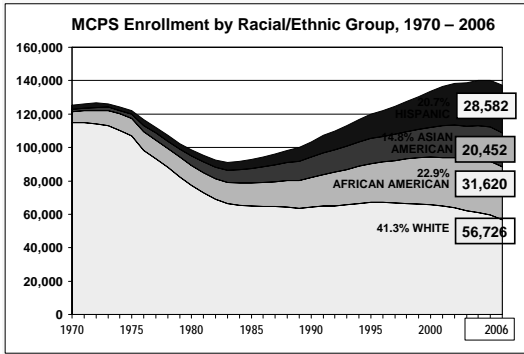
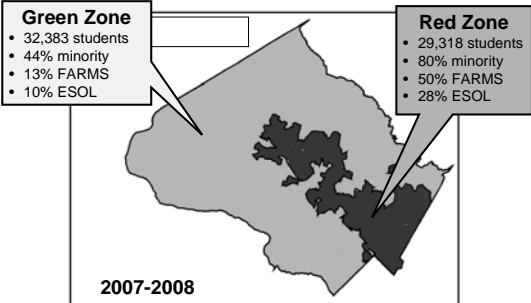


Building Successful Schools in Montgomery County Through Professional Learning Communities

- Dr. Jerry D. Weast, Superintendent,
Montgomery County Public Schools (MCPS)
- Mr. Jamie Virga, Associate Superintendent,
Office of Organizational Development (MCPS)
- Dr. Joanne B. Smith, Principal,
Glen Haven Elementary School (MCPS)



Montgomery County Public Schools Elementary Students

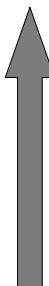




The MCPS Path to Achievement

- ✓ SAT score of 1650 or higher
- ✓ Participation and performance in Advanced Placement/Honors/IB
- ✓ Passing the High School Assessments
- ✓ Completing Algebra 1 in Grade 8
- ✓ Completing Advanced Math in Grade 5
- ✓ Reading on grade level by Grade 3
- ✓ Reading benchmarks in Grades K-2

Future Success



MCPS Challenges and Needs

How do we respond to the changing needs of our students?

How do we equip staff to provide a rigorous instructional program for all learners?

How do we establish and sustain an organizational culture in all schools/offices that is characterized by:

- high expectations for all students?
- quality implementation?
- focus on results?
- collaborative professional learning communities?

Building the Capacity of Staff to Support Student Learning

- Teachers
- Administrators
- Support Professionals
- Teams, Schools, Offices
- Individuals

The MCPS Case Study Schools

- Broad Acres Elementary
- Ronald McNair Elementary
- Viers Mill Elementary

Critical Question

- How do we learn from schools that have demonstrated success with all students and use that information to help other schools improve?

**The Focused School Improvement
Team**

- What is the “it”?
- Team included executive staff, employee organization presidents, school staff, central office personnel.
- Team gathered input from the three schools, analyzed the data and identified key themes
- Wrote case studies to capture the key themes and make them “real.”
- Developed a professional development plan using the case studies as the focal point
- Focused the professional development on the leadership team

What is the “it”?
**The MCPS
Professional Learning
Communities Institute**

What is the PLCI?

- Ongoing professional development for principals and school leadership teams
- Strategic, focused training to build the professional learning community in each school



Mission of the PLCI

To increase student achievement and eliminate the achievement gap in all PLCI schools through:

- empowering leadership teams to build and strengthen the professional learning community in each school
- equipping leadership teams to implement PLC beliefs, strategies, and processes in their buildings



How?

Structured Professional Development Sessions

- Case Studies, PLC Strategies, Team Time

Ongoing School-Specific Support

- Meeting with teams, presentations to staff/parents

Baldrige-Guided School Improvement Funds

- Support interventions for students, parent outreach

Overview of PLCI and Comments from Participants



The MCPS Strategy for Professional Development

- Based on compelling student data
- Based on needs of staff
- Strategic
- Job-embedded
- Ongoing
- Agile

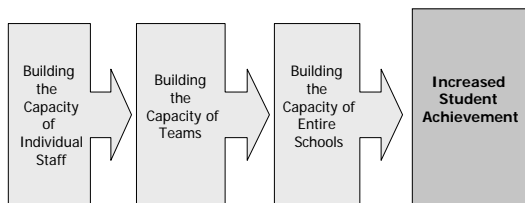


What do teams, schools, and offices need to support student learning?



- Support for Leadership Teams
 - Staff Development Specialists
 - Professional Learning Communities Institute
 - School Leadership Team Institute
 - Baldrige Training

Building Capacity Leads to Results for Students



**Glen Haven
Elementary School**
Silver Spring, MD



- 568 Students
- 34.2% African-American
- 12.5 % Asian American
- 39.3 % Hispanic
- 14.1 % White
- 26.9 % of students currently enrolled in English for Speakers of Other Languages (ESOL) instruction
- 51.6% of students qualify for Free and reduced-price meals

Glen Haven's PLCI Experience

- Greater teacher collaboration – less isolation
- Greater trust among peers – peer observation and feedback – videotaping
- School-wide walk-throughs with specific emphasis, followed by feedback
- More targeted and data-driven interventions for students (GHES Academy)
- Increased shared decision-making

Glen Haven Student Results

% of students scoring at proficient/advanced

Test	Group	2003	2007	Change
MSA Reading	All Grade 3 Students	36	83.3	+ 47.3

Glen Haven Student Results

% of students scoring at proficient/advanced

Test	Group	2003	2007	Change
MSA Reading	African American	30.4	77.3	+ 46.9
MSA Reading	Asian American	50	87.5	+ 37.5
MSA Reading	Hispanic	25.9	82.1	+ 56.2
MSA Reading	White	50	92.9	+ 42.9

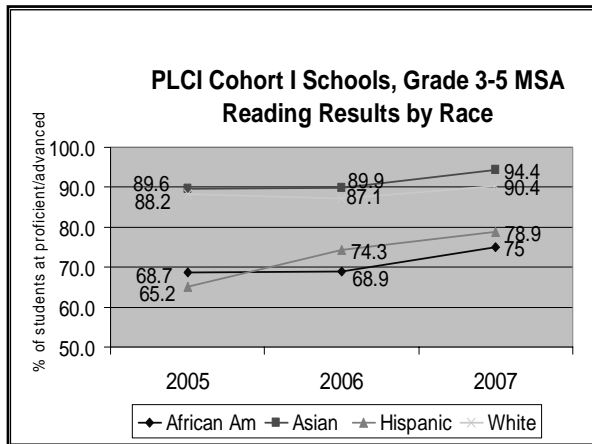
Glen Haven Student Results

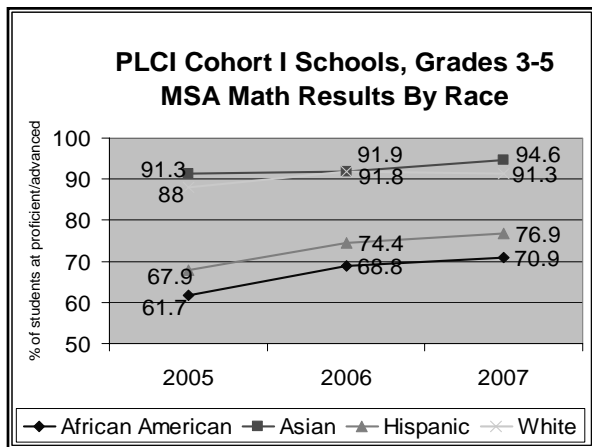
% of students scoring at proficient/advanced

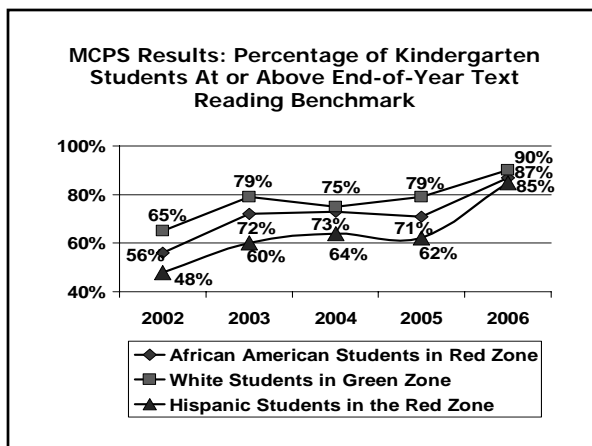
Test	Group	2003	2007	Change
MSA Reading	Special Education	0	80	+ 80
MSA Reading	Limited English Proficient	0	64.3	+ 64.3
MSA Reading	Free and Reduced Price Meals	24.4	81.4	+ 57

**Glen Haven Elementary School
Sustaining the Professional Learning
Community**

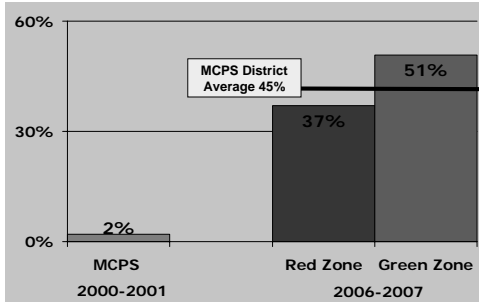
- Continuing professional learning community culture
- Ongoing, targeted, job-embedded professional development
- Systematic monitoring of student achievement
- Data chats and ongoing dialogue about students
- Monthly PLC Leadership team meetings
- Regular review and update of school improvement plan



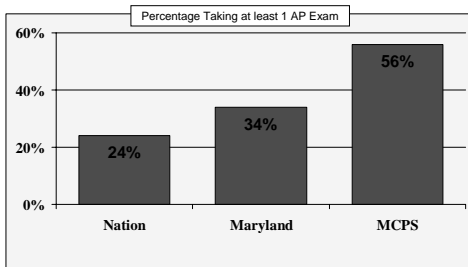




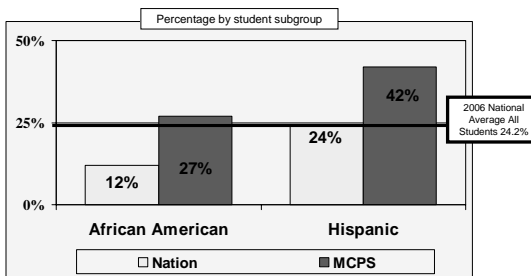
MCPS Results: 5th Grade Students in Enrolled in 6th Grade Math or Higher



**MCPS: More than Double the National Average
MCPS Class of 2006 Taking at Least One AP Exam**

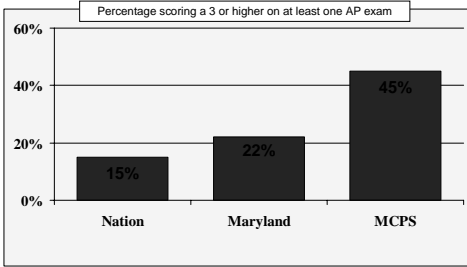


**MCPS Students Outperform Nation
Class of 2006 Taking One or More AP Exams**

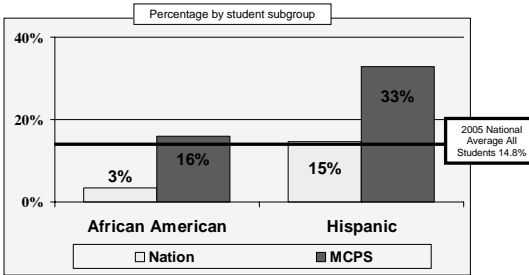


Source for national data: The College Board

MCPS: More than Triple the National Average
MCPS Class of 2006 Scoring a 3 or Higher

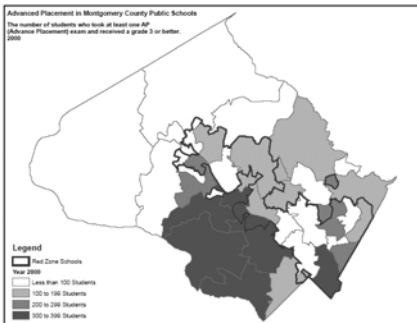


MCPS Students Outperform Nation
Class of 2006 Scoring a 3 or Higher on at least 1 AP Exam

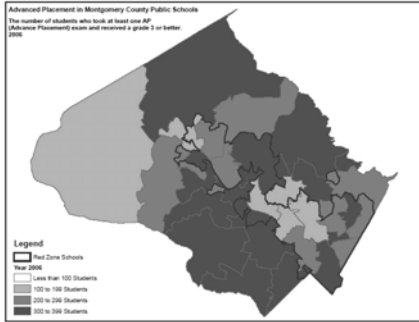


Source for national data: The College Board

Advanced Placement Participation 2000



Advanced Placement Participation 2006



MCPS – Total AP tests passed by African American students – second only to New York City

Jurisdiction	Enrollment (05-06)	AP tests taken, May 06	AP Tests Passed (3 or better)	Passed tests per 100 students
All public schools	2.4 million	110,000	28,700	1.2
MCPS	10,326	1,713	851	8.2
New York	115,000	4,247	987	0.9
Chicago	56,379	3,899	581	1.0
Baltimore	22,200	632	90	.04
Fairfax	5,771	1,072	494	8.6

Questions and Answers
