

A Report to the Maryland General Assembly and
Governor Martin O'Malley

Regarding

The Governor's P-20 Leadership Council of Maryland

December 2010

Introduction

The Governor's P-20 Leadership Council of Maryland (the "P-20 Council") was authorized under Chapter 191 of the Acts of the General Assembly of 2010 to provide a forum in which the Governor, legislators, and stakeholders from elementary and secondary education, postsecondary education, and the workforce and economic development communities can discuss policy priorities and the alignment of the various elements of our education and workforce systems. The mission of the Council is to better prepare Maryland students for the jobs of the new economy while also enhancing the State's economic competitiveness by creating a workforce with 21st century skills. The P-20 Council is required to submit an annual report to the Governor and the General Assembly containing a summary of the Council's activities and any recommendations from the Council.

History of Maryland's Collaboration and Alignment Efforts

The Maryland Partnership for Teaching and Learning, PreK-16

In 1995, the Maryland State Department of Education, the Maryland Higher Education Commission, and the University System of Maryland came together to form the Maryland Partnership for Teaching and Learning, K-16 (the "Partnership"). Seeking to address issues such as student preparation and alignment of curricula, the Partnership was formalized through a Memorandum of Understanding in 2002 with the mission to "provide leadership and build links among schools, school districts, colleges, universities, businesses, parents, students, and communities to promote excellence in teaching and learning." Recognized nationally for its strong and productive collaboration between the education and private sectors, the Partnership sought to establish a community of learning focused on the statewide goals of improving student access to post-secondary education, aligning high school expectations and college admissions requirements, enhancing the quality of teachers, and facilitating collaboration among the three agencies. In 2006, the Partnership's name was formally changed to the Maryland Partnership for Teaching and Learning, PreK-16, to encompass the concept of an educational continuum.

Initial Establishment of the Governor's P-20 Leadership Council of Maryland

In order to build upon the work of the Partnership and incorporate representatives from the workforce and economic development communities, the Governor's P-20 Leadership Council of Maryland, was established in 2007 by Executive Order. The Executive Order added representatives from two additional State agencies: the Department of Labor, Licensing, and Regulation and the Department of Business and Economic Development. The full membership of the Council included 35 education, workforce, and economic development stakeholders. The Council was charged with investigating ways to improve education, advance workforce creation, and make the State more competitive.

Statutorily Authorized P-20 Council

Out of a recognition that the P-20 Leadership Council had become an important forum for the discussion of a wide range of education and workforce policy issues, Governor O'Malley proposed legislation during the 2010 legislative session to institutionalize the Council by establishing permanent authority for the Council in statute. An important element of the legislation, enacted as Chapter 191 that year, was the addition of legislators and several other key stakeholders as members of the Council.

Provisions of the 2010 Legislation

Chapter 191 of the Acts of the 2010 General Assembly (Senate Bill 286) expanded the membership to include representatives from the General Assembly and additional stakeholders. The additional members include:¹

- Four Legislators,
- Two representatives of employee organizations from elementary and secondary school teachers, and
- Two representatives of nonpublic elementary and secondary schools.

Additionally, the bill provided for six at-large members with “experience and knowledge that will benefit the work of the Council.” This provision provides some flexibility in shaping the P-20 Council in the future to reflect priority needs.

Under the terms of the legislation, the P-20 Council is charged with developing strategies to:

- Prepare all students with skills necessary to succeed in the modern workplace;
- Reduce dropout rates while increasing retention and graduation rates at both the high school and college level;
- Improve student achievement and close achievement gaps;
- Improve teaching quality and retention;
- Redesign CTE programs to meet college expectations and employer needs; strengthen STEM programs at all levels;
- Align high school, college and employer expectations and needs;
- Create pathways for all students to obtain college degrees; and
- Provide teachers with the resources and professional development needed to help students reach higher standards.

Committees and Task Forces

The Partnership developed a number of working committees, including the Library Information Literacy and Ethical Use Committee, the English Language Arts Alignment Committee,² the Early College Access and Dual Enrollment Committee, the Committee on Special Education, the PreK-16 English Composition Task Force,³ the Principals Task Force, the Maryland Teacher Shortage Task Force,⁴ and a Task Force on the Education of African-American Males.⁵

¹ Full membership is included as Appendix A.

² Access the full report: <http://www.msde.maryland.gov/NR/rdonlyres/C21C881E-AAA3-4D69-BDC2-E5C46C610E38/17167/FinalReportelaaJune2008.pdf>

³ Access the full report: http://www.msde.maryland.gov/NR/rdonlyres/C21C881E-AAA3-4D69-BDC2-E5C46C610E38/13533/FinalReportEnglishCompositionTaskForce_Rev82007.pdf

⁴ Access the full report: <http://www.msde.maryland.gov/MSDE/divisions/leadership/programs/tstf/>

⁵ Access the full report: http://www.msde.maryland.gov/NR/rdonlyres/C21C881E-AAA3-4D69-BDC2-E5C46C610E38/16730/African_American_Male_Taskforce_Report_March_08.pdf

Between 2007 and 2010, the P-20 Council established several new task forces to develop policy recommendations in four priority areas:

- The **Career and Technology Education (CTE) Task Force** created an action plan to expand the CTE programs that prepare students for entry into postsecondary education, apprenticeships, and the workforce.⁶
- The **STEM Task Force** developed a STEM action plan to ensure Maryland's global competitiveness by educating and preparing Marylanders for the jobs of the new economy and building the State's research and development infrastructure to promote a knowledge-based economy.⁷
- The **Principals' Task Force** developed an action plan to address the statewide shortage of effective principals, to provide additional support for current principals, and create an infrastructure for the training of future principals and other school leaders. Recommendations included providing additional, structured support to current principals and establishing training programs for aspiring principals and other school leaders.⁸
- The **College Success Task Force** examined Maryland's current K-12 and higher education policies and practices related to the alignment of educational standards, expectations, and student learning outcomes and made recommendations to assure a seamless transition from 12th grade to the first year of college that is benchmarked against national standards.⁹

Priorities and Focus of the P-20 Council

During the November 2010 meeting of the newly configured P-20 Council, the Council agreed to concentrate efforts around four key themes: **Elementary and Secondary Education Reform, Alignment, College and Career Success, and Competitiveness.**

Elementary and Secondary Education Reform

The Obama Administration elevated education reform to one of the nation's top domestic policy priorities with the American Recovery and Reinvestment Act of 2009, most notably the *Race to the Top* grant fund. In 2010, Governor O'Malley and the General Assembly passed landmark education reform legislation which contributed substantially to Maryland's reform efforts and its ultimate selection as one of twelve *Race to the Top* grant recipients. The 250 million dollars made available to participating local school districts and the State, along with the continued State support for education, will help bolster efforts to elevate the State's public school system from national leader to world-class. The P-20 Council will monitor the implementation of the reforms supported by the grant and provide leadership and support for associated activities such as turning around low-performing schools and supporting the development of highly effective teachers and leaders.

Alignment

Despite Maryland's successes in education, every year, thousands of Maryland high school graduates require remedial coursework as they begin their studies in postsecondary institutions. Ensuring that the various elements of our education and workforce systems are aligned requires the collaboration of

⁶ Access the full report: <http://www.marylandpublicschools.org/NR/rdonlyres/2990BAB1-3E67-4E08-9D0E-297014ADE008/21470/CTETaskForceReportFinalPDFVersion.pdf>

⁷ Access the full report: http://www.sciencemasters.com/portals/0/pdfs/Investing_in_STEM_to_Secure_Marylands_Future.pdf

⁸ Access the full report:

<http://www.msa.md.gov/megafile/msa/speccol/sc5300/sc5339/000113/012000/012973/unrestricted/20100850e.pdf>

⁹ Access the full report: <http://www.marylandpublicschools.org/NR/rdonlyres/6AB0644C-8E86-4F3A-96F3-F6455688E1F7/24205/FinalReportMay2011.pdf>

representatives of all of those elements to identify gaps between high school exit standards and college entrance requirements, and between each of these and workforce readiness guidelines. Building upon the work of the College Success Task Force, the P-20 Council will provide leadership and support in several key initiatives to promote alignment including the development of curriculum and assessments based upon the Common Core State Standards and the redesign of remedial education.

College and Career Success

Recognizing that a high school degree will no longer sufficiently prepare Marylanders to fill the jobs of the new economy, Governor O'Malley set a statewide goal that, by 2025, at least 55 percent of the State's residents age 25-64 will hold at least one degree or credential. The Governor is also committed to eliminating the achievement gap that exists in associate and baccalaureate degree completion for first-generation college students, low-income students, and under-represented minority students relative to the general population. The P-20 Council will support these efforts by continuing work on completion initiatives, including those supported by the Lumina Foundation and Complete College America while also exploring innovative strategies to promote completion including: restructuring financial incentives, increasing articulation agreements, and providing access to college courses or industry training and certification for high school students.

Competitiveness

According to *Maryland's Workforce Indicators: 2010*, the list of fastest growing occupations in Maryland is dominated by positions related to health care and science, technology, engineering and math (STEM fields). The report also projects that middle-skill jobs, which require training or education beyond high school but not a four-year degree, will make up 39 percent of job openings in Maryland between 2008 and 2018, while 38 percent of jobs will require at least a Bachelor's degree.¹⁰ To ensure that education and training programs are aligned with current and future workforce needs, the P-20 Council will continue to coordinate and support efforts such as the Skills2Compete Initiative, the expansion of CTE education, the enhancement of STEM education at all levels, and specialized programs to address the needs of growth sectors such as cybersecurity, the green economy, and biotechnology.

The Governor's Strategic Policy Goals

The P-20 Council will also contribute to work to support the Governor's three strategic goals that directly relate to the work of the Council:

- **Strategic Jobs Goal:** *Create, Save, or Place Residents in 250,000 Maryland Jobs by End of 2012.* The P-20 Council will support the Governor's jobs goal by providing leadership to increase the State's competitiveness while ensuring Marylanders have the opportunity to contribute to a viable workforce.
- **Strategic Education Goal:** *Improve student achievement and school, college, and career readiness in Maryland by 25 percent by 2015.* To build on Maryland's "Number 1-in-the-Nation" public school system, the P-20 Council's will promote education reform, enhanced alignment, and increased numbers of students receiving postsecondary degrees and certificates.
- **Strategic Skills Goal:** *Increase the Number of Marylanders Who Receive Skills Training by 20 percent by end 2012.* Reinforcing the Governor's strategies to achieve this goal, the P-20 Council will support initiatives designed to provide Marylanders with the skills needed to fill the jobs of the new economy and to better position Maryland to compete globally.

¹⁰ Maryland's Workforce Indicators: 2010." Governor's Workforce Investment Board. December 2010.

Appendix A. The Governor's P-20 Leadership Council of Maryland, Membership Roster

Executive Committee:

- Governor Martin O'Malley
- Dr. Nancy Grasmick, *Maryland State Superintendent of Schools*
- Christian S. Johansson, *Secretary, Maryland Department of Business and Economic Development*
- Dr. William E. Kirwan, *Chancellor, University System of Maryland*
- Dr. James E. Lyons, Sr., *Maryland Secretary of Higher Education*
- Alexander M. Sanchez, *Secretary, Maryland Department of Labor, Licensing and Regulation*

Members of the General Assembly

- The Honorable Delegate Guy J. Guzzone, *District 13*
- The Honorable Senator Nancy King, *District 39*
- The Honorable Delegate John A. Olszewski, Jr., *District 6*
- The Honorable Senator Paul Pinsky, *District 22*

Additional Members:

- Dr. Susan Aldridge, *President, University of Maryland University College*
- Tina Bjarekull, *President, Maryland Independent College & University Association*
- Dr. Joann A. Boughman, *Chair, Education Policy Committee, Maryland Higher Education Commission*
- Dr. Linda Burgee, *President, Public School Superintendents Association of Maryland*
- Dr. Robert Caret, *President, Towson University*
- Eleanor Carey, *Synergies Consulting Group*
- Thomas A Carr, *President, Maryland Association of Boards of Education*
- Peter F. Cevenini, *Manager, K-12 Education, Cisco Corporation*
- Dr. Charlene Dukes, *President, Prince George's Community College*
- Dr. Carol Eaton, *President, Frederick Community College*
- Marietta English, *President, Baltimore Teachers Union and President, AFT-Maryland*
- Thomas Evans, *Principal, Eastern Technical High School*
- Dr. Patricia Florestano, *Chair, Education Policy Committee, University System of Maryland Board of Regents*
- Clara Floyd, *President, Maryland State Education Association*
- Ronald Goldblatt, *Executive Director, Association of Independent Maryland Schools*
- Hope Reynolds Harrington, *Former Member, Talbot County Board of Education*
- Alicia Coro-Hoffman, *Former Executive, U.S. Department of Education*
- Dr. Mary Ellen Hrutka, *Executive Director, Mi-Atlantic Catholic Schools Consortium*
- Dr. Nicholas P. Jones, *Dean, Whiting School of Engineering, Johns Hopkins University*
- Dr. Elizabeth M. Morgan, *Superintendent, Washington County Public Schools*
- Christopher Motz, *Campus President, Kaplan University*
- Kevin O'Keefe, *Chair, Maryland Higher Education Commission*
- Katharine Oliver, *Assistant State Superintendent, Maryland State Department of Education*
- Dr. Barbara Martin Palmer, *President, Maryland Association of Colleges for Teacher Education*
- Dr. George Reid, *Assistant Secretary for Planning and Academic Affairs, Maryland Higher Education Commission*
- Lynn Reed, *Acting Director, Governor's Workforce Investment Board*
- William "Bill" Robertson, *Chair, Governor's Workforce Investment Board*
- Steve Rohde, *Deputy Director Resource and Referral Services, Maryland Family Network*
- Dr. Mary Pat Seurkamp, *President, College of Notre Dame of Maryland*
- June Streckfus, *Executive Director, Maryland Business Roundtable*
- Clay Whitlow, *Executive Director, Maryland Association of Community Colleges*
- Dr. David Wilson, *President, Morgan State University*