

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

Regarding

The Governor's P-20 Leadership Council of Maryland

December 2013

The Governor's P-20 Leadership Council of Maryland advises the Governor and General Assembly on strategies to ensure that the state's educational systems equip Marylanders for success in advanced education and in the knowledge-based, globally competitive workforce.

Executive Summary

The Governor's P-20 Leadership Council of Maryland (the "P-20 Council")¹ 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.

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 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.

2013 Key Initiatives

The P-20 Council focused on several initiatives:

1. Supporting implementation of the Common Core State Standards (CCSS) and related assessments through the Partnership for the Assessment of College and Career Readiness (PARCC);
2. Expanding STEM education and workforce initiatives that align education and workforce needs based on Maryland's economy; and
3. Strengthening partnerships across the P-20 Workforce (P20W) system to promote implementation of the *College and Career Readiness and College and Completion Act of 2013*.

¹ "P-20" refers to a system of education that encompasses preschool through graduate studies and/or careers, and ensures that students from an early age are learning the necessary skills for a competitive workforce.

1. Implementing Common Core State Standards (CCSS) and the Partnership for Assessment of Readiness for College and Careers (PARCC)

Maryland is a member of the Partnership for Assessment of Readiness for College and Careers (PARCC) consortia and has a leading role as a Governing state. Effective January 1, 2014, the Maryland State Department of Education will also serve as the fiscal agent for this national initiative. To support the full implementation of new standards and the related assessments, the P-20 Council received regular updates on national and Maryland-specific developments and shared communication and outreach materials used throughout the state. In 2011, the Council established Mathematics, English, Workforce and Teacher Preparation subgroups to advise members on the new Common Core State Standards and implementation of the PARCC Assessments. In 2013, the subgroups continued to provide updates to the P-20 Council and to align efforts to inform and support the *College and Career Readiness and College Completion Act of 2013*.

2. Expanding Science, Technology, Engineering and Mathematics (STEM) Education and Workforce Initiatives

The P-20 Council has actively supported several STEM initiatives to increase educational programs, support the creation of STEM internships, and to expand STEMNet – an on-line system of support for STEM Education and alignment to workforce needs. In 2013, DLLR, GWIB and DBED completed a statewide survey of employers to determine the current status of STEM internship opportunities. The survey findings suggest a wide range of internship placements in existence, with an increasing interest in identifying new opportunities and matching these to qualified students. To strengthen existing partnerships and to support the development of new regional and statewide partnerships, DLLR established Maryland's Employment Advancement Right Now (EARN) initiative. EARN is an industry-led initiative to strengthen education and workforce alignment, with an initial focus on four industry sectors: cyber, health care, construction, and manufacturing.

3. P-20W Partnerships to Promote *College and Career Readiness and College Completion*

As part of each meeting, the P-20 Council reviewed initiatives that support reaching Maryland's P-20 goals. In 2013, the P-20 Council reviewed and provided guidance on the following initiatives:

- Supporting a communication campaign for Maryland's College Completion and Affordability Agenda;
- Expanding Digital Learning Opportunities and access to Massive On-line Open Courses (MOOCs);
- Increasing education-workforce collaboration and Employment Advancement Right Now (EARN);
- Establishing the Arts Education in Maryland Task Force; and
- Establishing the Task Force on Teacher Education.

Proposed Policy Areas for 2014

In addition to addressing any education-workforce issues that may arise in 2014, the P-20 Council will continue to engage in the PARCC work and the recommendations from each Maryland PARCC subgroup; support the on-going implementation of the *College and Career Readiness and College Completion Act of 2013*; and expand STEM education and workforce development in Maryland. New topics for review in 2014 include:

- A review of online and digital learning opportunities with the effort to expand educational and training courses to students across the State;
- An update on changes in teacher preparation in Maryland as a result of the Common Core State Standards, PARCC Assessments, expansion of STEM, and other statewide initiatives; and
- A review of Financial Aid and College Affordability in Maryland.

Common Core State Standards (CCSS) and the Partnership for Assessment of Readiness for College and Careers (PARCC)

PARCC is the Partnership for the Assessment of Readiness for College and Career. PARCC is a group of 24 states that serve over 25 million students. The PARCC states are working together to develop a common set of K-12 assessments in English and Math that will be aligned to the Common Core State Standards and anchored in preparation for college and career. Ultimately, the assessments will indicate whether students are prepared for entry-level, credit-bearing college courses. The PARCC assessments will be ready for full state-wide implementation during the 2014-15 school year.

Maryland is one of the Governing States and will serve as the fiscal agent starting January 1, 2014. State Superintendent Lillian Lowery and the chief state school officers of the other Governing States serve on the PARCC Governing Board and make decisions on behalf of the Partnership on major policies and operational procedures.

In 2011, the Council voted to create Mathematics, English, Workforce and Teacher Preparation subgroups to advise members on the new Common Core State Standards and implementation of the PARCC Assessments. The members of these workgroups represent each 4-year, 2-year, and private institution in the State. These subgroups continue to work on alignment and implementation of key elements of the *College and Career Readiness and College Completion Act of 2013*. Council subcommittees and members are working on several initiatives informing the full implementation of CCSS and PARCC, including:

- Identification of college readiness indicators and standard-setting in Mathematics and Language Arts;
- Development of “transition courses” for 11th grade students not yet meeting college ready standards;
- Collaboration of K-12 and higher education for teacher professional development;
- Redesign of college remediation or “developmental” courses to promote higher rates of success;
- Promoting opportunities for dual enrollment and other early college access initiatives; and
- Establishing reverse transfer agreements to promote degree completion for transfer students.

In September 2013, the Council received a report from MSDE concerning the K-12 implementation of Common Core and requirements for pilot testing for PARCC. Dr. Jack Smith, Deputy State Superintendent reviewed the steps taken over the past few years to ensure Local School Systems are; implementing new standards, providing professional development and curricular resources to teachers, and preparing schools for the administration new assessments. In Spring 2014, all Maryland public schools will pilot test at least one student group using the on-line PARCC system.

The Council also received a report from Nancy Shapiro, Associate Vice Chancellor, University System of Maryland and Greg Fitzgerald, Chief of Staff, Maryland Higher Education Commission (MHEC) regarding P-20 collaborative work to support the implementation of new standards and assessments and the college completion agenda. The Council discussed the development of transition courses, updates to teacher preparation programs, and supporting college degree completion for students transferring from a two-year to a four-year institution of higher education. Maryland colleges and universities are working to identify transfer students and “near completers” to provide additional guidance and support for college completion. The Council also received information from the a statewide summit regarding teacher education called “Shifting the Paradigm” hosted by Towson University in October 2013.

STEM Education and Workforce Initiatives

As a standing agenda item, the Council receives an update on the STEM Innovation Network (STEMNet) and other efforts to advance STEM education and workforce in Maryland. In the past year, the number of STEM programs at the secondary and postsecondary level has increased, leading to an increase in the number of STEM graduates.

Under the direction of co-chairs, Lynn Reed, Executive Director of the Governor's Workforce Investment Board, and June Streckfus, Executive Director of the Maryland Business Roundtable, a STEM Internship survey was distributed to assess the availability of STEM experiences in Maryland. Lynn Reed, provided an update on survey results, noting that 75% of employers surveyed have some type of internships and they are offered in diverse STEM fields, Engineering, Information Technology, Mathematics and Science. Employers expressed a desire to continue or expand these opportunities, and placed the highest area of need for support on the development and maintenance of a database of STEM internships and on-line STEM resources.

At the May 2013 meeting of the Council, Secretary Howie presented an overview of the Department of Labor, Licensing and Regulation (DLLR) initiative, Employment Advancement Right Now (EARN) initiative. EARN is an industry-led initiative to strengthen education and workforce alignment, with an initial focus on four industry sectors: cyber, health care, construction, and manufacturing. More than 69 applications were received for EARN partnership grants. Awards will be announced in 2014.

At the November 2013 meeting of the Council, Garrett Groves, Senior Policy Analyst, National Governor's Association provided an overview of the national perspective on workforce challenges and solutions. With increasing skills required for success in today's workforce, states will need to place greater emphasis on the "new middle skills" or those skills sets beyond a high school diploma, but less than a baccalaureate degree. It is recommended that states develop "education pathways" in partnership with industry to ensure the alignment of training, education and workforce needs. By establishing "industry-sector partnerships", employers and educators can identify skills gaps and increase opportunities for creating a high-skill, high-wage workforce. A panel discussion with Maryland industry leaders then focused on current partnerships and how to expand these industry-led initiatives to advance education and skills development in alignment with industry needs.

Maryland P-20W Partnerships and Collaboration

Expanding Digital Learning Opportunities

At the September 2013 meeting of the P-20 Leadership Council, representatives of the higher education community provided an update on digital learning opportunities throughout the state and the increasing availability to on-line courses. State Superintendent, Lillian Lowery and several Local School System Superintendents reviewed the current status in the K-12 system to digital learning resources and access to online courses. Chancellor Kirwin provide an overview of the expansion of digital learning at the postsecondary level, including the expansion of Massive Open Online Courses (MOOCs). The Council will review the updated status of digital learning resources and outcomes for students in K-12 and high education as part of the 2014 P-20 Council agenda.

Increasing Education-Workforce Alignment

In addition to on-going expansion of STEMNet and high school Career Technology Education (CTE) programs of study, the Council also reviewed statewide efforts and provided guidance on increasing education-workforce alignment. At the September meeting, Council members discussed several efforts aimed at increasing business engagement and expanding CTE, such as the MBRT efforts regarding Career Exploration, STEMNet and employer

support for raising standards and the GWIB efforts to convene business and education leaders across 8 industry clusters. The Council also discussed challenges, including parent expectations and perceptions about the value of CTE programs. At the November 2013 meeting of the Council, Garrett Groves, Senior Policy Analyst, National Governor's Association provided an overview of the national perspective on workforce challenges and solutions. A panel discussion with Maryland industry leaders then focused on current partnerships and how to expand these opportunities.

The GWIB will continue to focus on P-20-Workforce alignment and will establish a year-long agenda for review at Council meetings. Topics for the 2014 agenda include:

- Creating opportunities for exposure, at a young age, to emerging industries/occupations. In addition to students, target audiences include counselors, parents, and teachers.
- Strategizing creation of a statewide internship program that can be implemented at the local school district level, including a technology-based repository of internship opportunities;
- Developing methods by which schools can really understand skills needed employers;
- Creating audience-specific communication tools, including workforce data, to help drive the workforce alignment discussion; and
- Creating an inventory of high performing conveners.

Establish the Arts Education in Maryland Task Force

Mary Ann Mears, Board of Trustee, Arts Education in Maryland Schools Alliance and Mary Cary, Executive Director, Arts Education in Maryland Schools Alliance provided an overview of the history and challenges facing arts education in Maryland. Specifically, there are areas of the state with limited access to a high-quality program of arts education. Given the evidence of the benefits of arts education (such as increased student motivation and engagement, and integration of mathematics and language arts instruction), it is important to address these gaps in access to a high-quality arts education program. The proposed task force would examine the current state of arts education and make recommendations for addressing these gaps. The Council discussed the need for; an expanded view of how arts education contributes to the larger discussion of education reform, clear measures of quality and expected outcomes, and the inclusion of a representative from the General Assembly on the proposed Arts Education Task Force.

Establish the Teacher Education Task Force

Dr. Nancy Shapiro, Associate Vice-Chancellor, University System of Maryland provided an overview of the October 11th Education Summit (*Shifting the Paradigm*) and related discussions regarding teacher education. As a follow-up to the Summit, it was recommended that the Council establish a Task Force on Teacher Education with members from K-12, community colleges and four-year colleges and Universities, public and private institutions, and a current student. The workgroup will convene prior to March 15, 2014 and will provide a preliminary report to the Council by April 15, 2014.

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

Executive Committee, in addition to the Governor:

Dr. Danette Gerald Howard, Secretary of Higher Education, Maryland Higher Education Commission
Mr. Leonard J. Howie, III, Secretary of Labor, Licensing and Regulation, Dept of Labor, Licensing and Regulation
Mr. Dominick Murray, Secretary of Business & Economic Development, Dept of Business & Economic Dev.
Dr. William E. "Brit" Kirwan, Chancellor, University System of Maryland
Dr. Lillian M. Lowery, State Superintendent of Schools, Maryland State Department of Education
Working with the Executive Committee:
Mr. John Ratliff, Director of Policy, Office of the Governor

Members of the Council

Ms. Tina Bjarekull, President, MD Independent College & University Association
Dr. Joanne Boughman, Senior Vice Chancellor of Academic Affairs, University System of Maryland
Ms. Eleanor M. Carey, Esq., Synergies Consulting Group
Mr. James DeGraffenreidt, Jr., member, Maryland State Board of Education
Ms. Marietta English, President, Baltimore Teachers Union, President, AFT-Maryland, Baltimore Teachers Union
Mr. Thomas G. Evans, Principal, Eastern Technical HS, Past President, MD Assoc. of Secondary School Principals
Dr. Patricia S. Florestano, Chair of the Southern Maryland Higher Education Council and former member of MHEC
Mr. Ronald Goldblatt, Executive Director, Assoc. of Independent Maryland Schools
Ms. Kathryn B. Groth, President, Maryland Association of Boards of Education
Ms. Hope Reynolds Harrington, Former member and president of Talbot County Council & Talbot County BOE.
Mr. Anwer Hasan, Chair, Maryland Higher Education Commission, Senior Vice President Louis Berger Group
Dr. Kathleen B. Hetherington, President, Howard Community College, Chair, of the MD Council of Community Colleges
Dr. Mary Ellen Hrutka, Executive Director, Mid-Atlantic Catholic Schools Consortium
Mr. Theodore ("Ted") E. Imes, Director, Corporate Citizenship, Northrop Grumman Electronic Systems
Mr. Martin Knott, President, Knott Mechanical, Inc. and Chair, Governor's Workforce Investment Board, DLLR
Dr. Maravene Loeschke, President, Towson University
Dr. Kevin Manning, President, Stevenson University
Dr. Michael J. Martirano, Superintendent, St. Mary's County Public Schools, President, Public School Superintendents Assoc.
Mr. Javier Miyares, Acting President, University of Maryland University College
Dr. Elizabeth M. Morgan, Executive Director, Grad Nation, America's Promise Alliance
Mr. W. Christopher Motz, Campus President, Kaplan University
Ms. Katharine M. Oliver, Assistant State Superintendent, Division of Career and College Readiness, MSDE
Mr. Steve Rohde, Deputy Director Resource and Referral Services, Maryland Family Network
Dr. Bernard Sadusky, Executive Director, Maryland Association of Community Colleges
Ms. Lynn M. Selby, Executive Director, Governor's Workforce Investment Board, Dept. of Labor, Licensing and Regulation
Ms. June Streckfus, Executive Director, Maryland Business Roundtable for Education
Dr. Karen A. Verbeke, President of the Maryland Association of Colleges for Teacher Education
Ms. Betty Weller, President, Maryland State Education Association
Dr. David Wilson, President, Morgan State University, Office of the President, Morgan State University

Members of the General Assembly

The Honorable Nancy King, Maryland State Senate
The Honorable Paul Pinsky, Maryland State Senate
The Honorable Guy J. Guzzone, Maryland House of Delegates
The Honorable John A. Olszewski, Jr., Maryland House of Delegates

Appendix B. The Governor's P-20 Leadership Council PARCC Work Group Co-Chairs

Career Readiness Work Group

Kathy Oliver, Assistant State Superintendent
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