Expanding Opportunity and Unleashing Potential

# Montgomery County Civic Federation

Montgomery County Public Schools February 14, 2022

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### **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

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

Associate's Office Everett Davis, Acting Associate Superintendent

Student Health Coord., Stephanie Iszard

- Student Health & Wellness
- Recovery and Academic Program

  Be Well 365 Instr. SpecIst, Olivia Odum

#### Student Eng., Behavioral Mngmnt. & Academics

#### Shauna-Kay Jorandby, Director

- Restorative Justice
- Mindfulness
- Social Worker
- Community Schools
- · Program Manager
- Linkages to Learning
- Excel Beyond the Bell
- EveryMind/ Shepherd Pratt
- Alternative I Program
- Alternative II Schools
- Noyes Partnership

#### Pupil Personnel & Attendance Services

#### Steve Neff, Director

- Pupil Personnel Workers
- Chronic absenteeism interventions
- Accessing Community Resources
- · Student Well-Being Teams
- Residency Determination Services
- COSAs
- Referrals to mental health resources in the community
- Homelessness support/Guardianship and Custody Issues
- Support Students Through Disciplinary Processes

#### Student Well-Being & Achievement

#### Dr. Karen Crews, Director

- School Counseling: Academic, Career & Personal /Social Development
- Naviance
- Individual & Group Counseling
- SEL Curriculum; Leader in Me
- School Based ESOL Counselors
- College and Career Information Coordinators
- Student Mentoring Program
- College Access Programs ACES, College Tracks, Collegiate Directions
- Crisis Support
- Grief Counseling

#### Student and Family Services and International Enrollment

#### Margarita Bohorquez, Acting Director

- International Admissions & Enrollments
- Residency Determination Services
- English language proficiency screening services
- Student Family & School Services
- Parent Community Coordinator
- Parent Academy / Parent Academy to Go
- Drive for Supplies
- Homeless Student Support

#### Psychological Services

#### Dr. Christina Conolly, Director

- School Psychology
- Mental Health Services
- Crisis support and community resources
- Sign of Suicide
   Prevention Program
- Waymaking mental health video series
- Individual & Group Counseling
- SEL Curriculum; Leader in Me
- Bilingual Assessment Team

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### Be Well 365

Culturally Responsive Relationship Building



- Mental & Emotional Health
- Trauma-Informed Practices
- Restorative Justice & Restorative Practices
- Physical Health & Wellness
- Character Education & Empathy

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### **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



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### **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



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### **Student Support**

### **Maryland Safe Schools Tip Line**

833-632-7233 (24/7)





### **Montgomery County Tip Line**

301-738-2255

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

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## 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.

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### Process Map for Schools Identified to Transition to Virtual Learning



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.



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## **Operational Effectiveness Clean and Safe Buildings**

INCREASE VENTILATION

Maximize outdoor air ventilation

Use filters with the highest MERV rating that the equipment can accommodate

IMPROVE AIR FILTRATION

ADD AIR CLEANERS

Use portable air cleaners as needed to improve air quality



and Operations







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### **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



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### **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



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### **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



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### Mitigating Learning Disruptions





(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

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## 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
  - o i-Ready
  - o System 44
  - o Read/Math 180
  - o 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

Maryland's Largest School District

#### MONTGOMERY COUNTY PUBLIC SCHOOLS

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### **OHRD Updates**

### OHRD Strategic Framework



Commitment of New Positions



Strategic Recruitment



Grow Your Own





**Exit Interviews** 



Induction and Onboarding



Leadership

Recruitment

& Career Pathways

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### **Strategic Recruitment**



### Strategic Recruitment





#### **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

- 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





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### **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

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### **Grow Your Own**





- 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**