

**Present:** Dr. Ronald Nowaczyk, Frostburg State University (FSU) President and Maryland Accelerates Executive Advisory Board (MAEAB) Chair; Dr. Boyce Williams, FSU College of Education Dean (COE) and Maryland Accelerates (MA) Project Director; Dr. Theresa Alban, Frederick County Public Schools Superintendent; Ricky Arnold, University of Maryland Center for Environmental Science Director of STEM Engagement; Barbara Baker, Garrett County Public Schools Superintendent; Dr. Joann Boughman, University System of Maryland (USM) Senior Vice Chancellor for Academic and Student Affairs; Mary Clapsaddle, FSU Director of Government Relations; the Honorable George C. Edwards, Maryland State Senator; Dr. James Fielder, Jr., Maryland Higher Education Commission Secretary of Higher Education; Dr. Jennifer Judkins, Maryland State Department of Education (MSDE) Assistant State Superintendent, Division of Assessment, Accountability, and Information Technology; Dr. Nancy Shapiro, USM Associate Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P-20 Education; Dr. Darla Strouse, MSDE Executive Director of Partnerships and Development; Mr. Albert Delia, FSU Vice President for Regional Development and Engagement and MAEAB Ex-Officio; and Dr. Michael Mathias, FSU Interim Provost and MAEAB Ex-Officio.

### **Call to Order**

Dr. Ronald Nowaczyk, FSU President and MAEAB chair, called the meeting to order at 10:03 a.m.

### **Greetings & Introductions**

Dr. Nowaczyk provided a brief overview of the agenda and introduced the board. He stressed the importance of the MA program and the goal of making it successful, sustainable and transferable across the State.

### **Purpose & Priorities**

Dr. Boyce Williams, FSU COE Dean and MA Project Director, expressed appreciation to the board and detailed their roles. She gave a synopsis of the program and explained that the partnership with Frederick and Garrett County Public Schools addresses the component of serving high-need and rural communities. Dr. Williams spoke on components of the grant-funded program to include the living wage stipend, microcredentials (classroom management, computational thinking, cultural diversity and growth mindset), and the induction.

Dr. Nancy Shapiro, USM Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P-20 Education, stated that the Maryland Accelerates program is rooted in school-university partnerships that build coherent communities of practice, which she believes is a sustainable model. She noted that the MA program follows the guidelines of the Kirwan Commission. Dr. Shapiro highlighted the benefits of the program for both the teacher-resident and the teacher-mentor. She described the composition of the executive advisory board to include educational leaders, state policymakers, local community leaders and visionaries for education. Dr. Shapiro noted that this board is aware of the challenges this program will face with recruitment of candidates, changing policies, and finding a way to sustain the funding once the grant is over. However, she expressed her confidence that the work will be successful and will materialize into another blueprint for building a successful teacher residency partnership for the state.

### **Teacher Quality Partnership (TQP): Maryland Accelerates Grant**

Ms. Christine Miller, U.S. Department of Education (ED) Senior Program Analyst, congratulated FSU for receiving one of the highly competitive teacher quality partnership grants to fund the Maryland Accelerates program. She stated that over 100 applications were received; and FSU was one of only 24 awardees in the grantee cohort. Ms. Miller explained that TQP requires 100% non-federal match, which is a big ask during trying economic times. She further explained that all TQP grantees are required to develop an eligible partnership, and FSU has met that requirement by partnering with Frederick and Garrett County Public Schools. Ms. Miller noted the goal of this grant work is to

prepare highly effective teachers to serve students in high-need and rural district. She spoke on the support provided to grant team members to include teacher quality summits with the most recent one held virtually last October 2020.

Dr. James Fielder, Jr., MHEC Secretary of Higher Education, inquired about the involvement of the private sector with the grant selection process. Ms. Miller explained that non-federal educators review and score all proposals for grant funding. The selection committee is composed of k12 teachers and stakeholders from non-profit and for-profit education organizations, which is established through nationwide searches. Secretary Fielder stated that long term sustainability of this program will require private sector involvement.

Dr. Nowaczyk suggested adding a private sector representative to the executive advisory board. Dr. Williams noted that the MegaCommunity does have business sector representation but agreed that it is needed on this board as well.

### **Return on Investment: Superintendents' Remarks**

Ms. Barbara Baker, GCPS Superintendent, compared the Maryland Accelerates program as a win-win situation. She stated that it will ensure retention of quality educators and provide the necessary experience for interns to become highly effective teachers. She spoke briefly on the challenges small districts face with recruitment and how the MA program is addressing this issue. Ms. Baker also shared that the induction portion of the program allows the interns to work specifically for GCPS and gain the knowledge of school district policies, procedures and protocols.

Dr. Theresa Alban, FCPS Superintendent, reported that her district has benefited through this program partnership. She stated that teacher-mentors involved reported that the MA teacher-residents are more prepared in terms of "teacher readiness" for instruction with students. She also shared that the teacher-mentors realize the intensity of the program but would recommend the experience to their colleagues. Dr. Alban also spoke on the outstanding quality of the professional leadership provided by FSU. She noted that many FCPS support staff are interested in getting certification but cannot afford the cut in salary to complete the 12-week student teaching experience. FCPS has designed a sabbatical for support staff to receive half of their salary in addition to the \$30,000 living wage stipend through the MA program to offset this hardship. Dr. Alban believes this is a crucial consideration when replicating this program with other school districts.

Dr. Nowaczyk inquired about a rotating model for teacher-mentors as the program progresses to avoid a bottleneck effect. Dr. Alban believes that the idea of rotating will be vital; however, she countered by stating high quality teachers enjoy the professional growth gained through experiences.

Dr. Darla Strouse, MSDE Executive Director of Partnerships and Development, spoke on the Teachers of Promise program and the benefits reaped from Teachers of the Year working with novice teachers through mentorships. She also spoke on the importance of support and appreciation of our teachers.

Ms. Mary Clapsaddle, FSU Director of Government Relations, presented a question surrounding the size of the first cohort. Dr. Williams explained that the first year of the grant was intended to be a planning year. However, FSU had moved to a 13-month MAT program that matched the MA timeline and allowed a cohort of seven students to be admitted into the residency track in year one.

### **Program Insights**

Dr. Kris McGee, MA Program Coordinator, spoke on the professional development and microcredentials offered to both the teacher-residents and teacher-mentors. She also spoke on the support provided to the teacher-residents through the program and the induction process. In conclusion, Dr. McGee provided a brief overview of the teacher-residents' clinical experience that is part of their internship. She believes the program shows how much FSU and our partnering districts value investing in both pre-service and in-service teachers.

Secretary Fielder shared information on the Maryland Teaching Fellows Scholarship, which is funded at \$2 million per year and provides a full tuition (room and board) scholarship for students admitted to colleges of education.

Ms. Casey Keyser, FCPS teacher and MA teacher-mentor, spoke on the value gained by teacher-residents being with the same teacher-mentor throughout the 13-month MA experience. Ms. Keyser said having a teacher-resident in

her classroom has been very beneficial, and these candidates are more prepared than interns she has mentored in the past. Ms. Keyser expressed interest in being a mentor again as she has thoroughly enjoyed the positive experience.

Mr. Stephen Michael, MA Cohort I Teacher-Resident, spoke on his residency experience at Broadford Elementary School (Third Grade Classroom) under the mentorship of Ms. Danielle Hazelwood. He stated that the MA program was a game changer for him, and this grant program has allowed him to pursue his calling. Mr. Michael expressed his satisfaction with the program and would highly recommend it.

### **edBridge Introduction: Microcredential Implementation/Marketing & Recruitment**

Ms. Christen Pollock, edBridge Partners CEO, introduced the board to the project management firm team members. Ms. Rohit Tandon, edBridge Partners Principal, reviewed the timeline for the MA program. Ms. Many discussed the correlation of the recommendations of the Kirwan Commission to the components of the MA program. Ms. Many also provided an overview of the microcredentials available to teacher-residents, teacher-mentors, and teacher-fellows. Mr. Tandon discussed the recruitment initiatives underway to include the MA website, flyers, email campaigns, social media outreach, video testimonials, events (i.e. job fairs, career nights), etc. Ms. Pollock closed out the presentation sharing the communication plan to include annual progress reports, evaluation reports, publishing in peer review journals, presentations at academic conferences, and creation of briefs on areas of topical interest.

### **External Evaluator's Process**

Dr. Kavita Mitapalli, MN Associates (MNA) CEO, introduced the board to the external evaluator team members. Dr. Mitapalli discussed the project evaluation design and approach and the alignment to the grant project goals. Ms. Nina de las Alas, MNA Senior Research Associate, discussed the data collection sources to include teacher-resident academic and performance records. She gave a brief overview of the project evaluation activities to date and shared summary data on Cohort I.

### **MegaCommunity Overview**

Dr. Kim Rotruck, FSU COE Associate Dean, reported on the work of the established MegaCommunity, to include 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 program. Dr. Rotruck noted that several types of data will be analyzed to include entrance/exit interviews, microcredentials, key assessments in comparison to non-resident MAT candidates, recruiting outcomes, and induction products. The MegaCommunity will meet twice a year throughout the course of the grant.

### **Closing Session**

Dr. Williams reiterated the important role each board member plays in advancing the work of the Maryland Accelerates program and expressed her appreciation for their involvement. She acknowledged the value gained from their input during the inaugural meeting with key takeaways to include adding business community involvement, Teachers of Promise program utilization, and Maryland Teaching Fellows Scholarship availability. She encouraged the board to routinely visit the webpage established specifically for their use ([www.frostburg.edu/marylandaccelerates/EAB](http://www.frostburg.edu/marylandaccelerates/EAB)).

### **Remarks & Adjournment**

Dr. Nowaczyk requested updates be shared with the board on a quarterly basis to keep the board informed between annual meetings. He envisions future meetings to be more engaging to allow rich conversations to advance the grant work and ensure sustainability and transferability of the grant program. Dr. Nowaczyk adjourned the meeting at 11:53 a.m.