



Legacy Report

DELAWARE DEPARTMENT OF EDUCATION

Secretary of Education Steven H. Godowsky | Fall 2016

Overview

With work that has spanned early childhood education and K-12 schools to career pathways and college access, Delaware's children have benefited from the Markell Administration's investments and policy improvements. The systematic improvements put in place during this administration will continue to yield improved outcomes in the years ahead. Even at this early date, the progress is clear. From more children enrolled in quality early childhood education centers to record low dropout rates and college opportunities provided to every high school student, the educational landscape in Delaware has shifted.

We should all be incredibly proud of the students and educators who are leading our schools and teaching in our classrooms every day and of the progress they are making. Students are learning and growing. More students are reaching their individual academic goals, and more students are staying on track to graduate high school. At our youngest grades, we are seeing some of the highest test scores in the nation. The drop-out rate is at a 30-year low, and our state's graduate rate gains are the greatest in the country. More students are earning college credit while in high school and going on to attend and complete college. While we celebrate these successes, we also recognize that we have more work ahead.

Six years ago we as a state made a commitment to a strong plan to improve our education system that was collectively developed based on stakeholder and community input. That plan, later ranked first in the country and garnering Delaware one of two initial federal Race to the Top grants, included components considered to be the most important for student achievement: implementing rigorous standards and assessments; developing sophisticated data systems and practices for use by our educators; supporting and developing highly effective teachers and leaders; and providing deep support for our lowest-performing schools. It is critical that we stay the course in these four areas, while being responsive to the needs of our districts and charter schools.



Race to the Top

In March 2010, the U.S. Department of Education ranked Delaware's Race to the Top grant application first in the country, making Delaware one of two states to receive initial funding. Delaware's children benefited from the \$119 million infused into the state to make school-level as well as systematic improvements with work bucketed into four areas: higher standards and aligned assessments, robust data systems, development and promotion of excellent teachers and school leaders and support for lowest-performing schools. Some highlights include:

- **School-day SAT:** Providing the SAT to all public school 11th graders increased the number of students who are likely to apply to college because it eliminated barriers to traditional testing
- **High-quality data for teachers and school leaders:** The Education Insight system included the development of web-based "dashboards" that provide educators access to timely and actionable information on their students.
- **Statewide talent recruitment:** JoinDelawareSchools attracts high-quality educators by providing a one-stop shop for prospective teachers and leaders to look for and learn about jobs openings.
- **Professional learning communities:** With designated time for teachers to meet and collaborate with their peers, Delaware has become a model of professional learning across the country.
- **Training and mentoring:** In schools across the state, more than 90 percent of principals and 50 percent of teachers have received one-on-one training and mentoring supported by the state.
- **Delaware Talent Co-op:** To promote the recruitment and retention of top teachers in our highest need schools, the state's Delaware Talent Cooperative has provided eligible educators with financial incentives and professional learning in exchange for a commitment to transfer to or continue working in the schools that need their talent the most.



Early childhood

Research shows children who experience a quality early learning program start school more ready to succeed and are healthier, more self-sufficient and less likely to enter the criminal justice system over their lifetimes. Young children from low-income families or with other risk factors benefit the most.

In 2011, Markell invested \$22 million to increase early childhood funding and boost Delaware's quality rating system, Stars. In 2012, the state won an almost \$50 million federal Early Learning Challenge grant.



FACTS AT A GLANCE	
2011	2016
11% of 1,200 early learning programs in Stars	72% of centers and 37% of family child care homes in Stars
5% of low-income children in highly rated Stars programs	70% of children served through purchase of care in highly rated Stars programs
Last in the nation in % of children receiving developmental screenings	More than 100,000 developmental screenings completed; 21 st in the nation in % of children receiving screenings
Estimated 3 times higher rate of expulsion in preschool than K-12	4,125 children served by early childhood mental health consultants; 99 percent success rate in preventing preschool expulsions

K-12 academic standards

Delaware children’s success in a competitive world depends on receiving an education in our public schools that prepares them for college or career. That’s



why, under Governor Markell’s leadership, Delaware and states across the country have raised the academic standards for our schools with the adoption of the Common Core and Next Generation Science standards.

In Spring 2015, Delaware transitioned to a new Common Core-aligned

state assessment, Smarter. The new test was needed to measure the more challenging things that we are asking students to do, including more critical thinking, analyzing and problem-solving.

Delaware also was one of 26 states to develop the Next Generation Science Standards in 2013 in the movement to provide a deeper, more rigorous learning experience for students. Delaware now is leading the nation in changing the way students are assessed in science. The new tests will go beyond multiple choice and short answer assessments to include hybrid models where students manipulate materials and data offline then provide responses on a computerized platform.

FACTS AT A GLANCE	
2014-15	2015-16
-2 nd highest grade 3 mathematics scores in nation	Participation increased
-2 nd highest grade 3 English language arts scores in nation	Statewide proficiency in ELA up from 52 to 55%
	Statewide proficiency in mathematics up from 41 to 44%
	Nearly all subgroups maintained or increased proficiency in both subjects as did almost all districts and charters

College access

Delaware is committed to ensuring that all of our students graduate high school ready for college or a career with the opportunity to make that life choice. The state's K-12 standards are an important factor in ensuring that readiness, and the state's college access and career pathways work are important factors in ensuring the opportunity to make that choice.



College access efforts have included College Application Month, FAFSA completion and financial aid help, school-day SAT, expansion of Advanced Placement and dual enrollment courses, new approaches in partnership with our colleges and

universities to ensure our high school graduates enter credit-bearing courses when they arrive on campus, outreach efforts such as text messaging campaigns to help students and families understand the college application process and raise awareness of deadlines, and programs targeting students from low-income families who have demonstrated strong college readiness.

FACTS AT A GLANCE

More than doubled number of students taking dual enrollment courses in high school (608 in 2013-14 compared to 2,653 in 2015-16)

More than five times the number of students are taking Advanced Placement courses in high school since 2003 (1,201 in 2003 compared to 6,119 in 2015-16)

The number of students succeeding in the courses also is increasing: 690 earned a 3 or higher on their AP exams in 2003 with 2,562 doing so in 2016.

In 2013, 18 percent of students meeting the College Board's college-ready benchmark on the SAT did not apply to college. Starting with the Class of 2014, 100 percent of college-ready students have applied to post-secondary education with 98 percent choosing to enroll in college, and 1 percent choosing to enlist in the military each year.

Career Pathways

Expanding and strengthening career pathway opportunities for students has been another priority for the Governor and department. These efforts have laid the groundwork for the Delaware Pathways initiative, a commitment among educators, higher education, policy makers, and employers to collaborate to ensure youth and adults enter the labor market with credentials that support their education and career goals.



FACTS AT A GLANCE	
February 2015	Six new pathways released (biomedical sciences, computer science, culinary & hospitality management, engineering, and manufacturing production & logistics)
April 2015	DDOE distributed \$500,000 in competitive grants to 15 high schools to adopt and implement new programs
September 2015	State released four more pathways (finance, allied health, Cisco networking, and manufacturing engineering technology)
November 2015	DDOE distributed \$600,000 in competitive grants to 21 high schools to adopt and implement new programs
September 2016	State released three more pathways (environmental science, nursing and teacher preparation) with incentive funding of up to \$400,000. Delmarva Power also provided grant to develop a clean energy pathway. The total pathways for 2016-17 is 14.

World language immersion

The most natural language learning and the most effective language instruction happens when students start the process as early as possible. By continuing to expand language learning in Delaware, the state has had the chance to provide our students an edge in a multilingual and multicultural workforce and meet our need to build a talent base in Delaware that will compete, lead and win on a global stage.

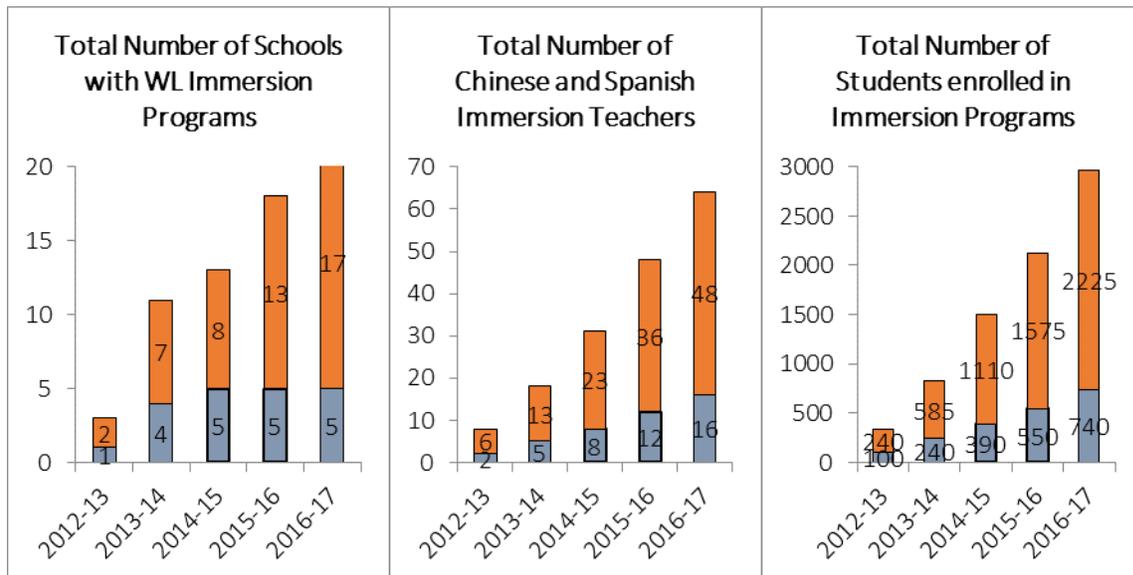
The initiative launched in the 2012-13 school year and has grown consistently each year with increases in the number of participating schools, teachers, and students. An annual investment of \$1.9 million will support programs reaching nearly 10,000 students in K-8 immersion programs by 2022. Highlights of 2016-17 include:

FACTS AT A GLANCE

- 73% of eligible districts offering immersion programs
- Almost 10% of the incoming kindergarten class enrolled in an immersion program

Immersion Growth Since 2012

■ Chinese ■ Spanish



Exceptional children

Ensuring success after high school for all children has been a focus of Markell's administration. Improving transitions for students with disabilities has been part of that focus.

Building on Governor Markell's National Governors Association initiative: *A Better Bottom Line: Employing People with Disabilities*, the department continued to leverage current partnerships with other state agencies to increase the number of employer partnerships. Department staff aimed to provide better transition planning services for students with disabilities to ensure all students are college and career ready.



The State of Delaware's Department of Labor, Division of Vocational Rehabilitation (DVR) and Department of Health and Human Services, Division on Developmental Disabilities Services (DDDS), and Red Clay Consolidated School District implemented Delaware's first Project SEARCH site with host business Christiana Care Health System during the 2011-2012 school year. During the 2015-2016 school year, the Project SEARCH site at Christiana Care opened to all students in New Castle County. Project SEARCH is a nine-month job-development internship for individuals age 18-21 with cognitive disabilities. As part of their high school transition, interns receive classroom instruction and complete three 10-week rotations in various departments at a host business.

FACTS AT A GLANCE

The two Project SEARCH sites have hosted more than 50 students with an 80% employment rate for those individuals completing the program. The success of Delaware's first two sites have the partners negotiating with two potential employers to implement sites for the 2017-2018 school year.

With the success of Project SEARCH at Christiana Care, the model was expanded into Kent County with the addition of a site at Bayhealth's Kent General Hospital in Dover implemented during the 2014-2015.

Educator preparation

Supplying well-prepared teachers and leaders through effective pipelines is a critical linchpin to ensuring a successful education system. Research shows well-prepared teachers produce higher student achievement and are more likely to remain in teaching. Similarly - school leaders, only second to classroom teachers as a factor that influences achievement, affect not only student outcomes but the retention of great teachers as well. Markell Administration focused on creating policy to establish high standards for educator preparation programs as well as provide support to enact those changes.

FACTS AT A GLANCE	
Enacting policies to set high standards	<p>-Senate Bill 51 raised standards for educator preparation programs, establishing new procedures for program approval, and analyzing the effectiveness of programs based on data, including student outcomes.</p> <p>-Regulations for school leaders were revised to include the requirement that aspiring leaders have five years of teaching experience. A new policy also created the opportunity for alternative leadership certification programs</p>
Ensuring strong teacher and leader pipelines	<p>-Teacher Preparation Improvement grants supported the implementation of Senate Bill 51 and the continuous improvement of programs, such as Wilmington University's year-long residency program.</p> <p>-Support for alternative pipelines focused on high-need schools and critical subject areas. School Leader Preparation</p> <p>-Improvement grants provide supports to school leader preparation programs</p>

Educator careers and compensation

To promote the retention of top teachers and leaders in our highest-need schools, the state's Delaware Talent Cooperative (The Co-Op) has provided eligible educators with financial incentives and professional learning in exchange for a commitment to continue working in the schools that need their talent the most. The Co-Op builds a community of practice amongst participating schools and their school leaders, which stakeholders named as an important factor in supporting the state's highest-need schools during development of the plan. Each of the five co-horts has included 50-100 highly effective educators in high-need schools. Fourteen schools representing all three counties have participated.



FACTS AT A GLANCE

A 2015 study by the University of Pennsylvania found ELA and mathematics educators who participated in The Co-Op were significantly more likely to remain teaching in their schools than counterparts in other high-need schools.

This school year 19 teachers are serving as teacher leaders in a pilot that is among the first of its kind in the nation. Providing this kind of teacher leadership opportunity was among the recommendations of the Committee to Advance Educator Compensation and Careers. Governor Markell has championed the creation of a compensation system that makes Delaware educator salaries more competitive with neighboring states and rewards teachers for helping their peers to best support our students.

