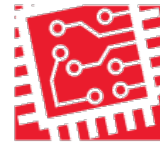


FROSTBURG STATE UNIVERSITY

MARYLAND



ACCELERATES



Program



Executive Advisory Board Meeting

January 19, 2021



Dr. Ronald H. Nowaczyk

President

Frostburg State University

Presiding

Agenda & Outcomes

- ▶ Welcome
- ▶ Who you will hear from
- ▶ Advice, support, and evaluation of program
- ▶ Executive Advisory Board Membership
 - ▶ School Districts
 - ▶ State Leadership
 - ▶ University System of Maryland Leadership
 - ▶ Frostburg State University

Board Members

▶ **School Districts**

- ▶ Dr. Theresa Alban
- ▶ Ms. Barbara Baker

▶ **State Leadership**

- ▶ Senator George Edwards
- ▶ Secretary James Fielder
- ▶ Dr. Jennifer Judkins
- ▶ Dr. Darla Strouse

▶ **University System of Maryland**

- ▶ Dr. Ricky Arnold
- ▶ Dr. Joann Boughman
- ▶ Dr. Nancy Shapiro

▶ **Frostburg State University**

- ▶ Mr. Al Delia
- ▶ Ms. Mary Clapsaddle
- ▶ Dr. Michael Mathias
- ▶ Dr. Ron Nowaczyk



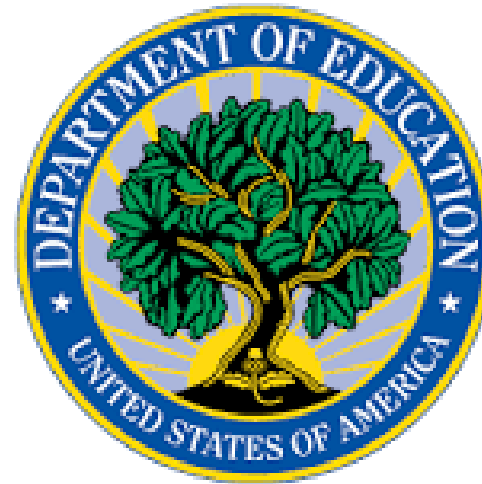
Purpose & Priorities

Dr. Boyce C. Williams
Dean - College of Education
Frostburg State University

Project Director
Maryland Accelerates Program

Teacher Quality Partnership *Maryland Accelerates Grant*

Ms. Christine M. Miller
Senior Program Analyst
U.S. Department of Education



Return on Investment: Partnering School District

Garrett County Public Schools-Ms. Barbara Baker, Superintendent

❖ A WIN-WIN Situation

- Garrett County Public Schools and the MAT-E resident-interns benefit.

❖ Recruitment

- The Maryland Accelerates Program has an enormous benefit to our recruiting process.

❖ Induction

- This program allows us to mold our interns to work specifically for Garrett County, providing them with innate knowledge of our school district policies, procedures, and protocols.

❖ Combining STEM Theory & Computational Thinking

- Suspension bridge built from straws and tested with pennies.



Return on Investment: Partnering School District

Frederick County Public Schools-Dr. Theresa Alban, Superintendent

- ▶ Experienced mentor teachers report that the Maryland Accelerates candidates are *more prepared* in terms of “teacher readiness” for instruction with students.
- ▶ While the mentor teachers report that this program has been intense, *all* would consider mentoring another Maryland Accelerates candidate or recommending the experience to a colleague.
- ▶ The quality of the professional learning (Leadership Institute, orientation, etc.) provided by Frostburg State University has been outstanding.



Program Insights

- ▶ Dr. Kris McGee, Associate Professor
USM-Hagerstown
- ▶ Ms. Casey Keyser, Teacher-Mentor
Frederick County Public Schools-Butterfly Ridge
Elementary School
- ▶ Mr. Stephen Michael, Teacher-Resident
Garrett County Public Schools-Broadford
Elementary School

edBridge Partners, LLC

Maryland Accelerates Program/Grant Manager



Christen Pollock,
President and CEO

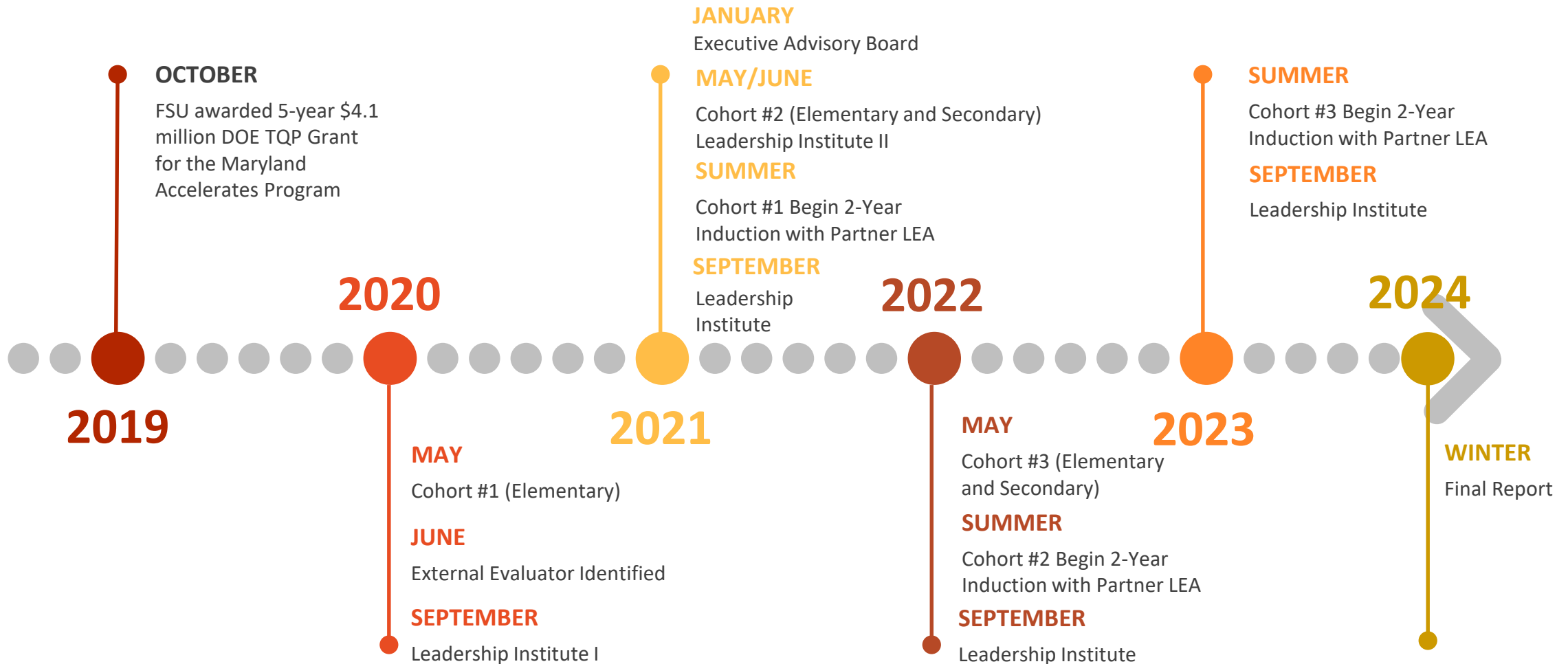


Annika Many,
Principal



Rohit Tandon,
Principal

Maryland Accelerates Teacher-Leader Residency for Inclusive Excellence Timeline



The Maryland Accelerates Program is well-aligned to the recommendations of the Commission on Innovation & Excellence in Education (The Kirwan Commission)

Kirwan Commission Recommendations

Require future teachers to take courses and demonstrate racial awareness and cultural competence

Recommend a full-year practicum for Master's students

Classroom observation opportunities regularly and early in the program

Prospective teachers will develop strong action research skills

Require teachers to pass performance-based assessment like edTPA

Mentors for interns and new teachers will be highly competent teachers selected by the districts

Teacher training programs and districts collaborate and develop close working relationships to strengthen teacher prep, induction, and pd

Extended induction programs beyond the required practicum, in partnership between universities and districts, are encouraged

Implement career ladders and train teachers on the career ladder and effective use of collaboration time

Career ladders will be based on performance and experience, including certification from the National Board

Maryland Accelerates Components

Residents graduate with a microcredential in cultural diversity. Fellows and Mentors earn microcredentials in culturally-responsive teaching.

Teacher Residents are immersed in the work and life of a classroom for a full school year, FSU MAT

Beyond the practicum, Teacher Residents complete classroom observations through Clinical Rounds and Rotations

FSU MAT Program has embedded action research projects

Teacher Residents complete edTPA

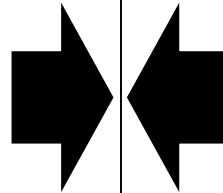
Teacher Residents are paired with highly-qualified mentors selected by the district partners

Close and collaborative relationship between FSU, FCPS, and GCPS through Residency, Induction, and Post-Induction years

Residents complete a multi-year induction period with the partner districts upon successful completion of their residency program

Teacher Mentor program provides compensation and leadership for high-qualified teachers to work as mentors and coaches

The Teacher Leader Pathway develops competency-based practices that will move them towards achieving National Board Certification.



Our Teacher Residents, Teacher Mentors, and Teacher Fellows will all have an opportunity to earn microcredentials throughout the program

Teacher-Resident Credentials *(Earned during Residency)*

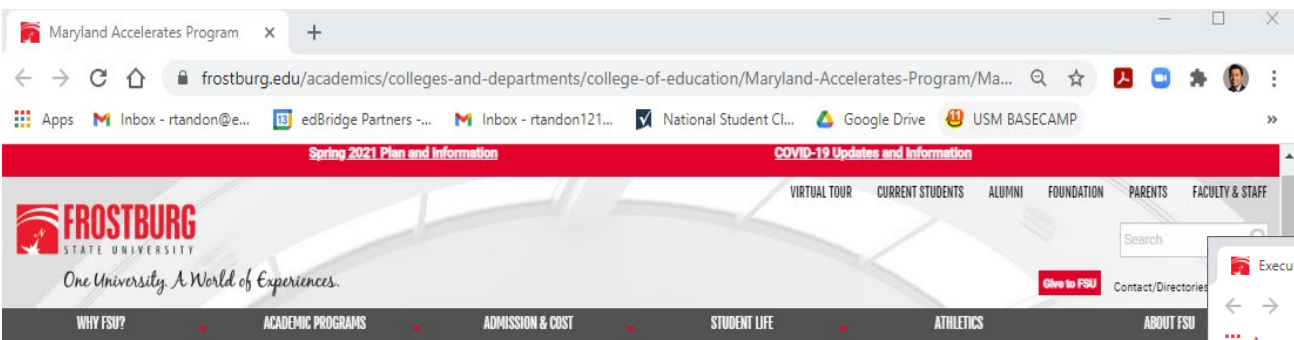
- Cultural Diversity and Growth Mindset
- Computational Thinking I
- Classroom Management

Teacher-Mentor Credentials *(Earned while serving as Teacher-Mentors or any time afterwards)*

- High-Leverage Practices
 - Eliciting, Interpreting, and Acting on Students' Thinking
 - Culturally-Responsive Pedagogy
- Computational Thinking I & II
- Instructional Coaching

Teacher-Fellow Credentials *(Earned during Year 1 and 2 of Induction)*

- High Leverage Practices
 - Culturally-Responsive Pedagogy
 - Increasing Academic Engagement through Behavioral Support Plans
 - Social Emotional Support Strategies
- Computational Thinking II
- Evolving into Teacher Leaders



www.frostburg.edu/MarylandAccelerates.com
and an Executive Advisory Board Portal



MARYLAND ACCELERATES PROGRAM

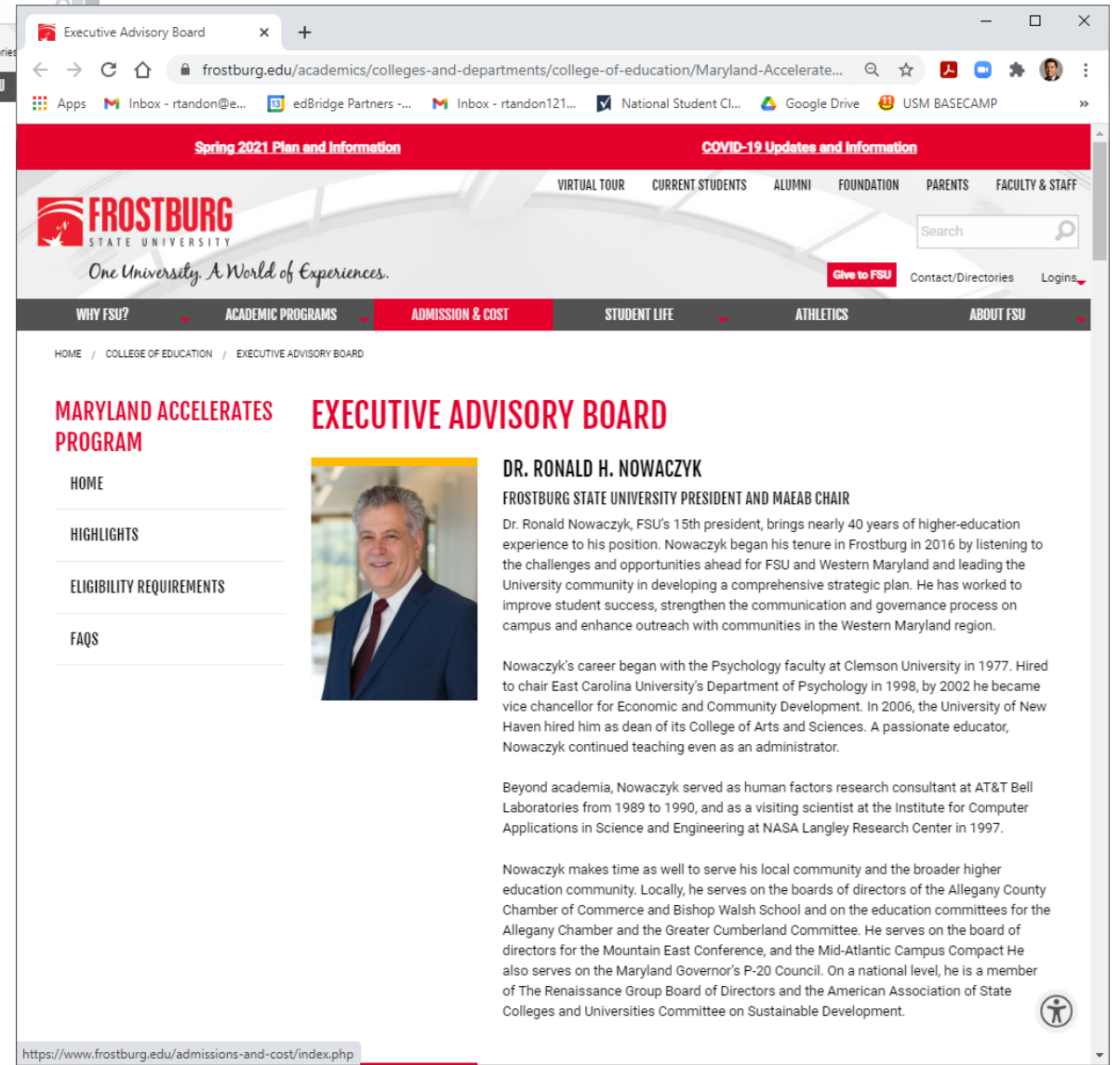
The Maryland Accelerates Program provides a **Master of Arts in Teaching** (Elementary or Secondary) degree with a **year-long teacher residency** in partnership with Frederick and Garrett county public schools.

Funded by the U.S. Department of Education, the Maryland Accelerates Program provides a 12-month, **\$30,000 living-wage stipend** during the residency portion of the program to admitted candidates. Candidates will earn **microcredentials** across multiple areas during their residency and internship, and must complete his/her residency with either Frederick or Garrett county public schools. Upon graduation, teacher residents are required to apply to one of the partnering counties and commit to teaching there for a minimum of 3 academic calendar years.

[REQUEST INFO ABOUT MARYLAND ACCELERATES](#)

[MASTER OF ARTS IN TEACHING AT FSU](#)

- [PROGRAM HIGHLIGHTS](#)
- [ELIGIBILITY REQUIREMENTS](#)
- [FREQUENTLY ASKED QUESTIONS](#)
- [TEACHER RESIDENCY BENEFITS](#)



MARYLAND ACCELERATES PROGRAM

- [HOME](#)
- [HIGHLIGHTS](#)
- [ELIGIBILITY REQUIREMENTS](#)
- [FAQS](#)

EXECUTIVE ADVISORY BOARD



DR. RONALD H. NOWACZYK
FROSTBURG STATE UNIVERSITY PRESIDENT AND MAEB CHAIR

Dr. Ronald Nowaczyk, FSU's 15th president, brings nearly 40 years of higher-education experience to his position. Nowaczyk began his tenure in Frostburg in 2016 by listening to the challenges and opportunities ahead for FSU and Western Maryland and leading the University community in developing a comprehensive strategic plan. He has worked to improve student success, strengthen the communication and governance process on campus and enhance outreach with communities in the Western Maryland region.

Nowaczyk's career began with the Psychology faculty at Clemson University in 1977. Hired to chair East Carolina University's Department of Psychology in 1998, by 2002 he became vice chancellor for Economic and Community Development. In 2006, the University of New Haven hired him as dean of its College of Arts and Sciences. A passionate educator, Nowaczyk continued teaching even as an administrator.

Beyond academia, Nowaczyk served as human factors research consultant at AT&T Bell Laboratories from 1989 to 1990, and as a visiting scientist at the Institute for Computer Applications in Science and Engineering at NASA Langley Research Center in 1997.

Nowaczyk makes time as well to serve his local community and the broader higher education community. Locally, he serves on the boards of directors of the Allegany County Chamber of Commerce and Bishop Walsh School and on the education committees for the Allegany Chamber and the Greater Cumberland Committee. He serves on the board of directors for the Mountain East Conference, and the Mid-Atlantic Campus Compact. He also serves on the Maryland Governor's P-20 Council. On a national level, he is a member of The Renaissance Group Board of Directors and the American Association of State Colleges and Universities Committee on Sustainable Development.

Master of Arts in Teaching Teacher Residency Program



One Year Teacher Residency

Funded by the Department of Education, the Maryland Accelerates program provides a **Master of Arts degree** with a year-long teacher residency. In partnership with Frederick and Garrett county public schools, the goal is to increase the number of elementary education teachers with expertise in culturally responsive and high-leveraged practices, computational thinking and mathematical problem-solving.

Living Wage Stipend

The Maryland Accelerates Program provides a 12-month, **\$30,000 living-wage stipend** during the residency to admitted/selected candidates.



FSU Program Highlights

- The program is nationally accredited by the National Council for the Accreditation of Teacher Education (NCA)
- The program is eligible for Maryland's initial certification in grades 1-6.
- The condensed experiential program begins each May and ends the following June.
- Candidates work with elementary children during summer courses taught through the University Promot Awareness of Literacy Skills (PALS) free summer literacy program.
- Candidates will complete internships throughout the school year in professional development schools.
- The courses are taught by dynamic professors and clinical adjuncts.
- The program offers affordable in-state and out-of-state tuition.

Marketing Collateral and Targeted Email Campaigns



Master of Arts in Teaching Teacher Residency Program

One Year Teacher Residency

Funded by the Department of Education, the Maryland Accelerates program provides a **Master of Arts degree** with a year-long teacher residency. In partnership with Frederick and Garrett county public schools, the goal is to increase the number of secondary teachers with expertise in science, technology, engineering, math & computer science (STEM-C).

Living Wage Stipend

The Maryland Accelerates Program provides a 12-month, **\$30,000 living-wage stipend** during the residency to admitted/selected candidates.



FSU Program Highlights

- The program is nationally accredited by the National Council for the Accreditation of Teacher Education (NCA)
- Successful candidates are eligible for Maryland's initial certification in grades 7-12.
- The condensed experiential program begins each May and ends the following June.
- Candidates will work with secondary students in a clinical setting during the summer session.
- Candidates will complete internships throughout the school year in professional development schools.
- The courses are taught by dynamic professors and clinical adjuncts.
- The program offers affordable in-state and out-of-state tuition.

FROSTBURG STATE UNIVERSITY



ARE YOU LOOKING FOR WHAT'S NEXT?



The FSU College of Education congratulates the recent graduates of the College of Liberal Arts and Sciences. While you are looking forward to "what's next", we invite you to consider the Maryland Accelerates (MA) Teacher-Residency Program. The MA Teacher-Residency program provides selected candidates a **Master of Arts in Teaching** (Elementary or Secondary) in 12 months via

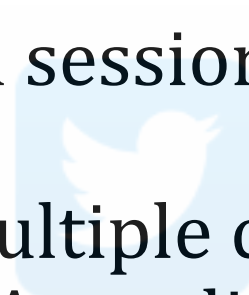
instruction and a teaching residency program in partnership with Frederick and Garrett County Public Schools. Included as part of the program is a **living stipend of \$30,000*** to accepted candidates. You will work directly with one of the partnering counties to assimilate into the public school system as an intern and once your 1-year residency is complete, you will have the opportunity to teach in one of the participating counties.

** Acceptance of the stipend is contingent upon successful completion of all program requirements and a 3-year commitment to teach in the partnering county public school system.*



Recruiting Strategies

- Recruiting events with partner districts (job fairs, career nights)
- Attendance at education conferences and events
- Webinars and virtual information sessions
- Targeted email campaigns
- Social media campaigns across multiple channels
- Traditional media campaigns (PSAs, radio, print)
- Video testimonials
- Troops to Teachers
- Indeed.com



Maryland Accelerates Communication Plan

- ▶ **Annual Progress Reports and MNA's Evaluation Reports**
- ▶ **Publishing in Peer Review Journals**
 - College Teaching
 - The Journal of Teacher Education
 - The Journal of Teacher Education and Educators
 - The Journal of Higher Education
 - Specialized journals
- ▶ **Presentations at Academic Conferences**
 - AACTE
 - ASCD
 - Kappa Delta Pi
 - AASA
 - National Science Teachers Association (NSTA)
 - National Council of Teachers of Mathematics (NCTM)
 - Maryland-specific conferences and events: MHEC, Teacher Education, P-20
 - Specialized Professional Association events (STEM, Computer Science)
- ▶ **Creation of Briefs on areas of topical interest**

MN Associates, Inc.

Project Evaluators

Presenters:

Kavita Mittapalli, Ph.D., CEO

Nina de las Alas, Sr. Research Associate



Project Evaluation

- ▶ **Required as part of the U.S. Department of Education Teacher Quality Partnership Grant**
- ▶ **MN Associates, Inc. is the Third-Party / External Evaluator**
 - ▶ 16 years experience
 - ▶ Related prior experience: TQP grants, including Pathways to Profession (P2P, TQP Consortium Grant, Grants to other universities), NSF Noyce Teacher Scholarship and Teacher Preparation grants with STEM focus, NSF Math and Science Grants (teacher professional development), non-profit organizations (teacher leadership and PD), and organizational change/capacity building

MN Associates, Inc. Team

- ▶ **Kavita Mittapalli, Ph.D., CEO and Point of Contact**
- ▶ **Nina de las Alas - Senior Research Associate**
- ▶ **Dia Adams, M.A. - Research Associate**
- ▶ **Amlan Banerjee, Ph.D. - Statistician**

Project Evaluation Design and Approach

- ▶ **Mixed Methods, Formative and Summative Evaluation**
- ▶ **Closely Aligned with FSU MA Goals and Objectives**
 - ▶ **Goal 1: Accelerated MegaCommunity for Systemic Capacity and Linkage**
 - ▶ Collecting, analyzing, and reporting data to capture MegaCommunity's formation, implementation, and institutionalization
 - ▶ Execute R & D agenda, share lessons learned, and promising practices
 - ▶ **Goal 2: Accelerated Teaching Residence with Year-long Clinical Experience**
 - ▶ Collecting, analyzing, and reporting data on Teacher Residents from application through residency completion, their progress and outcomes in FSU MA activities (e.g., coursework, residency, Clinical Rounds, Clinical Rotations, and MicroCredentials)
 - ▶ **Goal 3: Accelerated Teacher-Leader Pathways with Two-Year Induction**
 - ▶ Collecting, analyzing, and reporting data on Teacher Leader induction activities and outcomes

Project Evaluation Design Continued

- ▶ **Data Collection Sources (multi-methods)**
 - ▶ **Teacher Resident Academic and Performance Records**
 - ▶ Grades, GPAs & Key Assessments
 - ▶ Clinical Rounds Reflections, Clinical Rotations Reflections
 - ▶ MicroCredentials
 - ▶ Residency Evaluations I, II, and III
 - ▶ edTPA and Praxis
 - ▶ Course Syllabi
 - ▶ Surveys
 - ▶ Focus Group Discussions and Interviews
 - ▶ **Program Implementation**
 - ▶ Meeting Agenda, Minutes/Notes, Attendance
 - ▶ Program Documents (Correspondence, Reports, etc.)

Project Evaluation Activities to Date

- ▶ Confirmed hiring of MNA, regular engagement with grant coordinators (edBridge Partners, LLC)
- ▶ Correspondence with PI, Co-PI, and project team meetings
- ▶ IRB application submission and approval
- ▶ Consent forms
- ▶ Summer and fall activity instruments (Initial Teacher Survey, Leadership Academy Meeting Survey, MegaCommunity Meeting Survey)
- ▶ Cohort I: baseline, summer, and fall academic performance data

Cohort I Summary Data

- ▶ 8 Teacher Residents admitted; 7 currently enrolled
- ▶ 100% pursuing MAT Elementary degrees
- ▶ 88% Female, 100% White, Median Age = 28.5, 63% had prior teaching experience
- ▶ Average GPA (prior to MAT Residency) = 3.17
- ▶ 88% reported high to very high satisfaction with recruitment and selection process
- ▶ Average GPA post-Summer 2020 Term = 3.98
- ▶ Average GPA post-Fall 2020 Term = 3.85

MegaCommunity Overview

Dr. Kim H. Rotruck, *Associate Dean*

Frostburg State University College of Education

- ▶ Comprised of a *cross-section of the grant stakeholders*.
 - ▶ Membership includes IHE researchers, teacher educators, district leaders, school administrators, experienced mentor teachers/coaches, University System members, Maryland State Department of Education liaisons, as well as professional groups and/or business/industry leaders.
- ▶ The council will be analyzing outcomes and recommending *structures, processes, expectations and measures* within the Teacher Residency and Teacher Leader pathways of the MA grant for sustainability of the projects and program.
- ▶ Several **types of data** will be analyzed:
 - Entrance and Exit interviews
 - MicroCredentials
 - Key Assessments in comparison to non-resident MAT candidates.
 - Recruiting outcomes
 - Induction products
- ▶ There will be **two meetings each year** with the first meeting linked to the yearly Leadership Academy held each September.



Closing Session

Dr. Boyce C. Williams
Dean - College of Education
Frostburg State University

Project Director
Maryland Accelerates Program




Remarks & Adjournment

Dr. Ronald H. Nowaczyk

President

Frostburg State University



Thank you for attending
the inaugural meeting of
the Maryland Accelerates
Executive Advisory Board.