

January 28, 2020

The Honorable Larry Hogan  
Governor  
State House  
100 State Circle  
Annapolis, MD 21401

The Honorable Boyd Rutherford  
Lieutenant Governor  
State House  
100 State Circle  
Annapolis, MD 21401

The Honorable William Ferguson  
Senate President  
State House, H-107  
100 State Circle  
Annapolis, MD 21401

The Honorable Adrienne Jones  
Speaker of the House of Delegates  
State House, H-101  
100 State Circle  
Annapolis, MD 21401

Re: Governor's P-20 Leadership Council 2019 Annual Report MSAR #8399

Dear Governor Hogan, Lieutenant Governor Rutherford, President Ferguson and Speaker Jones:

In accordance with §24-801 of the Education Article of the Annotated Code of Maryland, the Governor's P-20 Leadership Council is required to annually report to you any recommendations from the Council and summarize the Council's activities during the preceding year.

The mission of the Council is to better prepare Maryland students for the jobs of the new economy while enhancing the State's economic competitiveness by developing a workforce with 21st century skills. The Council also ensures that college and career readiness and college completion strategies for Maryland students are implemented.

The Governor's P-20 Leadership Council of Maryland (P-20 Council)<sup>1</sup> was authorized under Chapter 191 of the Acts of the General Assembly of 2010 to provide a forum in which the governor, legislators, and stakeholders from elementary and secondary education, postsecondary education, and the workforce and economic development communities can discuss policy priorities and the alignment of the various elements of our education and workforce systems.

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<sup>1</sup> "P-20" refers to a system of education that encompasses preschool through graduate studies and/or careers, and ensures that students from an early age are learning the necessary skills for a competitive workforce.

The P-20 Council is charged with developing strategies to:

- Prepare all students with skills necessary to succeed in the modern workplace;
- Reduce dropout rates while increasing retention and graduation rates at the high school and college levels;
- Improve student achievement and close achievement gaps;
- Improve teaching quality and retention;
- Strengthen and expand educational leadership programs;
- Redesign and expand career technology education (CTE) programs to meet college expectations and employer needs;
- Strengthen science, technology, engineering, and mathematics (STEM) programs at all levels;
- Align high school, college, and employer expectations and needs;
- Create pathways for all students to obtain college degrees;
- Provide teachers with the resources and professional development needed to help students reach higher standards;
- Expand opportunities for continuous learning;
- Align high school graduation requirements with college readiness requirements;
- Improve connections between the pre-kindergarten, primary, secondary, and postsecondary education systems;
- Create programs and incentives to encourage mutually beneficial relationships between schools, school systems, postsecondary education, and the business community; and
- Ensure college and career readiness and college completion strategies are implemented.

The P-20 Council is also required to submit a biennial report to the Governor and General Assembly on progress toward implementing college and career readiness and college completion strategies, as prescribed in the College and Career Readiness and College Completion Act of 2013 (CCRCCA, SB740). This report was submitted in 2016 and 2018 and can be accessed on the P-20 webpage at <http://dllr.maryland.gov/p20/>. The next report is to be submitted in December, 2020.

### *2019 P-20 Council Year in Review*

2019 marked a year of change in leadership and membership for the Governor's P-20 Council. In January, Governor Hogan was sworn in for his second term as Governor, and former Labor Secretary and P-20 Chair Kelly Schulz was confirmed as the new Secretary of Commerce. In July, I was appointed by Governor Hogan as the Secretary of Labor and Chair of the P-20 Council, replacing Acting Labor Secretary James Rzepkowski who held the position for 6 months. Council members representing the General Assembly also moved into new roles. Delegate Adrienne Jones was elected Speaker of the House, replacing the late Michael Busch. Senator Paul Pinskey was named the new Chairman of the Education, Health and Environmental Affairs Committee, and Senator Nancy King was named Senate

Majority Leader following the ascension of Senator Ferguson as President of the Senate. USM Chancellor Robert Caret and MSDE Superintendent Karen Salmon announced their retirement. Finally, several P-20 Council members decided to relinquish their appointment on the Council after serving nearly four years, coinciding with the end of Governor Hogan's first term in office. Several new members to the Council were appointed to fill these vacant seats. A current membership roster of the Committee is attached as Appendix I.


2019 also marked an important year for education policy in Maryland and a busy year for many Council members who served on the Commission on Innovation and Excellence in Education, also known as the Kirwan Commission. The Commission released an Interim Report in January, 2019 with detailed final policy recommendations in 5 major policy areas to be phased in over 10 years, increasing public K-12 state and local education spending by \$3.8 billion by 2030.

The Council held its first meeting of Governor Hogan's second term on Thursday, December 5, 2019 at the Columbus Center in downtown Baltimore City. At this meeting, I had the pleasure of welcoming new and returning members, as well as introducing myself as the new Secretary and Chair. Members were briefed on the legislative background and mission of the Council, and the executive committee and workgroup chairs provided updates on their priorities, goals and previous recommendations. Meeting dates for 2020 were distributed to all members. A copy of the meeting minutes is attached as Appendix II.

As the new Chair of the Council, I directed all workgroups to convene prior to the scheduled March meeting to discuss and review workgroup goals and priorities. I advised workgroups to draft recommendations for new and/or revised policy goals, as necessary, based on the changing education policy landscape in Maryland. In developing these goals, I asked members to carefully consider whether workgroups need to be merged and/or new workgroups formed in order to most effectively continue the mission of the Council. At the March meeting, workgroups will report back to the Council with an action plan for 2020 and beyond.

As Chair of the P-20 Council, I appreciate the opportunity to report on the activity and recommendations of the Council, and I look forward to the great work this Council will do in 2020.

Best Regards,



Tiffany P. Robinson  
Department of Labor

## **Appendix I - Membership Roster of the Governor's P-20 Leadership Council**

THE COUNCIL SHALL CONSIST OF THE FOLLOWING MEMBERS:

(1) THE GOVERNOR OR THE GOVERNOR'S DESIGNEE;

- Governor Larry Hogan

(2) THE SECRETARY OF HIGHER EDUCATION;

- James D. Fielder, Jr., Ph.D.

(3) THE SECRETARY OF LABOR;

- Tiffany Robinson

(4) THE SECRETARY OF COMMERCE;

- Kelly Schulz

(5) THE CHANCELLOR OF THE UNIVERSITY SYSTEM OF MARYLAND;

- Jay Perman, MD

(6) THE STATE SUPERINTENDENT OF SCHOOLS;

- Karen Salmon, Ph.D.

(7) THE CHAIRMAN OF THE MARYLAND HIGHER EDUCATION COMMISSION;

- Anwer Hasan

(8) THE CHAIR AND THE EXECUTIVE DIRECTOR OF THE GOVERNOR'S WORKFORCE INVESTMENT BOARD;

- Chair: Louis Dubin
- Executive Director: Mike DiGiacomo

(9) TWO MEMBERS OF THE HOUSE OF DELEGATES, APPOINTED BY THE SPEAKER OF THE HOUSE;

- Adrienne Jones
- Anne Kaiser

(10) TWO MEMBERS OF THE SENATE OF MARYLAND, APPOINTED BY THE PRESIDENT OF THE SENATE; AND

- Paul Pinsky
- Nancy King

(11) THE FOLLOWING MEMBERS APPOINTED BY THE GOVERNOR:

(I) A MEMBER OF THE STATE BOARD OF EDUCATION;

- Warner Sumpter\*

(II) A REPRESENTATIVE OF LOCAL SUPERINTENDENTS OF EDUCATION;

- Patricia Saelens

(III) A REPRESENTATIVE OF LOCAL BOARDS OF EDUCATION;

- Kathleen Causey

(IV) TWO MEMBERS OF EMPLOYEE ORGANIZATIONS THAT REPRESENT ELEMENTARY AND SECONDARY SCHOOL PERSONNEL IN THE STATE;

- Frank Voso
- Daniel Sereboff

(V) A REPRESENTATIVE OF ELEMENTARY AND SECONDARY SCHOOL PRINCIPALS;

- Robert Willoughby

(VI) TWO REPRESENTATIVES OF NONPUBLIC ELEMENTARY AND SECONDARY SCHOOLS;

- Patricia Ziff
- Peter Bailey\*

(VII) AN EXPERT IN EARLY CHILDHOOD EDUCATION;

- Megan Leach

(VIII) AN EXPERT IN CAREER AND TECHNOLOGY EDUCATION;

- M. Cody Pine\*

(IX) TWO REPRESENTATIVES OF COMMUNITY COLLEGES;

- Joanne Drielak
- James Ball

(X) TWO REPRESENTATIVES OF INDEPENDENT COLLEGES OR UNIVERSITIES;

- Andrea Chapdelaine
- Sara Fidler\*

(XI) A REPRESENTATIVE OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION OUTSIDE THE UNIVERSITY SYSTEM OF MARYLAND;

- Roger Casey

(XII) A REPRESENTATIVE OF COLLEGE OR UNIVERSITY DEANS WHO HAS RESPONSIBILITY FOR A SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) DISCIPLINE;

- Sharon Slear

(XIII) FOUR REPRESENTATIVES OF THE UNIVERSITY SYSTEM OF MARYLAND;

- Karen Olmstead\*

- Antonio Campbell
- Ronald Nowaczyk
- Aminta H. Breaux

(XIV) THREE REPRESENTATIVES OF THE BUSINESS COMMUNITY; AND

- Sandra Quick
- Joshua Williams
- Scott E. Dorsey\*

(XV) SIX ADDITIONAL MEMBERS WITH EXPERIENCE AND KNOWLEDGE THAT WILL BENEFIT THE WORK OF THE COUNCIL.

- Jeffrey Ferguson
- Susan Getty
- Thomas Sullivan
- Heather Lageman
- Jennifer Rice\*
- OPEN

\* Applications have been received but appointment is not final as of submission of this report

## **Appendix II - December 5, 2019 meeting minutes**

Members and Guests Present: Secretary Tiffany Robinson, Secretary Kelly Schulz, Chancellor Caret, Dr. Emily Dow, Dr. Carol Williamson, Dr. Aminta Breaux, Anwer Hasan, Kathleen Causey, Sara Fidler, Dennis Hoyle, Patricia Saleans, Molly Dugan, Roger Casey, Karen Olmstead, Doug Prouty, Jeff Ferguson, Tom Sullivan, Sara Sheppard, Sarah Beardsley, Michael Harrison, Kaitlin Marsden.

Secretary Tiffany Robinson opened the meeting at 10:00am. Secretary Robinson introduced herself to the Council and provided brief remarks about her background. She thanked Chancellor Caret for hosting the Council, then Council members introduced themselves.

Commerce Secretary Kelly Schulz provided an update from the Department of Commerce. Commerce is focused on prosperity with purpose, meaning partnering with stakeholders such as P-20 Council members to promote economic growth. Commerce is expecting a difficult General Assembly session as legislators look to fund Commission on Innovation and Excellence in Education goals.

Maryland Higher Education Commission (MHEC) Assistant Secretary Emily Dow provided the next update on activities within MHEC, on behalf of Secretary Jim Fielder. She reported that the Commission held a meeting the previous day and is working on the next iteration of the state plan. MHEC is focused on growing Promise Scholarships, which provides up to \$5,000 for students to attend community colleges. MHEC is targeting near completers, those students who stopped attending a college with credits but not enough to graduate, remediation programs to ensure students are ready for college courses, and teacher preparation.

MHEC is expecting a decline in enrollment for the Fall semester, partially due to students going out of state. MHEC is looking to expand programs to keep students in Maryland, ensuring they work in Maryland post graduation.

University System of Maryland Chancellor Robert Caret provided the next update and announced his pending retirement after taking the job 5 years ago. He reported that USM recently finished three searches for new leaders: including Jay Perman as the new Chancellor, Anthony Jenkins to lead Coppin State University, and a forthcoming announcement to lead College Park. Chancellor Caret also announced a 5 year update to the strategic plan, which ends in 2020.

Chancellor Caret reported that USM graduates roughly 10,000 students per year, has approximately 174,000 enrolled students, 40,000 of those are STEM majors, and has more than 500,000 alumni. USM is growing their budget for STEM education, and is looking to add 3,000 STEM majors next year.

USM is following closely the Commission on Innovation and Excellence in Education, particularly growing the number of teachers with computer science degrees.

Dr. Carol Williamson, Deputy Superintendent, Maryland State Department of Education, provided the next update, on behalf of State Superintendent Dr. Karen Salmon. MSDE held a board meeting a couple days before the Council meeting, where they voted to approve the Perkins Plan and a revised vision for Career and Technical Education (CTE). Dr. Williamson reported that MSDE recently updated the College and Career Readiness toolkit and MOUs with colleges, and is looking at updates to the four years of math requirement, dual enrollment, and career plans.

Dr. Williamson reported that MSDE is requiring local schools to work collaboratively with community colleges to develop needs assessments, rather than independently. She also reported that apprenticeships are increasing in demand, but recognizes that more businesses are interested than students. MSDE is also reviewing special needs students access to CTE programs, which is a new initiative.

Dr. Williamson next gave an update on the school systems goal of reaching 45% of students college and career ready. She reported that 7 school systems surpassed that goal, 8 were close to the goal, and 9 were not near the goal. MSDE is looking to expand P-TECH from 6 schools to more and provide more apprenticeship opportunities to help meet the CCR goal. MSDE is also looking at credentials for students moving from CTE to computer science courses.

Following updates from Executive Committee members, Secretary Robinson called on P-20 workgroups to provide updates.

### **At-Risk Workgroup**

At-Risk workgroup Chair Tom Sullivan reported they are looking for members to join their group. The workgroup met with outside groups and other P-20 workgroups in 2018 to develop recommendations. Mr. Sullivan reported that 7,000 students are not finishing high school with a diploma, and that the GED could be an option for some to attain a diploma. The workgroup recommended teaching students job search and interview skills, negotiation strategies, time management, and workplace skills. The workgroup also recommended teaching teachers how to enroll students in apprenticeships and internships, and teach businesses how to provide successful apprenticeships and internships.

Mr. Sullivan also reported that the federal government is no longer taking high school students as interns, and that this is a lost opportunity and the state could encourage a resumption of this practice to prepare students for the workplace. MHEC Chairman Anwar Hassan commented that MHEC could leverage their contractors and consultants to require hiring interns in the RFP process.



## **Workforce Development workgroup**

Dr. Nancy Shapiro and Governor's Workforce Development Board Executive Director Mike Digiacoimo provided updates for the workforce workgroup. The workgroup is using data to drill down into workforce needs to focus resources, and has determined that healthcare, computer science, and cyber security remain the most in-demand fields. Healthcare jobs have multiple points of entry, and more opportunities with CTE education can help alleviate this demand. Dr. Shapiro reported that Governor Hogan appropriated \$5 million to USM to develop computer science resources and train more teachers in the field, which currently has only 1 computer science teacher program. USM is working with the Maryland Center for Computing Education (MCCE), using mini grants to fund innovative programs. Mr. Digiacoimo provided an update on the Access Initiative report and recommendations. He reported that the SANS institute hosted a panel with Microsoft Corporation on attracting more women into computer science jobs, and that the GWDB is working to promote partnerships between businesses, schools and parents to raise awareness of opportunities. He also discussed the MATHgirls program in Montgomery County, that MCCE is working to push more robotics clubs in schools, and that UMBC cyber apprenticeship program was recently certified.

## **GED workgroup**

GED workgroup Chair Jeff Ferguson provided an update, and reported that the workgroup is trying to address the more than 500,000 adults in Maryland without a high school diploma. Mr. Ferguson gave an overview of the workgroups partnership with the Anne Arundel Literacy Council. Together, the workgroup and literacy council is recruiting and training tutors for adults studying for the Math portion of the GED, the section with highest failure rate. The Literacy Council is looking to expand this program into Prince George's and Montgomery Counties, and the workgroup is looking for ways to provide more publicity and recruit more adults studying for the GED, using PSAs and billboards for example. Mr. Ferguson reported that employers such as Walmart, Dollar General and United Way are looking at ways to expand the GED Options program for employees. Dr. Aminta Breaux asked if the workgroup is looking at barriers to employment for dropouts such as individuals in foster care. Kathleen Causey asked if workforce sites managed by the Department of Labor have GED promotional materials and posters. Dr. Caret mentioned that higher education has a similar problem and is getting creative to recruit near completers and USM is reviewing reverse transfer agreements. Dr. Caret also discussed the 4 for free program, which provides Baltimore City students that go to the Baltimore City Community College then Coppin State get free tuition, but only 24 students are enrolled in this program because it is not well promoted.

**Maryland Longitudinal Data System workgroup**

MLDS workgroup member Dennis Hoyle provided the workgroup's update. Mr. Hoyle reported that the workgroup educates other workgroups on the work of the MLDS Center and provides a conduit for workgroups with research questions for the MLDS. Mr. Hoyle believes that the conclusion of the Commission on Innovation and Excellence in Education may spark more research needs and recommends the workgroup stay active. He also reported that the joint MLDS and GWDB report on college prep expansion and the MLDS annual report on dual enrollment were both recently published.

**College and Career Readiness Report Workgroup**

Michael Harrison provided an update on this workgroup on behalf of Chair Robert Willoughby. Mr. Harrison reported that the report contains 19 reporting requirements and is due in every other year in even number years. Of the 19 reporting requirements, 8 are now obsolete. The last report was submitted in 2018. MSDE and MHEC provide the research for the report. Dr. Dow and Dr. Williamson reported they are once again preparing for the 2020 report.

Michael Harrison presented the 2020 meeting dates and times:

Monday, March 30 – Governor's Reception Room, Annapolis - 10:00 a.m. - 12:00 p.m

Wednesday, June 17 - MDOT Headquarters - 10:00 a.m. - 12:00 p.m.

Wednesday, September 23 - MDOT Headquarters - 10:00 a.m. - 12:00 p.m.

Wednesday, December 9 - MDOT Headquarters - 10:00 a.m. - 12:00 p.m.

To close the meeting, Secretary Tiffany Robinson thanked Council members for their hard work and dedication, and called on the workgroups to meet before the March 30, 2020 meeting to develop new action items to research in 2020 or discuss if the workgroups should go in a different direction and form new workgroups. The Council ended with time for networking and light refreshments in the lobby.

For more information on this report, please contact:  
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