

# Prince George's County Public Schools

**County Council  
October 17, 2022**



# Prince George's County Council

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# Transformation 2026: Towards Equity and Excellence

## PGCPS Strategic Plan Implementation

MSDE Blueprint Policy Areas	PGCPS Strategic Plan Outcome Goals	2023 PGCPS Areas of Focus	2023 Strategic Themes
Early Childhood Education College and Career Readiness	Outcome Goal #1: Educational Excellence	Accelerating Achievement in Mathematics	<ul style="list-style-type: none"> <li>Enhancing system wide professional development</li> <li>Increasing school engagement</li> <li>Using Improvement Science to Accelerate Learning</li> </ul>
High quality and diverse teachers and leaders	Outcome Goal #2: Excellence in Equity	School Climate & Culture	<ul style="list-style-type: none"> <li>Enhancing system wide professional development</li> <li>Increasing stakeholder engagement</li> <li>Emphasizing teacher job satisfaction &amp; workforce diversity</li> <li>Operational efficiency and excellence</li> </ul>
Governance and Accountability	Outcome Goal #3: Workforce/Operational Excellence		
More resources to ensure all students are successful	Outcome Goal #4: Increase Mental Health & Wellness	Social Emotional Learning (SEL) & Mental Health	<ul style="list-style-type: none"> <li>Enhancing system wide professional development</li> <li>Increasing school and stakeholder engagement</li> </ul>



### August

Critical Success Indicators Data Collection

Department/Individual Planning



### September

Release of PGCPS Strategic Plan Annual Report



### October

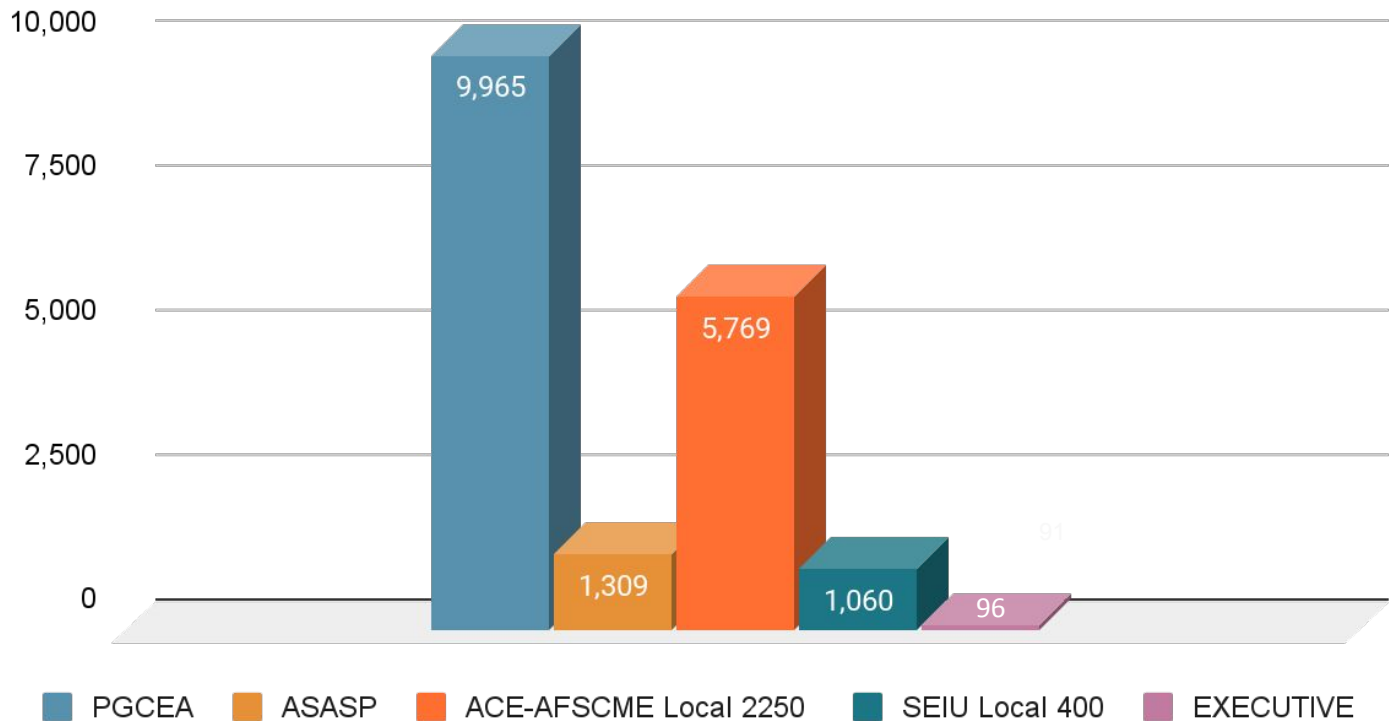
Strategic Planning Institutes



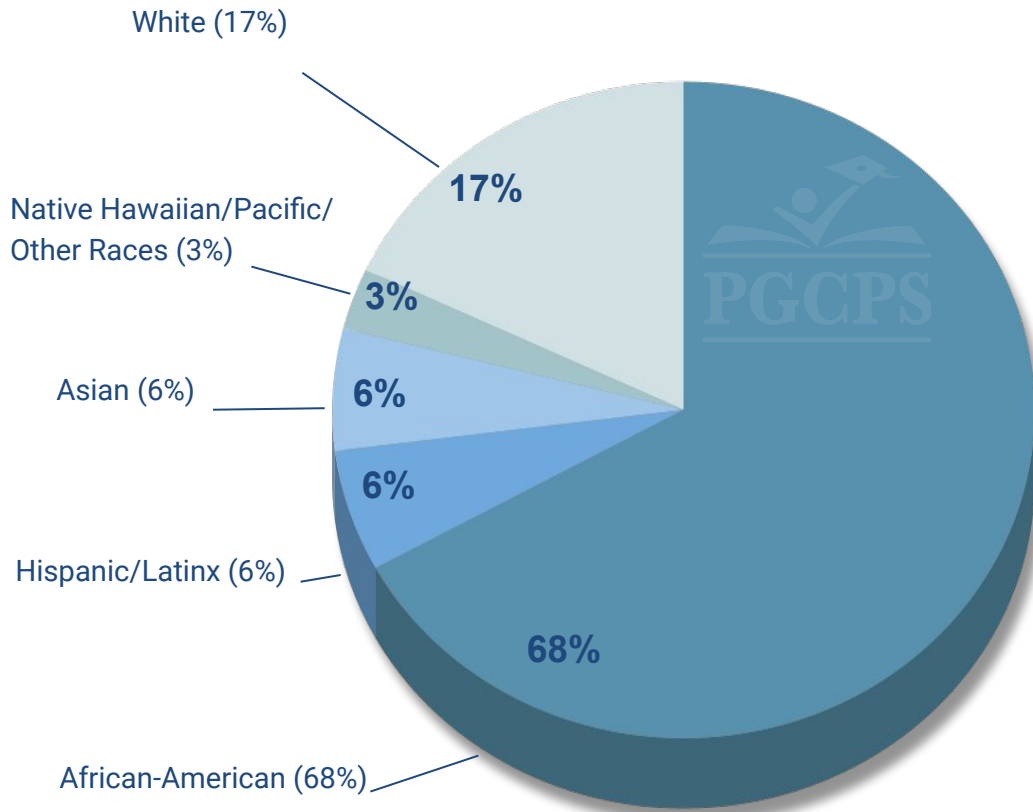
### December

PGCPS 2022 Culture and Climate Survey

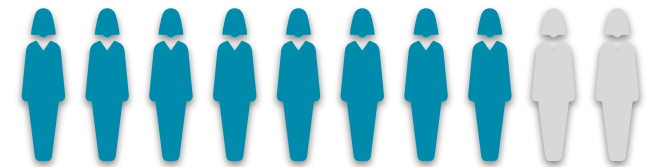
## 18,199 Employees



## PGCPS Human Capital



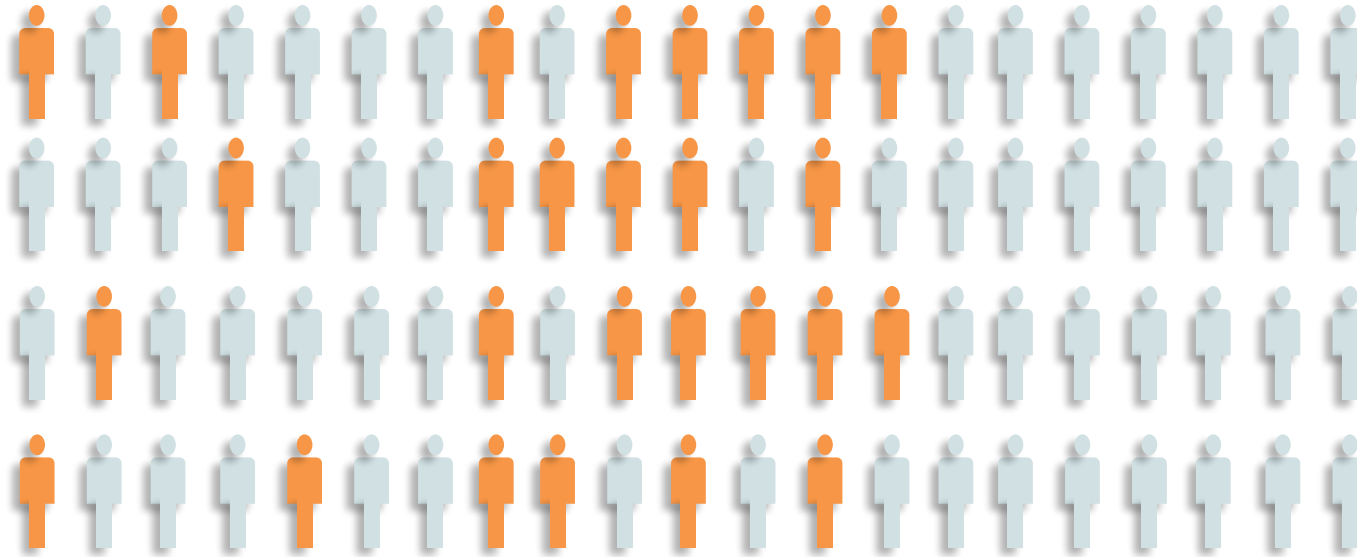
## Segmentation Analysis



**72%** **FEMALE**  
Current female population: **13,022 (72%)**



**28%** **MALE**  
Current male population: **5,177 (28%)**



**Teachers (May - Aug)**

Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec
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**All Positions (Jan - Dec)**

- Hiring Mixers
- A Hiring Palooza
- Drive Thru Recruitment events
- Career Fair Plus virtual events
- Advertising on major news outlets with interviews and career event coverage
- Radio advertisements in both English and Spanish
- Social Media advertisement with Handshake and LinkedIn campaigns
- PGCPS Recruitment Booth at local community events
- Conditional Educators Extension opportunities



# Human Resources: Fill Rates



Positions	2022-2023 Hiring Season Fill Rates*
Principals	100%
Teacher of Record	91%
Bus Drivers	80%
Custodians	95%
Nurses	85%

\*As of September 30, 2022



- Offer differentiated teaching models during the year.
- Combine classes.
- Offer long-term substitute teaching assignments from the start of the new school year.
- Redeploy highly-qualified central office-based teachers to schools.
- Shifting focus to “grow your own” programs:
  - Paraprofessional Grow Your Own Program
  - Substitute to Teacher Grow Your Own Program
  - Academy of Health Sciences
  - Career and Technical Education: Teacher Academy of Maryland
  - PGCPS Resident Teacher Program: Elementary and ESOL
  - Notre Dame: Special Education



# Purpose of PGCPS Assessment Program

The PGCPS Assessment Program prioritizes providing **national, state, and district assessment data** and **reporting**:



- To **measure** what students learned during the instructional quarter; **provide** actionable and timely data; and **compare** performance to peers within the school or district.
- To **support** teachers with identifying instructional strategies and resources to meet the needs of each student with supplemental supports, resources and interventions.
- To **identify** for district content offices which teachers may need additional support, the effectiveness of the curriculum, and additional resources schools may need.



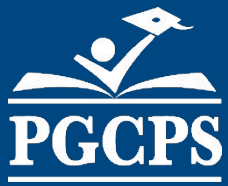
## Maryland Comprehensive Assessment Program (MCAP)

- MCAP data and reporting for Spring 2022 ELA and Math results will be available **January 2023** when standard setting activities have concluded and performance levels and scale score cuts have been determined.
- MSDE will report out to all stakeholders the Spring 2022 MCAP student results as part of the MD Report Card release.
- Families will receive their child's Individual Student Reports for the Spring 2022 MCAP in **January 2023**.



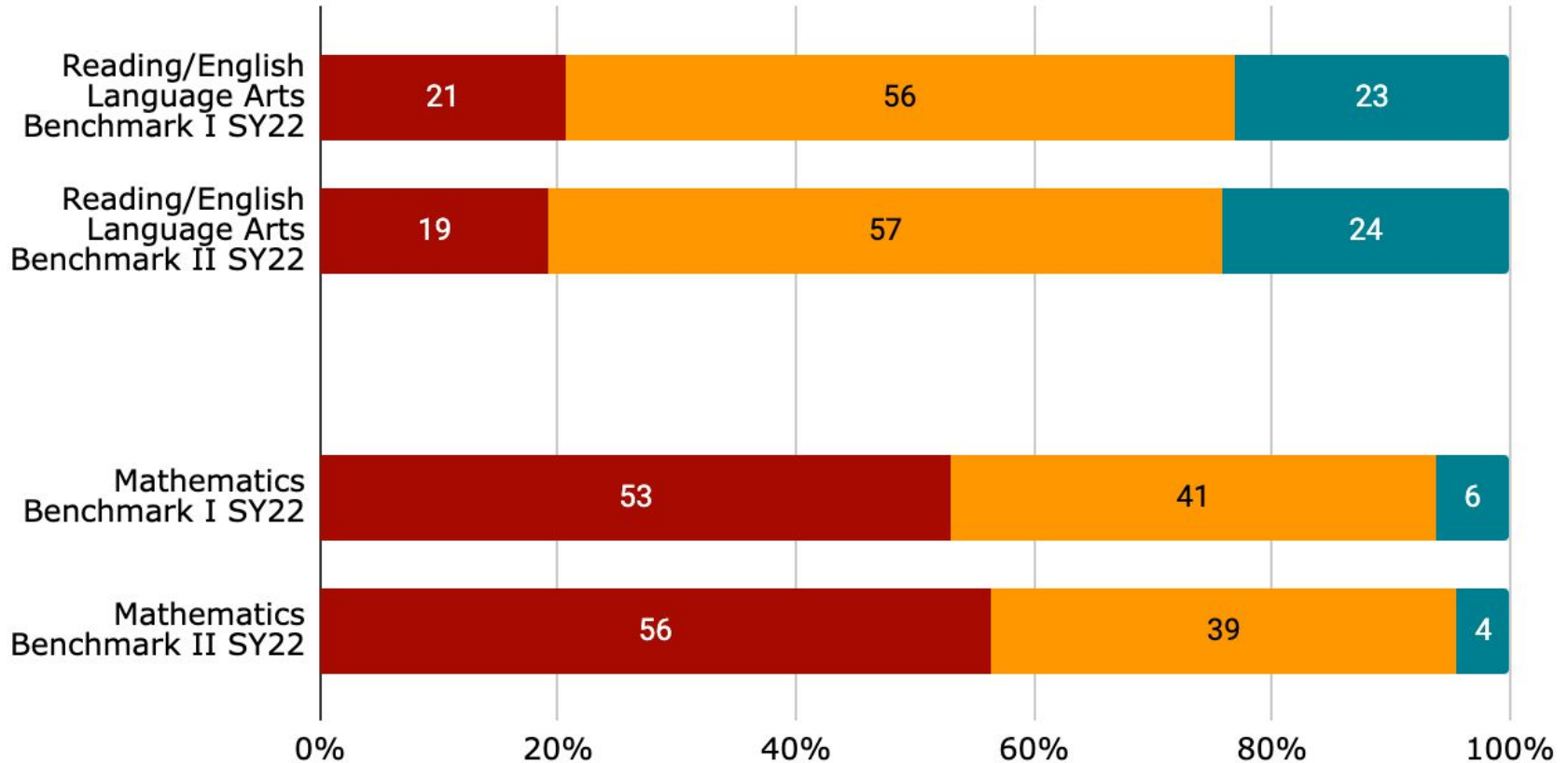
## PGCPS District Assessments

- PGCPS Readiness, Common, Interim and Benchmark assessments in RELA, Mathematics, Science and Social Studies all report student scores **24 hours** after **test submission** and **hand scoring has been completed**.
- **Families** will have access to the district's assessment platform for parents and families to access student assessment results and informational resources.



# PGCPS Overall Benchmark Data

## SY22 Benchmark Data by Content Area and Test Admin



*Mathematics Benchmark data includes test takers in grades 3 - 12 only.*  
**Below Expectations, Approaching Expectations, Meeting Expectations**



# Noteworthy Areas of Growth

## RELA Selected and Constructed Responses

- Students in grades 9 and 10 scored an average of **4.2% higher** on constructed response items than selected response items on the RELA Benchmark 1 and 2 assessments.

## MS Selected and Constructed Responses

- Students in grades 6 through 8 scored an average of **7.8% higher** on modeling and reasoning constructed response items than selected response items on the Mathematics Benchmark 2 assessments.

### RELA Growth

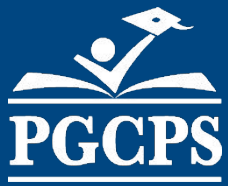
Students made the following growth on the RELA Benchmarks from SY21 to SY22.

- Grades 3 through 5 made a **5.3 percentage point growth**.
- Grades 6 through 8 made a **7.3 percentage point growth**.
- Grades 9 and 10 made a **5.5 percentage point growth**.

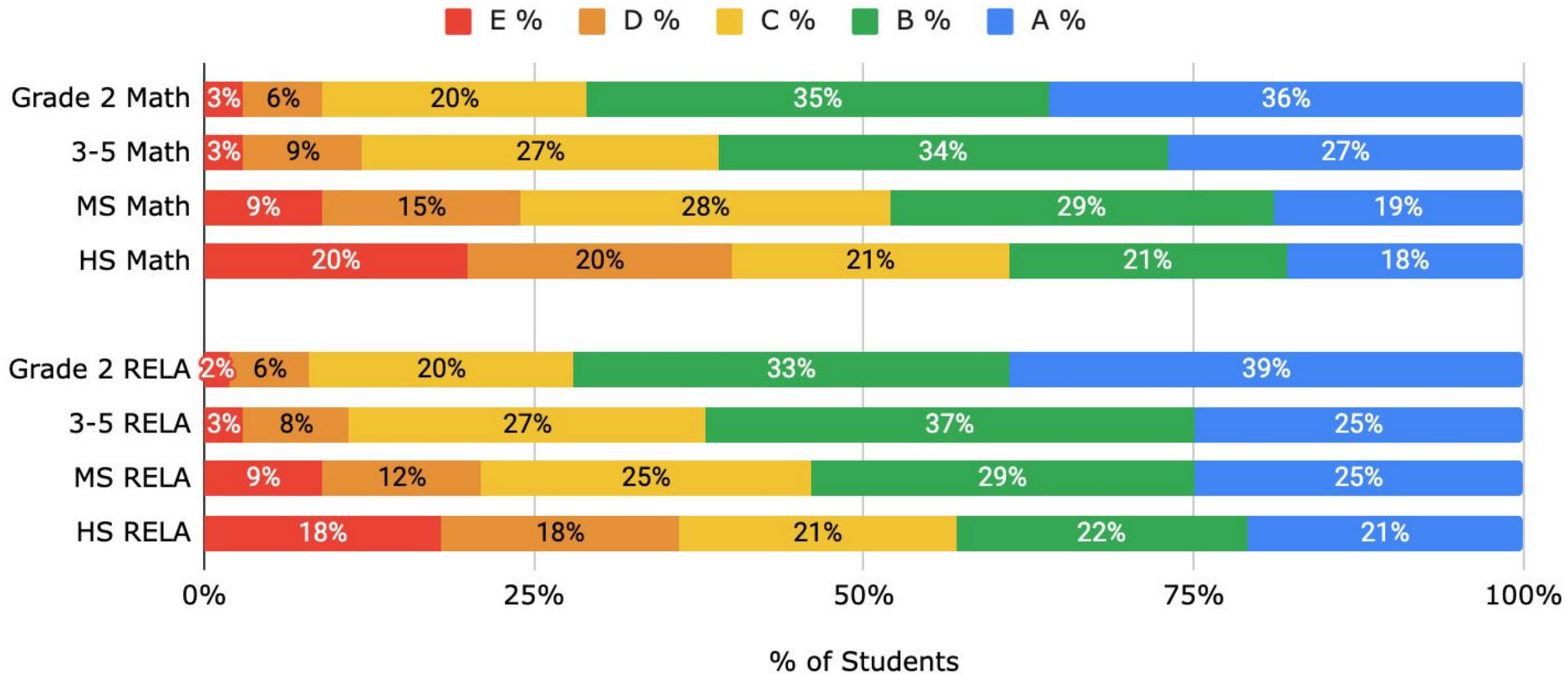
### Mathematics Growth

Students made the following growth on the Mathematics Benchmarks from SY21 to SY22.

- Grades Kindergarten through 5 made an **8 percentage point growth**.
- Grades 6 through 8 made a **3.5 percentage point growth**.
- Grades 9 through 12 made a **1.5 percentage point growth**.



# SY22 Final Letter Grade Distribution by Grade Band



*Reading and Mathematics final letter grades in the grade bands of K-2, 3-5, Middle School (MS) and High School (HS)*

## GOAL 1



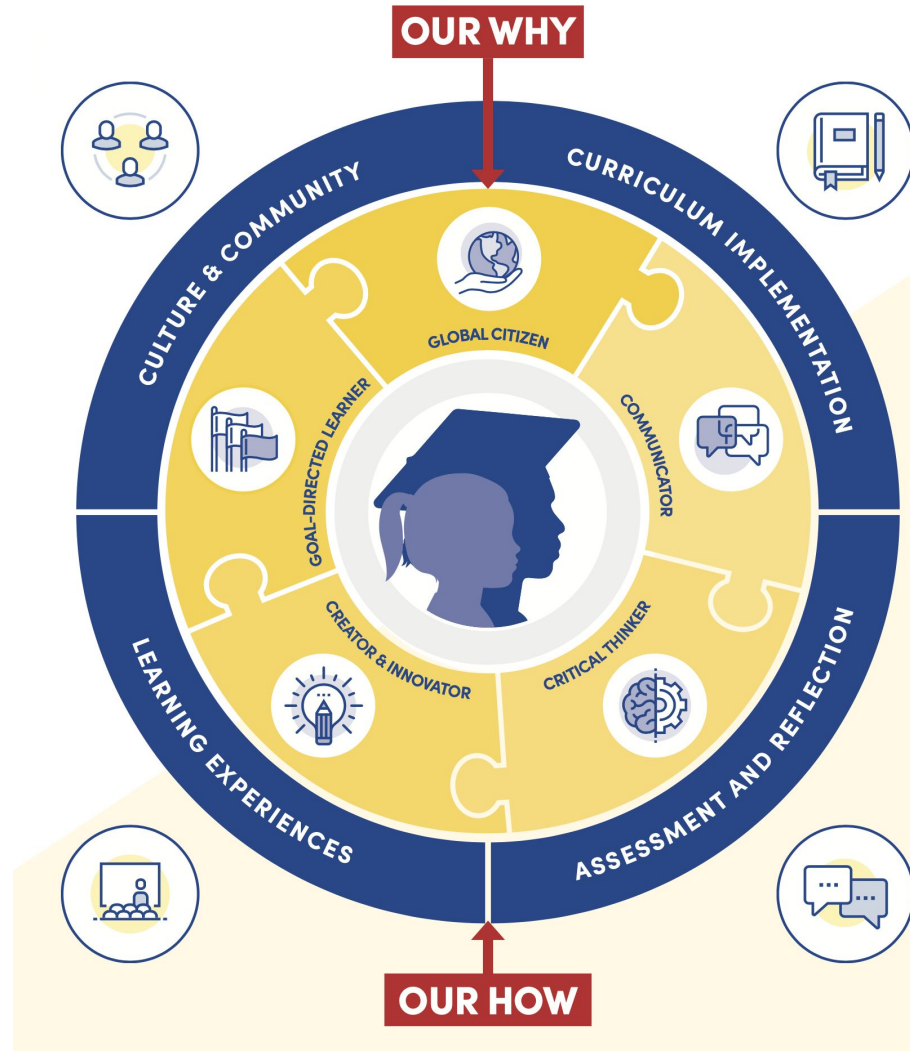
### Educational Excellence

Literacy Plan 2.0  
Data Informed Instruction  
Tutoring and Enrichment  
Opportunities  
Culturally Responsive  
Curriculum  
Enhanced Literacy  
Instruction  
Canvas  
The Arts Work!  
The Academic Journey  
Systemic Mathematics Focus

## Goal 1 Strategies & Activities

- The updated [Literacy Plan 2.0](#) adds new standards for digital literacy across all grade levels. The plan is grounded in digital literacy and higher-order critical thinking skills.
- **Tutoring and Enrichment** opportunities will continue to be offered to students based on academic need.
- Updates have been made to identify and expose **Culturally Responsive** practices within the curriculum.
- **Canvas Learning Management** system will be used systemwide to house curriculum documents and course modules.

# The Academic Journey





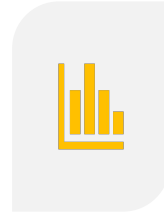
# Systemic Mathematics Focus



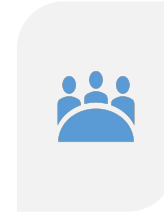
SCHOOL/CLASSROOM  
CULTURE AND  
EFFICACY



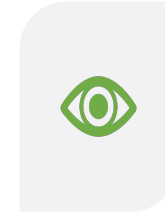
SCHOOL  
PERFORMANCE  
PLAN (SPP)  
FOCUS



DATA INFORMED  
INSTRUCTION



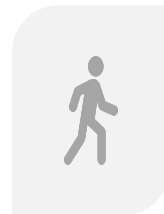
COLLABORATIVE  
PLANNING



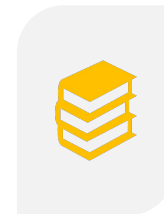
FORMAL  
OBSERVATION  
DATA



INFORMAL  
MATHEMATICS  
OBSERVATION



QUARTERLY  
LEARNING  
WALKS



MATHEMATICS  
PROFESSIONAL  
DEVELOPMENT

## Goal 2



### Excellence in Equity

Early Childhood Education

Summer Learning  
Opportunities

Digital Tools

Student/Staff Surveys

CTE: Learning by Doing

## Goal 2 Strategies & Activities

- All prekindergarten classes will be full day beginning this school year. **Kindergarten Readiness** is our priority; teachers will implement a project-based interdisciplinary prekindergarten curriculum.
- **Summer Learning Opportunities** offered acceleration, enrichment, intervention, credit recovery or original credit. These programs were offered at no cost, either in-person, virtually or hybrid.
- We will work with teachers in understanding the power of pedagogy in alignment with **digital tools** to balance instruction and screen time.
- **Student/Staff Surveys** will be utilized to garner input as it relates to adjustments and opportunities within curriculum and assessment.

## GOAL 3



### Workforce and Operational Excellence

Professional Learning Opportunities

Student, Parent and Community Partner Learner Tips

ESOL Strategic Plan

Special Education Strategic Plan

## Goal 3 Strategies & Activities

- **Professional Learning Opportunities** will be specific and prescribed based upon systemic priorities, performance appraisal results and student achievement data, where applicable.
- An **ESOL Strategic Plan** was developed with four focus areas: 1) improve academic achievement; 2) increase staff capacity; 3) increase family and community engagement; and 4) decrease ESOL teacher vacancies.
- The **Special Education Strategic Plan** represents a systemic approach to improve academic outcomes for students with disabilities.
- **Learner Tips** have been provided on our website to support our students, parents and community partners.

Three separate pieces of legislation established the Elementary and Secondary School Emergency Relief (ESSER) grant programs in 2020 and 2021 to provide the federal support school systems would require to function during and through the COVID-19 pandemic. Each grant program has its own name. ESSER I is known as the Coronavirus Aid, Relief, and Economic Security (CARES) Act, 2020. ESSER II is known as the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021. ESSER III is known as the American Rescue Plan (ARP) Act of 2021. ESSER III monies are meant to be used for “preventing, preparing and responding to COVID-19.”

- ESSER I - \$200,000,000
- ESSER II - \$381,462,000
- ESSER III - \$274,000,000





## ESSER I

**\$3,522,382**

- Summer school
- Curriculum writing
- Instructional videos for younger students
- Printed materials
- Digital textbooks

## ESSER II

**\$7,351,156**

- Summer school transportation
- Curriculum writing
- Really Great Reading program

## ESSER III

**\$56,913,329**

- Summer school
- Virtual school
- Curriculum writing
- Digital assessment tools
- Immersion Digital Resources
- Digital platforms in all subject areas for interventions and support
- Digital textbooks
- Mathematics toolkits
- Calculators
- Training for Early Childhood and Montessori Teacher
- Early Childhood boxes

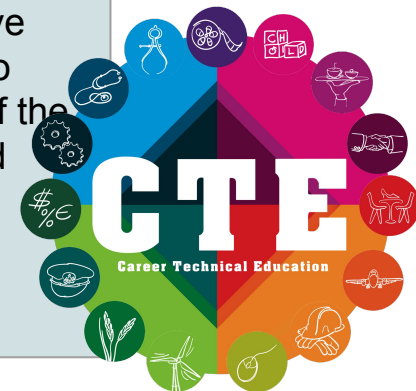


ESSER I	ESSER II	ESSER III
<b>\$19,030,202</b>	<b>\$19,931,805</b>	<b>\$66,532,979</b>
<ul style="list-style-type: none"> <li>● Chromebooks</li> <li>● Chromebook cases</li> <li>● iPads for early learning</li> <li>● Classroom management software</li> <li>● Wi-Fi antennas</li> <li>● Hotspots</li> <li>● Technology for schools for hybrid learning</li> <li>● SchoolMax upgrades</li> <li>● Computer network upgrades</li> <li>● iPad Pros for Visual and Media Arts students</li> </ul>	<ul style="list-style-type: none"> <li>● Chromebooks</li> <li>● Chromebook cases</li> <li>● Cybersecurity enhancement</li> <li>● Canvas training</li> <li>● Cidi Lab addition to customize Canvas templates</li> <li>● iPad Pros for Visual and Media Arts students</li> </ul>	<ul style="list-style-type: none"> <li>● Chromebooks</li> <li>● Chromebook cases</li> <li>● Canvas district license</li> <li>● SchoolMax upgrade</li> <li>● Internet service for families</li> <li>● Districtwide software licenses</li> <li>● Staff technology needs</li> <li>● iPads for Early Childhood</li> <li>● iPad Pros for Arts &amp; Laptop Carts for CTE classrooms</li> <li>● Staff laptops</li> <li>● Interactive whiteboards</li> </ul>

# ESSER Funding: Arts & CTE



The Arts	CTE
<b>\$2,334,500</b>	<b>\$1,370,000</b>
Over 1,000 new instruments in band and orchestra classes	Knowledge Matters - virtual business experience and entrepreneurial curriculum
Partnership with Joe's Movement Emporium to bring SEL classes to K-8 families	Skills 180 - online skills training and certification
Partnership with Prince George's Arts and Humanities Council to bring resident artists to schools	Universal Lab - comprehensive online learning environment to deepen their understanding of the content through project-based learning
"Arts for All" program to bring more arts opportunities to all PGCPS students	



# ESSER Funding: EL & SPED



English Language Learners	Special Education
<b>\$3,034,880</b>	<b>\$9,369,673</b>
Digital Resources for EL students during remote learning	Compensatory/Recovery Services for students with IEPs
Tutoring for EL students in grades 6-8	SpellRead & Lindamood-Bell Tutoring - to improve reading and literacy skills in grades 2-12
Learning A-Z for language development in grades K-12	IEP Impact Meetings with therapists
ESOL Family Engagement Packs for students in grades K-5 with a focus on reading and mathematics	Preschool Parent Coaching sessions to support school readiness in the home environment
Quality Teaching for English Learners - PD program	





# ESSER Funding: Report and Video

Learn more about ESSER funding through the current report and a video highlighting some projects:

English

<https://www.pgcps.org/offices/strategic-initiatives/esser-funding>

Spanish

<https://www.pgcps.org/es/offices/strategic-initiatives/esser-funding>



