

AACPS Successes | 2017–18



Academics

- Developed a new strategic plan with extensive community and staff involvement
- Beginning to re-imagine professional development for all AACPS employees
 - Brought PD staff members to Central Office
 - Building MicroCredentials
- Continued to grow cross-office collaboration
- Continued the journey with our AACC partnership
 - Building access and readiness paths for our students to engage in workforce and academic college experiences
- Developed 0.25 credit elective courses for high school students
 - Passion/high interest modules
- Explored Open Ed Resources (vetted, free online materials) for curricular and school-based use
- Expanded Signature Program offerings and engagement opportunities
 - Especially for 9th-graders in our high schools
- Continued use of Magnet Programs as places to pilot new ideas
 - Changemaking, empathy, systems thinking, workforce development
- Expanded suite of internship opportunities for high school students
- Increased number of proficient/advanced readers by the end of second grade
- Focused increase on K–8 teacher and student understanding of and appreciation for mathematics
- Expansion of the use of our FACES website to promote our amazing school district to the public
- Support Arts Excellence at BPMS & Bates w/Arts Office
 - Guiding Document Development
 - Resource allocation through Mini-Grant procedure
 - Showcase infusion/Site visit reinforced “Excellence” tenets with action
- Evolved ALPs structure/aligned resources (Pre-K–8)
 - Year of Service
 - Curriculum collaboration with C&I (Creation of ALPs alignment tools/enhanced specialized materials)
 - DALI system-wide in 6th grade
 - Family/Community Nights in each feeder
 - Enhanced EGATE procedures (Benefit/Shipley’s Choice recognized)
- Expanded Digital Learning Center
- Established Signature Pathways with AACC (Certificate, Gainful Employment or Transfer Studies—CTE establishment for all with C&I)
 - Collaboratively established on-site structures (Professor agreements/course planning tool)
 - As of 2018–2019: available in three HS
- Designed new curriculum that enhanced Magnet presence and purpose
 - Design Course in MYP/Business of Arts (inclusive of patronage) in PVA,
 - Computer Science: Game/Logistics in STEM MS, etc.)
- Expanded Senior/Senior Project focusing on discourse and literacy (Lothian and Hilltop)
- Expanded Double Robot access/usage (District Administrator, School of Distinction award coming in July!)
- Planned for creative/hybrid options with live broadcasting to address staffing challenges (Program offering vs. site designation)
- Planned for AP/IB collapsed course pilot in 18/19 (OMHS)
- Moved Adjunct Professor option for LEAs with MSDE (Cuches/Tillar team)
- Created MS/HS IB expectations frame to guide annual actions
- Conducted second Signature Audit Signature is “ALIVE” with significant movement noted in most HS
- Awarded two grants (DoDEA-Cyber and Title IV-Co-Curricular)
- Expanded co-curricular offerings to staff (Rosetta Stone) with OSP while partnering with the community (CAC, AMLE, etc.)
- Implemented a Life/Balance staff recognition pilot at Lindale MS (Sponsored by STEM)
- Moved to an electronic platform in Home Instruction with heightened review accountability
- Enhanced Magnet Lottery efficiencies; scoring consistencies
- Collaborated with C&I to pilot Math diagnostic in 3 schools (STAR/ Accelerated Math)
- Enhanced CRAB Radio operations
 - Planning for broadcasts/increased program repository
- Piloted Service Learning Portal—
3 HS/Signature Lead
- Revalidated Site distinction at Corkran MS
 - AVID Demonstration School
- Initiated the movement of Triple E pillars to school-wide efforts (e.g., ShadySide Artist recognition in video and museum)
- Operationalized Innovation Lab at Lindale
- Designed/Implemented PBA aligned to IB Units in MYP (SS and English)/authentic QA
- Developed RFP for ClassLink (collaboration with C&I)
- Launched PYP at Jacobsville Elementary School
- ASP Recognized with program, initiative and student awards/verifications (e.g. Dell Foundation Scholars—ALL AVID, System of Distinction in DA for Double Robot, etc.)
- Over 35.9 million anticipated in scholarships for AVID
- Implemented a redesigned Performance Plus at PVA MS

Career & Technology Education

- **Opened student run café at Maryland Hall in May**
 - Culinary students at CAT-South prepare all the food and drink items as well as coordinate the daily management and efficient operation of the café.
- **Connected graduating seniors with business partners eager to hire and train outstanding students for long-term career**
 - (w/Anne Arundel Workforce Development Corporation)

Dance

- **9 concerts, 3 host schools, 39 Elementary Schools, Central Special, 19 Middle Schools, 2 MS PVA Programs, 12 High Schools, 1 HS PVA Program, 1 Teacher piece—2,609 performers!**

Early Childhood

- **Successful year for the Judy Centers**
 - 3,000 food items donated to the centers
 - 2,285 books donated to families
 - 236 community events
 - 251 families referred to community service organizations
 - 109 Families provided Case Management Services
 - 116 classroom presentations
 - 87 children in Judy Center playgroups
 - 22 Health and Safety demonstrations
 - 16 field trips
 - 4 health screenings

English

- **Rachel Heller, Arundel HS, awarded at Youth Journalism International Excellence in Journalism 2018**
 - First Place — “Gender and expectations: through the eyes of a preschool teacher” and “Josh first, disability second: raising a child with Duchenne and autism”
 - Second Place — “Concert Review: Animal Collective play sold-out show at DC’s 9:30 Club”
 - Honorable Mention — “Changes to AP funding spark concern and reflection”
- **Two classroom library makeovers — Bates and Magothy River**
 - Students submitted a story or poem about classroom libraries. Set up reading areas with bookcases, mats, floor pillows, word games, and books. The students and their teachers love the space! They couldn’t wait to have a time to read!

Environmental Literacy

- **Celebrated 50 Years of Environmental Education**
 - Open house celebration had over 600 attendees, and was truly a celebration of #AACPSAwesome.
- **Opened Blue Heron Art Gallery at Arlington Echo**
 - In collaborative with Art Office, and with funding through ClearSharkH20.
 - The gallery will use art to express human connections to the environment.
 - Will celebrate schools who have completed MAEOE Maryland Green Schools certification, highlight environmental artwork from throughout the school system and provide display opportunities for nature/environment themed art by students.

ESOL

- **CAT-South Carpentry Pilot for English Learners**
- **Close partnership with Tyler Heights in response to the shifting needs, where 75% of students are ELLs and 92% are Hispanic**
- **Developed a SIOP model training series for Meade MS teachers**
- **Developed a new curriculum**

Health

- **8 teachers selected to attend the MSDE Sexual Assault and Prevention Conference**
 - Will go on to become Master Teachers for the State of Maryland and will write exemplar lessons to match new COMAR requirements)
- **Collected over \$5,000 for One Love Foundation and YWCA of Annapolis.**

Library Media

- **1,498,043 books/items checked out by students and teachers!**
- **80 of the 120 libraries have a makerspace area and/or have incorporated maker activities into their instruction**
 - 14 planning one for next year
- **Glen Burnie HS “Champion Reading” program** (student athletes visit elementary schools and read to students) **expanded to conduct a book drive for elementary school children**
- **Glen Burnie HS using existing library books to establish rotating classroom libraries.** Created a “frequent reader” system in which students who read five books a quarter are eligible for a gift card drawing.
- **Elementary schools jumped into the world of coding**
- **Robin Smith, Media Specialist at Maryland City ES, rewarded students for bringing back media books by giving away 2,000 donated books to students**
 - Donations from church, family and friends, students from the school,

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Academics, *continued*

and weeded books.

- The students are excited to get to keep a book! Some kids have earned 8–10 books this year!!! The kids earn a book for every 5 books they return. She even has books in Spanish for her bilingual families.

Elementary Mathematics

- Invited to work side by side with many leadership teams and teachers while constructing an inquiry-based curriculum rich with tasks to support student achievement
- The teacher as a learner was put in the forefront during school based mini-PD sessions during the two-hour early dismissals
 - All children will have access to effective teacher questioning and sound pedagogy in the mathematics classroom. A collaborative network of math lead teachers has a structure and purpose for future endeavors and will continue to work for all students in AACPS.

Middle School Mathematics

- Facilitated 66 PD opportunities for math teachers
- Facilitated 13 PD opportunities for administrators
- Supported 9 Math Family Nights to help families understand the changes in the mathematics content and curriculum

High School Mathematics

Successfully launched two amazing new courses

- **Bridge to Algebra II** supported students who needed extra support in order to meet their Algebra I testing requirements either through the PARCC assessment or through the alternate path of the state bridge project
- Function Focus has seen great success in many schools

Music

- Increased the effectiveness of cross-county collaborations on curriculum writing
 - Included Charles, St. Mary's, and Calvert counties and increased by one the number of courses being written this year, impacting thousands of students in each of our respective LEAs.
- 1,962 students participated in country and state competitions
- Opened All County Jazz auditions to include Middle School students
- Numerous ensembles earned the right to perform at the State level after receiving a superior rating at County/District Festival
- Hundreds of soloists/duets/ensembles qualified to perform at the State level Solo and Ensemble Festival after earning a superior rating at County/District Solo and Ensemble Festival

Phys Ed

- Crofton Woods ES will take the title of #1 Jump Rope/Hoops for Heart School in Anne Arundel County

Elementary Reading

- Books used in Interactive Read Aloud are the first to sell out at the Scholastic book fairs
- Books students are reading in class are the first to get checked out in media
- Parent report students talking about books at home more than ever before!
- When asked how they feel about reading, students say they love it! When asked why, one second grader shared "I love book because they keep me company."
- Majority of third-graders in a room where we proctored PARCC read *Fairy Tales* after they finished testing, which is the current genre for Interactive Read Aloud and writing.

Science

Reimagined traditional science fairs: • Science & Engineering Expo • Innovators of Science & Engineering Challenge (ES)

- Encouraged students to think beyond the traditional trifold
 - PowerPoint presentations, videos, and three-dimensional models. Students embraced the technology of the 21st Century.
 - Transformed how our students think about their research, analyze their data, and communicate their findings.
- Innovators of Science and Engineering Challenge for elementary students
 - Innovators Research Expo — science fair
 - The Innovators' Olympics — an opportunity for inquisitive students who love to solve problems and are interested in a wide variety of science topics. Students compete in a series of problem-solving events, allowing them to use their creativity and imagination to demonstrate their understanding of a broad range of science and engineering topics.
- South River's Simone Evans won Second Place at this year's International Science and Engineering Fair
 - 1,800 students worldwide competed in 22 categories.
 - Simone Evans' project was *The Web of Mycorrhizal Fungi: Identifying Associations between Orchids, Ceratobasidium Fungi and Trees*, in the Plant Sciences category.
 - She won \$1,500, and the honor of having an asteroid named after her.
- Ninth Grade Intentional Focus: Environmental Speaker Series
 - Bringing real-world scientists and engineers into the classroom and augmentation of classroom instruction with both offsite and in-house field trips as part of our new Environmental Science curriculum.

Social Studies

- **Successful annual National History Day Competition**
 - Over 200 student participants
 - Year 2 of a partnership with the Anne Arundel County Public Library and Anne Arundel Act for Preservation to support a \$500 scholarship
 - Year 1 of an additional community supported \$500 scholarship
 - Year 1 of sponsorship by M&T Bank
- **Successful annual Model United Nations Conference**
 - 100 student participants from 13 secondary schools
 - Student led
 - Internationally recognized keynote speaker
 - Year 1 of a partnership with the Signature Program

Special Education

Specialized Instruction: Start to Finish

- **Based on feedback from MSDE monitoring and internal monitoring feedback, a comprehensive professional learning event was developed to include:**
 - Day I: Implementation, scoring and analysis of formal standardized assessments
 - Day II: Analysis of formative feedback
 - Day III: Utilizing information to develop meaningful and measurable IEP goals and objectives
 - Day IV: Using IEPs to deliver effective specialized instruction
- **Modules were piloted with 80 special education staff and six parents, resulting in significant revisions**
- **Trained one-half of all special educators and related service providers** (Remaining staff will be trained by November 2018)
 - Participant received a differentiated specialized instruction toolkit specific to their work.
 - Feedback shows teachers felt the four day training was highly beneficial—scoring 3.89 out of 4.0.

Partners for Success Family Engagement Expansion

- **Established three teams to serve families** (two regions each)
 - Membership consists of one former educator and one parent of a child with special needs
 - Offered ten parent workshops across the county — 60 will be offered next year.
 - Teams assigned two cases per feeder at all times
 - Teams work directly with parents and schools in trying to mediate an agreement that all services and needs outlined in the IEP are being fully implemented.

Visual Arts

- 10 exhibits with over 3,218 artworks
- 15 Library exhibits

Visual Arts Arts Integration

- **\$54,525 in grant funding for artist residencies and performances at 40 schools** (Arts Council of Anne Arundel County)
- **32 artist residencies funded**
 - Arts Empowered Initiative in Northern Anne Arundel County
- **Awarded a Grant to cover the cost of our Arts Integration Summer Institute** (Fine Arts Office @ MSDE)
- **Arts Integration Middle Schools were featured on the news and media for their community arts projects:** Bates Middle School (Entomological Society of America's Mosquito Project) and Brooklyn Park Middle School (Harbor Hospital Mural)
- **Conducted 38 PDs**

World and Classical Languages

- **Over 30 students received the Seal of Biliteracy recognition for the first time in AACPS**
- **Chesapeake HS took home top awards in the World Language Day event at AACC.** (A number of high schools participated.)
- **Our teachers presented at the Maryland Foreign Language Association conference**
- **Our teachers have been invited to present at the World Languages Expo in New Orleans**
- **Several Chesapeake HS students won recognitions on the National Spanish Exam**

District Operations, Communications, & Security

Accounting

- Extensive Collaborated with Budget and Technology to comply with the new/upcoming ESSA requirement to report expenditures by school.
 - In the past, Expenditures can now be reported to MSDE by school.

Budget

- Implemented Performance Budgeting software to allow for more precise data when developing budgets and projecting expenditures

Chief Operating Office

- Made significant contributions to the first comprehensive revisions to the State's Public School Construction Program and the Interagency Committee on Public School Construction in decades
 - House Bill 1783, the 21st Century School Facilities Act, adopted and unprecedented 35 of 36 recommendations from Commission's Final Report.
 - Knott Commission Membership

Purchasing

- For the sixth year in a row, the Purchasing Office received the National Achievement of Excellence in Procurement Award National Procurement Institute

Finance

- Received ASBO Certificate of Excellence for CAFR (Association of School Business Officers)
- Received GFOA (Government Finance Officers Association) Certificate of Excellence for CAFR.
- Released the rewritten School Activity Manual to schools
 - Multiple training sessions for school staff on the new procedures contained in the manual. In addition, we were asked to present the highlighted areas of the manual at the HELP Conference. The HELP Conference was attended by all principals for training and updates.
- Expanded and implemented EFT program to all vendors
 - Originally only for Bus Contractors.
 - 500 vendors to the process.
 - Significantly cuts costs, reduces checks lost in the mail and reprocessed, checks to be picked up by vendors, and unclaimed property reporting.
- Improved the CAFR (Comprehensive Annual Financial Report) process
 - Now completed the full CAFR in a single stage by September 30, instead of two (second in Dec)
- Supported the opening of Café @ Maryland Hall
 - Training ground for CAT-South students.

Food & Nutrition

- Turnip the Beat Award (2017 Summer Meals Award through U.S. Department of Agriculture)
- Maryland Wellness Policies and Practices Project Survey (100% participation)
- First Place Winner in Farm to Tray Recipe Contest (MdSNA Convention)
- Increased participation in Brooklyn Park Farmers Market
- Increased participation Federal Nutrition Program Summer Meals by more than 40,000
- 69 staff members successfully passed National Serv Safe Certification
- New notification letters to parents for free and reduced-price status
- New Recipe Book with individualized HACCP recipes (electronic and paper copy)
- Purchased \$1.6 million dollars in USDA Foods
 - 162 warming cabinets
 - 4 serving lines
- Wiring and cameras in 11 Annapolis Feeder School kitchens
- Manager computers, scanners/printers, and software for all elementary schools

Legal Services

- Lisa Snead, Staff Attorney, received a Women Who Make A Difference Award (Northern Anne Arundel Chamber of Commerce)
- Received a clean audit regarding implementation of Board decisions regarding employees
- Developed and participated in legal training at the HELP Conference
 - Regarding custody issues and visitors to schools for all principals and assistant principals

Maintenance

- Repaired or modified 17 heating coils, expending many hours through the evenings and early mornings to keep several schools open with no lost instructional time
 - During the two coldest weeks of this last winter
- Worked very hard and efficiently to make sure our schools were open when adjacent Counties had to close operations
 - Kept schools open during the final storm of the season to avoiding removing remove Easter Monday from Easter/Spring break
- Facilities Team Collaborated in working through the weekend after the early spring wind storms
 - This team effort made it possible to get schools open/safe after a very tough weekend.
- Continued implementation of the computer routing software and the contractor pay system.

MSBE

- Construction and systemic projects were able to achieve the assigned MBE goals despite the concerns resulting from Bill 309
 - A vendor may apply only 60% of the costs of the materials and supplies provided by the certified MBE, if the certified MBE is a regular dealer for the purposes of achieving the minority, which could impact this requirement.

Operations

- Solar array at our Fort Smallwood Road Facility went live, producing both energy and savings
- Captured an additional 4% energy reduction, bringing total energy savings to 12% compared to a 2013 baseline
 - Better Buildings Challenge
- Demand Response + Lighting Savings + Rebates = \$576,000
 - Demand Response Revenue — \$250,000
 - Lighting Retrofit Project Savings — \$46,000
- \$280,000 in BGE Prescriptive, Custom, and Comprehensive Rebates
 - \$80,000 in lighting project rebates
 - \$200,000 in PDC rebates achieved
- Saved \$145,000 by identifying and correcting HVAC and Controls issues
 - Tracked in EnerNoc Project Manager (chiller enable logic, load cycling, delayed startup, baseload reductions)
- Nearly \$1,000,000 in avoided capacity and transmission charges
 - From significant reduction in our PLC tags this past summer
- 87,169 kWh and \$9,153 savings during our three holiday break Energy Savings Challenges

Planning, Design and Construction

- Broke ground on our first new high school since 1982, Crofton Area High School
- Began construction on the renovation/addition at George Cromwell Elementary
- Broke ground on the replacement school at Jessup Elementary

Technology

- Saved over \$6,500,000 in E-Rate program
 - Saved \$4,470,000 in cost avoidance and savings in connectivity
 - Saved \$2,080,000 in equipment
- Mounted 495 projectors and 300 Smartboards in schools
- Upgraded phone systems at 45 schools and at Riva Road

Third Party Billing

- Successfully launched a new initiative with the Birth to Five Program to access the Online Statewide IFSP Program
- Clean Audit – February 2018 Medicaid Interagency Audit with NO finding
- All schools are billing at least 75% of potential billing opportunities
 - This is the first time we have hit this threshold since we began tracking this metric in 2015.

Communications

- Successful transition to new web platform, continued movement of more pages from older and exterior platforms to our sites (of particular mention is the effort to acquire space and move all 125 school gateway pages to the new platform after the old hosting platform crashed)
- Ongoing crisis support for schools in what has been one of the most hectic and frantically-paced years yet

Legislative And Policy Counsel

- Tremendous advocacy for and communication of General Assembly legislation and its impact on AACPS
- Continued revisions to policies and regulations impacting all departments/offices

Design And Print Services

- Superb production of materials to enhance educational environments for all students and staff
- “Behind-the-scenes” printing of innumerable assessments, booklets, curriculum documents, etc. (How DO they do it all?)
- Outstanding TV production through new initiatives such as Spotlight on #AACPSAwesome and the Faces of AACPS series.
- Continued work on closed captioning for TV audiences
- Enhancement of Livestream efforts
- First ever live HS sports coverage

School Safety & Security

- Implemented exterior and interior practices to ensure the safety of our students
 - We are a model for the country
 - Hardware, professional development, Security Council and much more.

Instructional Data

Research

- Created one-page school data profiles for Indicators and new Strategic Plan
- Enhanced the research application process for internal and external candidates
 - Streamlined the process to an all electronic and paperless application.
- Supplied schools with a new AP potential and consideration data
 - Incorporated research on social factors using the GRIT and other surveys.
- Mei Wang, Research Psychometrician, presented at the World Educational Research Association
 - The Evaluation of Middle School Reading Intervention Programs.
- Launched a new data warehouse for all archived data that includes performance dashboards
- Supplied all seniors with a College and Career Readiness report

Student Data

- Expanded the use of the electronic Emergency Card Verification Report
 - Replaced paper/pencil emergency card for all families.
- Reviewed and revised the process for September 30th data reporting that resulted in increased revenue
- Developed new reports to more effectively monitor the progress of 12th grade students towards meeting graduation requirements
- Established a secondary scheduler training program to develop a pipeline of potential master schedulers
- Revamped roles, permissions and access related to student grades at all levels
 - Increased transparency in grade reporting.
- Helped launch the Cum Laude Latin Honors Award System
- Completed comprehensive senior audits for all schools twice a year

Accountability

- Trained and supported the new Teacher Principal Evaluation (TPE) process
 - All Unit I and Unit II employees.
- Trained and supported all staff members using Performance Matters
- Created a new district-wide Data Leadership Cohort, training 120 school-based leaders on how to access, organize, present, interpret and share data in their schools
- Significantly increased the amount of online testing at elementary and middle school levels to assist students in testing preparation for online state assessments

Equity & Accelerated Student Achievement

- Focused on Equitable Practices
 - From our training to principals to meeting with the community to training all staff in the organization, this year has been a great year to really focus on the “why” when it comes to equitable practices.
- #wearebettertogether campaign
 - A natural offshoot of Be Nice, #wearebettertogether has focused on working together as an organization.
- Expanded multicultural and interactive resources
 - I have watched as both a parent and an employee how the digital age is really assisting our children.
- Learned a lot through our Chesapeake HS experiences
 - We had to take a step back but in the step back, I think we moved ahead more than if we had not had the Chesapeake experiences
- Revised the protocols for the structure of EOC meetings
- Collaborated with Dr. McMahon and Dr. Kubic on the rollout of the Strategic Plan
- Creating a data review protocol for principals to begin writing their Stories for their SIPs
- Advocated for raises for Community Ambassadors and Equity Liaisons
- Co-planned a Charity Basketball Game with Derek Mathews from the County Executive Office
- Participated in a Coffee with Community Ambassadors event
- Presented the work of Equity at the CAC
- Presented the work of Equity at the Superintendent’s Teen Advisory Council
- Aligned the work of Equity with ESSA and the Strategic Plan
- Presented the work of Equity and Accelerated Student Achievement to the Executive Team
- Collaborated with Curriculum and Instruction, Office of School Performance and Student Services
- Co-chaired the Equity Advisory Committee
- Met with community members to explain the work of Equity
- Board presentation around our Systemic Approach to Equity
- Created a summer Equity Resource Guide for principals

Human Resources

- **Awarded the James R. Rouse Award**, recognizing Baltimore-area businesses and organizations that demonstrate commitment to a diverse and inclusive workplace through their human resources efforts and initiatives.
 - The award is given both companies and educational organizations annually by the Chesapeake Human Resource Association a local affiliate or the Society of Human Resource Management. AACPS was recognized as the recipient of this award for 2018.
- **Largest percentage of newly hired diverse educators reported since our tracking it in 2009**
 - 22.59% of new teachers hired were from diverse backgrounds (as of 10/7/2018).
- **Focused on mentoring to help build a diverse workforce**
- **Updated FMLA language in our negotiated agreements to reflect our current understanding of the FMLA law, and to account for the ways in which the statute affects employers** (the first time in 24 years)
 - We have taken steps to balance the need for employees to address family medical concerns, with the system's need for regular, predictable staff attendance – especially in our schools.
 - These changes will improve continuity of instruction and work productivity throughout the system, and ensure compliance with our federal statutory obligations. As reflected in our new alternative leave program, we remain committed to meeting the needs of our employees and their families.
- **Implemented accrual of paid leave for temporary employees in accordance with the Maryland Healthy Working Families Act**
- **64% increased in the number of fingerprint checks (through the addition of identified volunteers)**
 - from 2,780 (2016–17) to 4,352 – (2017–May 23, 2018)
- **Successfully implemented significant negotiated healthcare changes** (example: spousal surcharge)
- **Processed \$741,000 in tuition reimbursement for the fiscal year 2017–18**
- **On target to process a total of 1,153 certification renewals for 2017–18**
- **Negotiated Agreements with three unions**

Office of School Performance

- **Launched of the new strategic plan**
 - The plan affords all departments, schools, students, and families the opportunity to see themselves in the work of elevating all students as gaps are eliminated.
- **Launched the Latin Honors system, new graduation speaker protocol and honor cords**
 - More students recognized for their achievements.
- **Improved graduation rate**
 - Our ability to work together as an organization for this focus is remarkable.
- **Meaningful principal meetings to problem solve, collaborate, and build capacity through professional development**
- **Implementation of the Citizenship course for all 9th graders at Arundel High School**
- **Maintained very high graduation rates at our high schools and a very high rate of 9th-graders successfully matriculating to 10th grade**
- **Continued building of teacher and leadership capacity in mathematics at the middle level**
- **Successfully moved into year two of Guided Reading at the middle school level**
- **A positive and productive year for the Middle School Workgroup** (solid recommendations regarding the middle school scheduling model)
- **Continue success implementing the Guided Reading model at elementary level** — explicit comprehension and interactive read alouds
- **Kindness initiatives in the Crofton/Arundel/South River areas- Kindness Grows Here** have been embraced and publicly supported
 - Kindness Convention at Arundel HS in April)
- **Pending authorization of Waugh Chapel as PYP school;** very successful IB visit this spring
- **Crofton Area HS project off to a successful start**
- **South River STEM program has had multiple accolades and positives** including the live stream with NASA this spring
- **HS Signature programs continue to provide additional experiences and opportunities for a wide variety of students**
- **Attention to math improvement in the middle has resulted in improved student performance scores.**
- **Professional development offered by Nicole Howard to our middle level teachers has been phenomenal**
- **A greater attention to diagnostic and prescriptive teacher using F&P, QAs, and teacher created Common Formative Assessments has improved student learning results**
- **OSP's emphasis on growing School Leadership Teams has grown teacher leaders and created data informed decision making**
- **Continue emphasis on ninth graders has changed the narrative on student matriculation success to Grade 10.** This should result in higher graduation rates in a few years

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Office of School Performance, *continued*

- **System-wide embrace of Guided Reading in the middle schools has made teachers better at meeting the individual needs of students**
 - Provided for continuous growth in reading levels beyond elementary school, instilled a joy for reading, and an instructional model for providing more immediate interventions for struggling readers.
- **Collaborative planning continues to be a great vehicle** to backward map to indicators of student success, provide a common understanding of what standard mastery looks like and create more frequent assessments to check on learning. Data dialogues are essential to the success of CP.
- **Collaboration between multiple offices to address the social and emotional needs of our youngest learners**
- **Attendance campaign in the Glen Burnie Cluster led to improved attendance and outcomes for students in the Glen Burnie Cluster**
- **Significant decrease in referrals, growing achievement measures, and a positive school climate for both students and staff at Marley Middle (Leadership change)**
- **Collaboration with elementary/ math resource teachers to plan for cluster support**
- **The referrals at Rippling Woods ES have dropped considerably, thanks to support from multiple offices and new structures**
- **Happiness Advantage workshop; multiple offices trained so far**
- **Focus on SEL in School Improvement Plans**
- **New structures at Georgetown East have resulted in a significant decrease in referrals**
 - Support through EOC, along with dedicated support from the Reading Office, has resulted in a huge change in the capacity of the Georgetown East teachers to implement Guided Reading. As a result, students are growing!
- **Vertical teaming opportunities have been enhanced throughout the Broadneck and Annapolis Clusters, primarily focused on Mathematics**
- **Principals have collaborated with each other more than ever!** This year, our principals shadowed each other for their own professional growth. At the high school level, they also partnered to conduct side by side classroom observations throughout the year in order to build their own capacity.
- **Restorative practices has been truly embraced at many of the Annapolis schools, most notably Bates and Hillsmere, resulting in a culture shift and decreased office referrals**
- **Unwavering commitment to our intentional foci**
- **Increased partnership between C & I and ASP**
- **Laser focus on assistant principals being instructional leaders**
- **669 more students to enter third-grade reading at our above grade level (Intentional Focus)**
- **Intentional Focus in middle school mathematics turned the tide in success on PARCC**
 - it also yielded a model for DC instructional leadership in partnership with the principal and led by the Coordinator.
 - A significant deliverable was the creation, implementation, and monitoring of a standardized walk-through tool for all math instruction in all middle schools.
- **A record 95.88% of all 9th-graders earning a promotion to 10th grade; recognized with the national Magna Award**
- **Successfully united multiple Central Office Teams to focus on the goals of our Intentional focus**
 - OSP worked shoulder to the helm with many, many C&I and IDD staff to wrap our arms around schools so that they could successfully pick up the gauntlet and run with it. Everyone became familiar with and invested in the work.
- **Development & Implementation of a Leadership Pipeline**
 - in response to the long-held concern that we did not have a strong nor diverse pool of applicants ready to enter into leadership positions.
 - All Directors of School Performance and Regional Assistant Superintendents worked with central office partners to build an entire pipeline from interested teachers to Assistant Principals to Principals.
 - Introduced professional learning opportunities to Leadership in AACPS, AP 1 and 2, New Principal and Graduate Cohort.
 - To meet the demands of the work, we also added two retirees to complete some pieces of the pipe.
- **Created professional development opportunities available in instructional leadership:**
 - An exemplary cohort partnership with Mount Saint Mary's University
 - An Introduction to Leadership in AACPS Seminar Series
 - A new AP interview process
 - A new Assistant Principal I and Assistant Principal II course
 - A new PDT process
 - A new Principal Onboarding process
 - A new Principal 1 course
 - Continually evolving monthly Level Principal meetings
- **Intentional Focus on social/emotional learning for Pre-K to 2**
- **Provided equitable access to the Superintendent**
 - Teen, Teacher, and Principal advisory as well as the occasional “coffee with”
- **Focused on student leadership and advocacy leadership**
 - CRASC is inclusive.
- **Expanded advisory to Middle School**
- **Increased Focus on Wellness**
 - A model outside of the county
 - Allows us to network for the increased wellness for our students and staff.
- **Bullying Workgroup (as a subset of the Middle School Workgroup)**
- **Developed new courses**
 - Early Childhood Assessment and Intervention, Suicide Assessment and Intervention
 - Group Counseling and Policies Updates (Lauren's Law)
- **New Truancy initiative**
 - The Office of Pupil Personnel has worked closely with Judge Shaem Spencer, Asst States Attorney Jim Stevick and Public Defender Shawn Gaither to create a truancy docket that will have a lasting impact on families and student attendance.

Student Services

Alternative Education

Phoenix Academy:

- **Students won the Martin Luther King Jr. Day, “Revitalizing the Dream” contest sponsored by AAMC for their “Kids at Hope Rap”**
 - Collaboration between a high school junior and Ms. Coulliard’s primary class.
- **Established the Phoenix Café for school employees and students**
 - Staff and students place orders on Monday, the culinary students prepare meals and deliver on Thursday/Friday.
 - Students “pay” with points earned on their point sheets which has increased motivation and attainment of Gold level status to the highest level in the school’s history.
- **Anticipated 9th grade promotion rates expected to be 98%**
- **The Phoenix Rise Up Farm is in its final stage of development**
 - shed for farm equipment and refrigeration system currently being installed.

Mary Moss @ J. Albert Adams Academy:

- **Successfully hosted 4 PBL Showcases for a public audience**
 - Improving the quality of project out-comes and students’ demonstrated mastery of standards increasingly each quarter.
- **The 9th grade Oceanography class wrote and earned a grant to purchase 4 canoes**
 - Received a donation from their partner, Arlington Echo for a canoe rack, built stairs to the water out of pallets
 - Are regularly canoeing on College Creek (approved by Risk Management) testing water samples and learning about how they can help protect the watershed, with our partners, the Chesapeake Ecology Center.
 - Class attendance has improved markedly.
- **The leadership team established a rubric to assess PBL implementation and incorporated it in their walk through tools to enhance effective monitoring of PBL instruction in all classrooms.** Evidence of implementation increased substantially and consistently over the year.
- **Developed an environmental design project in collaboration with the Children’s Guild and students in the PVA Program at Studio 39**
 - Began June 15, 2018
 - The project is designed to transform the learning environment to create a more stimulating an engaging environment which articulate our mission, vision and values to the students we serve

Charter/ Contract Schools:

- **Successfully opened Monarch Annapolis with 562 students**
 - The first school of choice open to students in the Annapolis cluster and effectively contributed to addressing overcrowding in our Annapolis cluster elementary schools.
- **For the first time, the AACPS teacher of the year, Heather Carnaghan came from a contract school, Monarch Global Academy.**
- **First Charter School student selected as Student Member of the Board—Lusia Cole, CSP**

Evening High School/ Summer School

- **Largest enrollment in EHS history.**
- **The virtual eSchool is a huge success, based on the number of students and the courses taught** Increasing each semester.
- **97 graduates, with 84 walking in the ceremony**—the most ceremony participants ever.

Home and Hospital Teaching

- **Expanded to 70 online courses**
- **Acquired 14 robots**
 - 5 of donated by supportive community stakeholders

Positive Behavior Supports and Interventions (PBIS)

- **Identified as an Exemplar School District by USDE and afforded a visit by the Federal School Safety Commission**
 - Secretary of Education, Secretary of Homeland Security and Secretary of Health and Human Services learn about our best practices.

Restorative Practices

- **38 schools received training and technical support**
- **23 (additional) schools requesting start-up RP training/support for next year**
- **8 schools already requesting deeper RP staff training for next year**
- **Trained 2,343 staff members**
 - 1411 (3 hours), 555 (6 hours), 377 (12 hours)
- **Created a website of forms and resources.**
- **Created fidelity tools** (fidelity of practice and of implementation).
- **Collected pilot data on Responsive Circles**
 - Bates and NCHS in conjunction with our partner researcher, Dr Bradshaw Associate Professor at UVa.

