulness instructional specialist and three mindfulness educators who support 15 specific schools.





Process Map for Schools Identified to Transition to Virtual Learning

School data is pulled using a three day average.

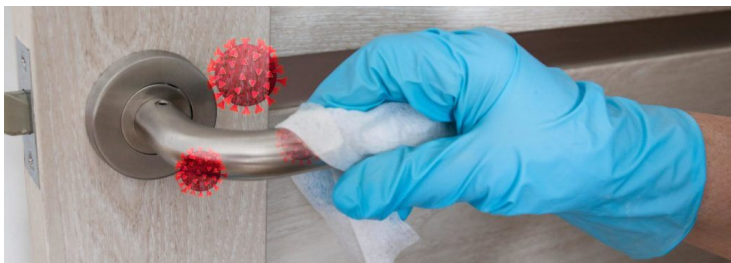
The data points include level one data:

- » Student attendance rate (three-day average)
- » Staff absences (three-day average)
- » Number of bus routes unable to provide service in both morning and afternoon (three-day average)
- » Unfilled substitute requests (three-day average)
- » COVID-19 cases among students and staff in the past 10 days

Schools that surface are shared with the central office staff, who communicate with principals that their school data has indicated further exploration into the virtual option.



Operational Effectiveness Clean and Safe Buildings



Sustainability Approach

Enhancements to foster systemwide sustainability

- Collaborate and innovate to transform culture
- Enrich curriculum and professional development
- Engage students and staff in solutions

Immediate and ongoing actions to align with County
Climate Action Plan



Sustainability Approach

- Use technology to actively manage energy and water consumption
- Procure utilities through wholesale managed approach
- Enhance behavior-based sustainability programs
- Convert/replace fleet
- Update new construction standards
- Improve existing infrastructure for energy savings
- Increase resiliency



Sustainability Policy Timeline

January: Action by Board

February/March: Public comment period

April: Policy Management Committee
review of public comments

May: Final Action by full Board



Mitigating Learning Disruptions

Six Areas of Focus



(1) School Improvement Planning



(2) Literacy and Mathematics Instructional Focus



(3) Assessment **OF** and **FOR** Learning



(4) Acceleration of Learning



(5) Tutoring and Intervention Support



(6) Professional Learning

Models for Tutoring and Intervention Support

High-Dosage Tutoring

- Directly supports success in daily classroom instruction, aligned to the grade-level curriculum
- "Acceleration of Learning"
- Multiple sessions per week outside of regular instruction, 60-90 minutes per session
- Virtual or in-person
- Students identified and invited based on needs
- Delivered by MCPS staff or external providers

Evidence-Based Interventions

- For students significantly below grade level
- Evidence-based interventions
 - Orton-Gillingham
 - Really Great Reading
 - i-Ready
 - System 44
 - Read/Math 180
 - iLIT - iLIT for ELL
- Delivered by MCPS staff

On-Demand Tutoring, Homework Help

- Open to all students, all grade levels
- Can serve all courses and content areas
- Available 24/7, flexible scheduling
- Currently virtual
- Delivered by external providers

OHRD Updates



**OHRD
Strategic
Framework**



**Commitment of
New Positions**



**Strategic
Recruitment**



**Grow Your Own
Initiatives**



Exit Interviews



**Induction and
Onboarding**



**Leadership
Recruitment
& Career Pathways**

Strategic Recruitment



Strategic Recruitment

- Hosted an in person job fair with over 300 interested participants; conducted 190 interviews; and hired more than 10 new employees
- Attended Council for Exceptional Children Conference and job fair to recruit and hire special educators and mental health professionals
- Continue to host bi-weekly recruitment fairs to interview candidates for all positions
- Launched campaign to recruit, attract, and hire mental health professionals in collaboration with OTLS, OHRD, and Communications



CEC Conference - 1/16-1/19

Council for Exceptional Children

- made connections with over 31 professors/program advisors from many universities – school of education and 12 universities
 - George Mason
 - James Madison
 - Slippery Rock
 - Lehigh University
 - Bucknell University
 - Millersville
 - Appalachian State
 - West Chester University
 - Kennesaw State University
 - Georgia State
 - Kutztown
 - Columbia College of Education
- Spoke and gave literature to over 100 attendees many of which were students
 - pre-screening interview set up for 1/20



Substitute Updates



Strategic Recruitment

Supporting Our Most Impacted
Schools

Consistency for Students and
Staff

Additional Professional
Development

- Developed pilot in collaboration with MCEA and the Department of Labor Relations to support schools highly impacted by unfilled substitute positions
 - Enhanced compensation
 - Substitutes gain certainty in amount and frequency of work
- Interview substitutes daily and during the bi-weekly job fairs
 - Hired 500 substitutes since September
 - Processed 1,200 applications
- Additional professional development opportunities

Grow Your Own



Grow Your Own Initiatives



- Established strategic timeline for GYO efforts in collaboration with internal MCPS stakeholders
- Developed an internal employee referral program designed to refer top talent to MCPS
- Presented in collaboration with the Partnerships Unit to Summer RISE students on January 24, 2022 about the multiple and varied array of career pathways available within MCPS
- Partnered with the MCPS Career Pathways program to develop literature and map out strategic next steps to align the program to our GYO efforts
- Collaborated with MCEA to explore strategies to elevate the teaching profession



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Questions and Answers