

CHAPTER 3

**Office of the Deputy Superintendent for Teaching,
Learning, and Programs**

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Office of the Deputy Superintendent for Teaching, Learning, and Programs
Summary of Resources
By Object of Expenditure

OBJECT OF EXPENDITURE	FY 2012 ACTUAL	FY 2013 BUDGET	FY 2013 CURRENT	FY 2014 BUDGET	FY 2014 CHANGE
POSITIONS					
Administrative	3.000	2.000	2.000	3.000	1.000
Business/Operations Admin.					
Professional					
Supporting Services	4.000	4.000	3.000	3.000	
TOTAL POSITIONS	7.000	6.000	5.000	6.000	1.000
01 SALARIES & WAGES					
Administrative	\$574,336	\$359,631	\$359,631	\$461,021	\$101,390
Business/Operations Admin.					
Professional					
Supporting Services	262,614	280,912	215,057	212,058	(2,999)
TOTAL POSITION DOLLARS	836,950	640,543	574,688	673,079	98,391
OTHER SALARIES					
Administrative					
Professional		1,000	1,000	1,000	
Supporting Services		10,147	10,147	10,147	
TOTAL OTHER SALARIES		11,147	11,147	11,147	
TOTAL SALARIES AND WAGES	836,950	651,690	585,835	684,226	98,391
02 CONTRACTUAL SERVICES					
03 SUPPLIES & MATERIALS	22,752	20,329	20,329	20,329	
04 OTHER					
Local/Other Travel	982	2,753	2,753	2,753	
Insur & Employee Benefits					
Utilities					
Miscellaneous					
TOTAL OTHER	982	2,753	2,753	2,753	
05 EQUIPMENT					
GRAND TOTAL AMOUNTS	\$860,684	\$674,772	\$608,917	\$707,308	\$98,391

Office of the Deputy Superintendent for Teaching, Learning, and Programs

Deputy Superintendent for Teaching, Learning, and Programs	1.0
Executive Assistant (P)	1.0
Supervisor (O)	1.0
Administrative Services Manager III (19)	1.0
Copy Editor/Administrative Secretary (17)	1.0
Administrative Services Manager I (16)	1.0

Office of Community Engagement and Partnerships

Office of Special Education and Student Services

Office of Curriculum and Instructional Programs

Office of Shared Accountability

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F.T.E. Positions 6.0

(The positions in the Office of Community Engagement and Partnerships are shown in Chapter 7, Office of Shared Accountability in Chapter 6, Curriculum and Instructional Programs in Chapter 4, and Special Education and Student Services in Chapter 5.)

Mission *The mission of the Office of the Deputy Superintendent for Teaching, Learning, and Programs (OTLP) is to lead systemic school reform in order to provide the highest quality education to all students. The OTLP ensures success for every student by optimizing teaching and learning through the alignment of rigorous instructional programs, initiatives, and interventions targeted to improve teaching and learning, equitable distribution of resources, and workforce excellence in a system of shared accountability.*

Major Functions

OTLP leads and directs the instructional priorities of Montgomery County Public Schools (MCPS), grounded in an organizational culture of respect. OTLP supervises the offices of Curriculum and Instructional Programs, Shared Accountability, and Special Education and Student Services, as well as the the Office of Community Engagement and Partnerships, and issues of Human Relations Compliance. The integrated efforts of these offices are focused on continuously increasing student achievement through an aligned curriculum, high-quality instruction, an effective shared accountability system, meaningful partnerships with families and community members, and the elimination of institutional barriers to individual student success.

The development and implementation of an integrated, rigorous, standards-based, Grades K–12 curriculum provides the foundation for the success of all students, including our most vulnerable populations such as English Language Learners, Special Education students, and students receiving Free and Reduced-price Meals System services. This rigorous curriculum exceeds the standards outlined by the Maryland State Department of Education (MSDE) Voluntary State Curriculum and extends learning to position students on a trajectory for success in college or work. OTLP optimizes the use of strategies such as the Integrated K–5 Curriculum, inclusive educational opportunities, and innovative approaches to parental and community engagement in order to accelerate student academic performance.

OTLP identifies strategic interventions designed to increase the achievement of targeted student populations through the alignment of resources; for example, critical initiatives targeting populations, including students who have not yet met graduation requirements (i.e., High School Assessment and/or credit hours), and special education students. Through the development and implementation of systemic reform efforts targeting these specific populations, OTLP has established a safety net of support that acknowledges and provides for the variety of student needs in MCPS. OTLP coordinates and integrates the work of the offices. The work is aligned and integrated within the context of a professional learning community where the leaders of

OTLP engage in focused professional learning, aimed at improving teaching and learning.

OTLP is committed to dismantling institutional barriers to student success, creating a culture of high expectations, mutual respect, and shared accountability. Gatekeeping mechanisms and other impediments to student engagement and achievement are identified and systematically eliminated. OTLP supports schools to ensure the success of every student, including students with disabilities, English language learners and racial and ethnic minorities.

OTLP is responsible for setting the standard for a culture of respect for students by ensuring that MCPS is in compliance with all federal, state, and local laws regarding issues of illegal discrimination, sexual harassment, hate/violence, and the Americans with Disabilities Act, as well as the dispute resolution process for students with disabilities. Through a comprehensive approach to safeguarding the rights of students, OTLP monitors the coordination of efforts between various offices, maintaining a systemic approach that allows for trend analysis and strategic planning and decision making.

As the liaison to the community, OTLP convenes key stakeholder groups to maintain an ongoing two-way dialogue. In particular, OTLP has provided a forum for traditionally underrepresented communities to share information, plan actions, and strengthen relationships across lines of difference. This work with the community gave rise to the creation of a parent advisory committee. Recognizing that focused and intensive collaboration with the entire community is required to raise the academic achievement of all students, OTLP also provides outreach opportunities to special education community groups, higher education forums, focus groups, and all other community groups in an effort to address the challenges of public education.

Trends and Accomplishments

A major trend led by OTLP is the increased horizontal integration of the work of the offices within and external to OTLP. In this critical time of increasing student needs and restricted resources, it is imperative to organize our actions through innovative and creative collaborations, resulting in increased efficiencies.

An additional OTLP trend is the relentless effort to ensure that equitable practices permeate the MCPS organization. Through the intentional analyses of data points disaggregated by race and discussed openly and honestly in a culture of respect, OTLP continues to keep equity at the forefront of the work. A pivotal aspect of OTLP work is to ensure the systemic implementation of equity through the dissemination of exemplary leadership and sound pedagogical practices, as well as close monitoring and evaluation of their impact on student learning.

A perpetually vexing problem in MCPS and all school districts nationwide has been suspensions, particularly, the disproportionate number of suspensions of Black or African American, Hispanic/Latino, and Special Education students. The multiyear efforts of a systemic focus on reducing the number of suspensions continue to reap positive results for all groups at all levels. The success realized over the past few years has served as a springboard for further experimentation and innovation.

Major Mandates

OTLP is responsible for ensuring that each office under its supervision meets its individual mandates, while coordinating and aligning the work of all the offices in order to maximize efficiency and optimize staff performance and resource utilization. The functions and activities of OTLP are responsive to numerous federal, state, and local government mandates, as well as MCPS Board policies. Major mandates include the following:

- The *No Child Left Behind Act of 2001*
- The *Individuals with Disabilities Education Act of 2004*
- Title VI (discrimination in publicly funded programs) and Title VII of the *Civil Rights Act of 1964* (employment discrimination)
- Title XI of the Education Amendments of 1972 (gender equity)
- The *Americans with Disabilities Act (ADA)*
- The *Rehabilitation Act of 1973 (Section 504)*
- The *Safe Schools Reporting Act of 2005* (incidents of harassment or intimidation)
- The MCPS strategic plan, *Our Call to Action: Pursuit of Excellence*
- MCPS Board Core Governance Policies
- The MCPS Sexual Harassment policy
- The MCPS Nondiscrimination policy

Strategies

- Facilitate the horizontal integration of the instructional offices to more effectively deliver services.
- Facilitate courageous conversations about race and ethnicity in order to dismantle institutional barriers to achievement.
- Institutionalize equitable practices through the development and revision of curriculum, professional development, and processes for student participation in educational opportunities.
- Form project teams to lead the development and implementation of action plans to achieve key goals
- Guide the implementation of a standards-based grading and reporting system.
- Implement the administrative and supervisory professional growth system.

- Obtain, allocate, and align resources for improved support to schools.
- Manage the effective delivery of resources and services from the central offices to the schools.
- Monitor the implementation of all academic initiatives in meeting stakeholder needs.
- Monitor fair and equitable practices and procedures for compliance with federal, state, county, and district laws, policies, and regulations on sexual harassment, illegal discrimination, hate/violence, and the *Americans with Disabilities Act*.
- Evaluate programs/initiatives for effectiveness and revise or eliminate them as warranted.

Budget Explanation

Office of the Deputy Superintendent of Teaching, Learning, and Programs—615

The current FY 2013 budget for this office is changed from the budget adopted by the Board of Education on June 14, 2012. The change is a result of the realignment of a 1.0 administrative services manager I position and \$65,855 from this office to the Office of Community Engagement and Partnerships.

The FY 2014 request for this office is \$707,308, an increase of \$98,391 from the current FY 2013 budget. An explanation of this change follows.

Continuing Salary Costs—(\$5,543)

There is decrease of \$5,543 for continuing salary costs for current employees. The annualization of the salary step to be provided to eligible employees on May 4, 2013 is offset by reductions for staff turnover.

Program Restorations and Enhancements—\$103,934

The FY 2014 budget for the Office of Teaching, Learning, and Programs includes funds for a 1.0 supervisor to oversee work in the area of Preventions, Interventions, and Personalized Learning. During FY 2014, efforts to close the achievement gap will focus on collecting and analyzing data on intervention programs in our schools. The data will help staff decide whether additional resources are required or resources can be redirected to help struggling students. A total of \$263,089 has been budgeted for this undertaking. Other activities in support of this work are described in Chapter 1.

Deputy Supt. for Teaching, Learning, & Programs - 615

Dr. Kimberly A. Statham, Deputy Superintendent for Teaching, Learning, & Programs

Description	FY 2012 Actual	FY 2013 Budget	FY 2013 Current	FY 2014 Request	FY 2014 Change
01 Salaries & Wages					
Total Positions (FTE)	7.000	6.000	5.000	6.000	1.000
Position Salaries	\$836,950	\$640,543	\$574,688	\$673,079	\$98,391
Other Salaries					
Summer Employment					
Professional Substitutes					
Stipends					
Professional Part Time		1,000	1,000	1,000	
Supporting Services Part Time		10,147	10,147	10,147	
Other					
Subtotal Other Salaries		11,147	11,147	11,147	
Total Salaries & Wages	836,950	651,690	585,835	684,226	98,391
02 Contractual Services					
Consultants					
Other Contractual					
Total Contractual Services					
03 Supplies & Materials					
Textbooks					
Media					
Instructional Supplies & Materials					
Office		20,329	20,329	20,329	
Other Supplies & Materials					
Total Supplies & Materials	22,752	20,329	20,329	20,329	
04 Other					
Local/Other Travel		2,753	2,753	2,753	
Insur & Employee Benefits					
Utilities					
Miscellaneous					
Total Other	982	2,753	2,753	2,753	
05 Equipment					
Leased Equipment					
Other Equipment					
Total Equipment					
Grand Total	\$860,684	\$674,772	\$608,917	\$707,308	\$98,391

Deputy Supt. for Teaching, Learning, & Programs - 615

Dr. Kimberly A. Statham, Deputy Superintendent for Teaching, Learning, & Programs

CAT	DESCRIPTION	10 Mon	FY 2012 ACTUAL	FY 2013 BUDGET	FY 2013 CURRENT	FY 2014 REQUEST	FY 2014 CHANGE
1	Dep Supt for Tch, Lrn, & Prgs		1.000	1.000	1.000	1.000	
1	P Executive Assistant		2.000	1.000	1.000	1.000	
1	O Supervisor					1.000	1.000
1	19 Admin Services Mgr III		1.000	1.000	1.000	1.000	
1	17 Copy Editor/Admin Sec		1.000	1.000	1.000	1.000	
1	17 Admin Services Manager I		1.000	1.000	1.000	1.000	
1	16 Administrative Secretary III		1.000	1.000			
	Total Positions		7.000	6.000	5.000	6.000	1.000