

## **Educator Effectiveness Academy Information Sheet for School Principals**

As part of the Race to the Top grant, MSDE will conduct 11 regional Educator Effectiveness Academies during the summer 2011, 2012, 2013. Academy content will be delivered on-line in 2014. Planning both the content and structure for these academies will be on-going through May. However, this document provides school-based administrators pertinent information regarding the academies as of this time.

### **When and Where:**

See separate list of dates and sites for the 2011, 3-day academy summer component. In consultation with your school district, school teams may attend **ANY** academy. However, all members of the school team must attend the **SAME** academy. In addition to the summer academy, two on-line follow up sessions are planned (fall and spring). Staff members not on an extended year contract will be paid a stipend of \$125/day for their participation. Academies will run from 9:00 A.M. till 4:00 P.M. each day.

### **Who:**

The principal, a reading English/Language Arts staff member, a mathematics staff member, and a staff member representing science, technology, engineering, and mathematics (STEM) content in the school (as designated and selected by the school principal) should register for the selected academy according to the procedure designated by the local school district. (Note: See separate sheet with guidance principals might find helpful in selecting the school's STEM team member)

### **Outcomes for the Academy in 2011:**

1. Develop knowledge of the Maryland Common Core State Curriculum Standards and Framework.
2. Develop an understanding of the relationship between Maryland's vision of STEM and the Maryland Common Core State Curriculum Framework.
3. Provide feedback, modifications, and additions to curriculum work completed in 2010-2011.
4. Analyze the Academy content presented to identify prerequisite skills needed and appropriate strategies for scaffolding instruction.
5. Create a one-year study plan that will guide school staff in delivering the Academy content.

### **Staff Member Responsibilities:**

Staff members attending the academies with their principal agree to plan and organize, in collaboration with the principal, professional development activities during the year that will assist all staff members in developing a working knowledge of the Maryland Common Core State Curriculum Framework. Members of the school team also agree to participate in on-line follow-up sessions. In future years, academy outcomes will expand to include effective use of Maryland's Instructional Improvement System as described in the Race to the Top application. This includes information regarding new summative assessments to be developed by the PARCC consortium, effective use of formative assessment tools, and the Instructional Improvement System. The composition of school teams in future years will also be determined by the principal.

### **Academy Format**

Master teachers (*who will apply and be jointly selected by LEAs and MSDE*) will facilitate academy sessions which will group participants by content area and grade level (elementary, middle, high) in classes of approximately 25. School principals will engage in activities in collaboration with their teachers in addition to job-alike sessions. Time will be provided for school team planning.

## **Educator Effectiveness Academies**

### **LEA Responsibilities**

- 1) Designate a point of contact in your district for Educator Effectiveness Academy communication for EACH of the following (could be one or multiple individuals):
  - Participant registration,
  - Master teacher identification and selection,
  - Site issues if your LEA is hosting an academySend this information to Scott Pfeifer at MSDE [spfeifer@msde.state.md.us](mailto:spfeifer@msde.state.md.us)
- 2) Disseminate information regarding the academies to schools within the district
- 3) Provide guidance to principals regarding selection of participants:
  - Staff members who garner the respect of colleagues within the school
  - Staff members who are knowledgeable regarding the given content area
  - Staff members who are skilled at planning and organizing professional development activities
  - Staff members interested and willing to serve on a school-based team that will plan for the implementation of Maryland's new state curriculum
- 4) Participate in and assist with the selection of Master Teachers for the academies
  - Disseminate and collect application materials (See Packet)
  - Collaborate with MSDE staff in screening and selecting master teachers
    - February 22 –Application deadline
    - February 22 – March 7 – Participate in application screening
    - March 15 – March 30 – Participate in final selection process
- 5) Participate as appropriate given present capacity in state-wide planning meetings in specific content areas. Meeting times/dates to be arranged.
- 6) If your LEA is hosting an academy site, designate a point of contact for the site and work in collaboration with MSDE staff in site preparation.
- 7) The superintendent will consider staff in the central office who are critical to this new curriculum work and designate 5 staff members to attend an academy.

### **MSDE Responsibilities**

- 1) Designate dates and sites of summer academies
- 2) Lead the development of the content and implementation processes for the year-long academy experiences:
  - Three day summer academy
  - Two on-line follow-up sessions
- 3) Organize and facilitate state-wide meetings that provide the opportunity for LEA representatives, as appropriate given present capacity, to participate in planning academy activities.
- 4) Collaborate with district points-of-contact in organizing academy logistics:
  - Provide on-line academy registration
  - Verify participant attendance
  - Provide funds to each LEA to issue stipend checks to academy participants and master teachers
  - Order and organize catering activities
  - Produce participant materials and deliver to site
- 5) MSDE will establish procedures for the identification and selection of master teachers. Select master teachers in partnership with the LEAs.
- 6) Design and implement training for master teachers.
- 7) Provide detailed information regarding academy content and activities at spring content briefings so that LEAs can coordinate professional development activities during the following year.
- 8) Evaluate academy outcomes as part of the overall evaluation design described in Maryland's Race to the Top grant application.

## **The 2011 Maryland Educators Effectiveness Academies**

### **Guidelines for Selecting STEM (Science, Technology, Engineering, and Math) Teachers**

The following guidelines were developed to help principals choose a STEM teacher as they form their four-member, school-based teams that will be attending the summer 2011 Educator Effectiveness Academies. At all levels, the selected STEM teacher should have successful teaching experience in at least one of the STEM areas and should embrace the concept and importance of STEM education as a whole.

Principals should consider teachers who:

- are interested in the STEM content areas
- infuse the use of technology to increase student learning
- have interest or experience in cross-curricular teaching
- believe it's important for students to learn through problem-solving/inquiry and project-based learning
- encourage their students to work in collaborative groups and participate in various STEM challenges
- would be willing to make a commitment to develop or enhance a positive STEM culture within their school
- would collaborate with other teachers at their school in developing a STEM professional learning community

**MARYLAND EDUCATOR EFFECTIVENESS ACADEMIES**

<u>Date</u>	<u>SITE</u>	<u>SUGGESTED/ POTENTIAL SERVICE AREAS</u>
6/27-6/29	ALLEGANY (Mt. Ridge HS)	GARRETT, ALLEGANY, WASHINGTON
6/27-6/29	QUEEN ANNE'S (Queen Anne's Cty HS)	TALBOT, CAROLINE, KENT, QUEEN ANNE'S, SOUTH CECIL, PART OF DORCHESTER
6/27-6/29	BALTO. CITY (Poly/Western)	BALTIMORE CITY
6/27-6/29	CHARLES (North Pointt HS)	CHARLES, ST. MARYS, CALVERT, SOUTH AA COUNTY, SOUTH PRINCE GEORGE COUNTY
7/11-7/13	WICOMICO (Bennett HS)	WORCESTER, WICOMICO, SOMERSET, PART OF DORCHESTER
7/11-7/13	ANNE ARUNDEL (Arundel HS)	ANNE ARUNDEL (EXCEPT SOUTH), SOME PRINCE GEORGE COUNTY
7/11-7/13	HARFORD (C. Milton Wright)	HARFORD, CECIL,
7/18-7/20	HOWARD (Marriott's Ridge HS)	HOWARD, CARROLL, FREDERICK,
7/18-7/20	PRINCE GEORGE'S (Wise HS)	PRINCE GEORGE (EXCEPT SOUTH), SOME ANNE ARUNDEL COUNTY
7/25-7/27	MCPS (Northwest HS)	MCPS , SOME PRINCE GEORGE'S COUNTY AS NEEDED
8/1-8/3	BALTO. COUNTY (Towson HS)	BALTIMORE COUNTY AND OTHERS AS NEEDED

Committees of stakeholders across the state in Mathematics, Reading/ELA, STEM, and Principals will assist in planning academy content. Maryland Governor's Academies and the Maryland Principals Academy will serve as a model. Master teachers/administrators will serve as facilitators at each academy—one facilitator per 25 participants organized by content and grade level (Elementary, Middle, High). Goal is to limit teacher one-way daily travel to 60-80 minutes.