Teaching and Learning Annual Report
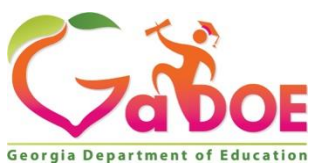
2019-2020 and 2020-2021
Due to the COVID-19 pandemic, this report covers two academic years

May 12, 2021

GaDOE Mission
Offering a holistic education for each and every child in the state.

GaDOE Vision
Educating Georgia's future by graduating students who are ready to learn, ready to live, and ready to lead.

Teaching and Learning is comprised of three coordinated teams.
Dr. Caitlin McMunn Dooley, Deputy Superintendent
Together, we aim to improve student and educator learning opportunities, outcomes, and conditions in productive and innovative ways.

Standards, Instruction, and School Climate
Justin Hill, Associate Superintendent
This team supports the development of academic, fine arts, health and physical education standards, provides resources and professional learning, and implements a tiered support system for improving school climate.

Innovative Programs and Research
Dr. Juan-Carlos Aguilar, Director
This team supports the data collection, analysis, and reporting of academic, educator, workforce, and programmatic research. It also houses multi-million-dollar grants related to student and educator personalized learning and literacy.

Teacher and Leader Support and Development
Laine Reichert, Director
This team supports educator retention, recruitment, induction, and mentoring. It also leads coordination of professional learning catalogs for the GaDOE, oversees Title IIA State Activities funds for professional learning, and supports the teacher and leader evaluation system.

Noteworthy Outcomes
- Georgia's students and educators have significantly improved academic and graduation outcomes every year since 2015.

- Georgia's literacy rates continue to improve according to statewide Georgia Milestones outcomes as well as Lexile scores, which are nationally normed. The greatest improvements occur across the grade-span, indicating system success.

- The Teaching and Learning team brings in over $40 million annually through competitive, outcomes-oriented grants to meet GaDOE strategic goals, effectively supplementing the team's state and federal formula allocations by 100%.

- Georgia's students are more likely now than ever to participate in advanced coursework; experience a college-level course; and engage in computer science, arts, and language education due to increased access and offerings.

Staff Recognitions/Awards/Honors

Our Teaching and Learning team values excellence. We celebrate these recognitions and honors, knowing that each individual is only as strong as the team with which he or she works. Therefore, each of these is a celebration worthy for the entire team:

- 2020 GASPA Strategic Partnerships Best in Class Award: Karen Wyler, Kathy Reese, and Wina Low (SpEd), along with partners from Augusta University and University of Florida's CEEDAR, for the *Georgia High-leverage Practices Professional Learning Series*

- 2020-25 Institute of Education Sciences (IES), Southeastern Regional Education Laboratory, Governing Board Chair, Caitlin McMunn Dooley

- 2021 Council of State Supervisors for the Social Studies, President-Elect, Joy Hatcher

- 2021 Georgia Association for Gifted Children, President-Elect: Mary Jean Banter, Specialist for Gifted Education, Talent Development, and Advanced Placement

- Dr. Breanne Huston, Program Manager for English Language Arts, earned her Ph.D. from University of Georgia

General Operational Outcomes

Consistent with Georgia's Systems of Continuous Improvement, Teaching and Learning's activities strengthen comprehensive improvement of the state educational system. In the past two years, the team has delivered resources, provided supports, and extended the capacity of local education agencies through a focus on coherent instruction, professional development and learning climate. Below are key outcomes for these areas.

Coherent Instruction

To continuously improve instructional supports, expectations, and achievements, the Teaching and Learning team updates standards, creates courses, and launches supports and services for educators.

Health Standards revision
The K-12 Standards for Health Education were reviewed, and a revised set of standards has been approved by the State Board of Education.

Mathematics Standards revision
The K-12 Standards for Mathematics education were reviewed, and a revised set of standards were brought for Board approval for posting.

World Languages
The team hosted the largest national Dual-language Immersion conference (virtual).

Computer Science K-12 Grade-level Standards
K-12 Standards per grade level were reviewed and Board approved. The number of certified educators for computer science has grown from 33 (2015) to more than 400 (2020). Competitive grant awards from the National Science Foundation

have funded the Computer Science Summit and will fund the creation of courses for teachers in the Professional Learning Opportunity and Communities hosted by GaDOE.

Professional Capacity and Effective Leadership

The Teaching and Learning team worked collaboratively with other GaDOE teams to create a method for producing high-quality online modules for training. During the past two years, these courses have been disseminated statewide to provide on-demand information to local education agencies as well as internal staff. The information below details key accomplishments and the scale achieved to date.

Educator Performance and Evaluation
Staff conducted 1,074 TKES/LKES Credentialing Sessions.

Educator Pipeline Report
Staff conducted a comprehensive snapshot report of the preparation pipeline and professional capacity for local education agencies, both for teachers and leaders. This report is available via the SLDS Portal and GaDOE Hub.

Professional Learning Catalog
This resource (see Summer 2021 here) lists searchable, timely training modules each season with contact information.

Formal launch of Professional Learning Opportunity and Communities (PLO and Communities) with IT (Shauntice Wheeler, Joyce Bearden, Project Co-leads)
- 46 courses published in 2020-2021
- Currently 143 active modules
- Total (unduplicated) users – 106,935
- Total courses completed – 65,360
- All course developers complete high-quality development training
- Course offerings have more than doubled in 2020-2021
- 100% increase in platform users compared to Performance Matters
- 99% of courses surveyed have 4- or 5-star rating

Positive Learning Environment
The School Climate team provides technical assistance to Regional Education Service Agencies (RESAs), districts, and schools by offering more than 550 trainings for almost 900 educators whose work is dedicated to improving learning climates, primarily through the implementation of Schoolwide Positive Behavioral Interventions and Supports (SW-PBIS).
- 61% of schools across the state are implementing an evidence-based strategy for improving school climate

- 362 face-to-face and 211 virtual trainings were offered in 2019-2020; all trainings moved to virtual in 2020-2021
- Annually, over 500 technical assistance and training events are offered to more than 800 participants
- These trainings are offered for participants who play different roles in improving school climate:
  - Tier 1 Schoolwide, Classroom, District Leadership Team, District Coordinators (DC) & Tier 2 trainings support implementation of the PBIS framework
  - Sources of Strength & Interconnected Systems Framework (ISF) trainings support mental health
  - Early Learning trainings support behavioral transitions from Pre-Kindergarten to K-12
  - School Climate Specialist (SCS) trainings support to RESA Climate leaders

Response to the COVID-19 Pandemic

To respond to the COVID-19 Pandemic, the Teaching and Learning team focused on immediate resources that would support instruction. The following deliverables were created between April 2020 to the present and continue to inform recovery efforts at the local level.

Georgia Home Classroom (GHC)

Remote Learning Plans (K-12), Family "Readiness" guides for grades K-3, and "Let's Learn Georgia" teacher-made video explainers. GHC: 252,002 total page views; 103,052 users. *Note: Users not unique, may include multiple visits.*

Deliverables

K-12-Learning-Plans (209 plans): 42,652 total page views; 14,001 users
Getting-Ready (4 guides): 5,221 total page views; 3,599 users
Lets-Learn-Ga (25 video lessons): 21,494 total page views; 10,833 users

GaDOE Professional Learning Catalog

Comprehensive listing of all GaDOE-offered modules, webinars, on-demand courses, and workshops for each season (Spring, Summer, Fall); all virtual offerings.
Deliverable (see Link)

GaDOE Educator Pipeline Outcomes and Dashboard

Comprehensive data dashboard to show teacher and leader recruitment, retention, and location.
Deliverable (see private dashboard via Portal)

5-Year Outcomes Assessment of Academic Learning

Comprehensive evaluation of Georgia's student academic performance from 2015 to 2020 across all tested subjects prior to COVID.
Deliverable (Upon request)

Matched Dashboard of Household and Provider Internet Access
Dashboard of school/student household internet access and digital devices using internal and external data matched with support from Georgia Technology Authority.
Deliverable (upon request)

"Support from the Start" Videos
Suite of videos per the request of Georgia's P-partner districts and colleges of education to support early career induction for educators.
Deliverable (see Link and Link; videos will be added to a suite on GaDOE's site)

Competitive Grants Awarded & Implemented

The Teaching and Learning team has demonstrated success in attracting competitive funds, estimated to provide annual revenue of over $400 million to the state for the specific purpose of improving learning opportunities, outcomes and conditions.

Georgia's ReStart: Engage, Empower, Learning with Technology (GRE4T) (2020-2023)
Awarded $18,594,304 over three years from the U.S. Department of Education's Rethinking Education Models grant to support development and implementation of personalized learning through organizational and technological innovations. (J. Noland, Project Director; Award ID S425B200008)

Literacy for Learning, Living and Leading in Georgia (L4GA)
Awarded $179,174,766 over five years (2019-2024) from the U.S. Department of Education's Comprehensive State Literacy Development grant. (J. Morrill, Project Director; Award ID S371C190016)

Awarded $61,579,800 from the U.S. Department of Education's Striving Readers grant (J. Morrill, Project Director; Award S731C170002)

Computer Science Summit Grant (2019-20)
Awarded $49,964 over six months from the National Science Foundation to support Georgia's first Computer Science Summit. (B. Cox, Project Director)

Computer Science iTest Grant (2021-2024)
Awarded $300,000 over three years from the National Science Foundation to support the development of free, online (GAV-supported) Professional Learning courses for teachers who are becoming CS endorsed/certified in partnership with Georgia State University (B. Cox, Co-Principal Investigator; Award ID 2049029)

Project AWARE (2020-2025)
Awarded $1,080,000 from the U.S. Department of Health and Human Services to support the implementation of a tiered support system for climate and mental health in schools. (R. Blanton, Project Director)

School Climate Transformation Grant (2020-2025)
Awarded $3,750,000 for five years from the U.S. Department of Education to support the implementation of Positive Behavior Interventions and Supports and other evidence-based programs to improve school climate. (J. Byars, Project Director)

TBD
Applied for a National Science Foundation grant with Georgia Public Broadcasting to support development of resources to supplement children's media (M. Welch, Co-PI)

Response to Legislation and Policy Implementation

The Teaching and Learning team regularly responds to legislative inquiries and supports the execution of legislative priorities. Below are recent law changes that directly affect the Team's workload.

2019-20
SB 48 Dyslexia
- Dyslexia Handbook launched (annual revisions process underway)
- Dyslexia Pilot launched

SB 108 Computer science
- CS Grants awarded

2020-21
SB 88
- Recruitment of Veterans to Teachers (PSC-led; GaDOE supports)
- Recruitment of HBCU teacher candidates (P-20 led; GaDOE supports)

HB 32
- Retention incentive for educators via state tax credit; TLSD will create a system for identifying high-need schools as well as high-need content areas in coordination with PSC
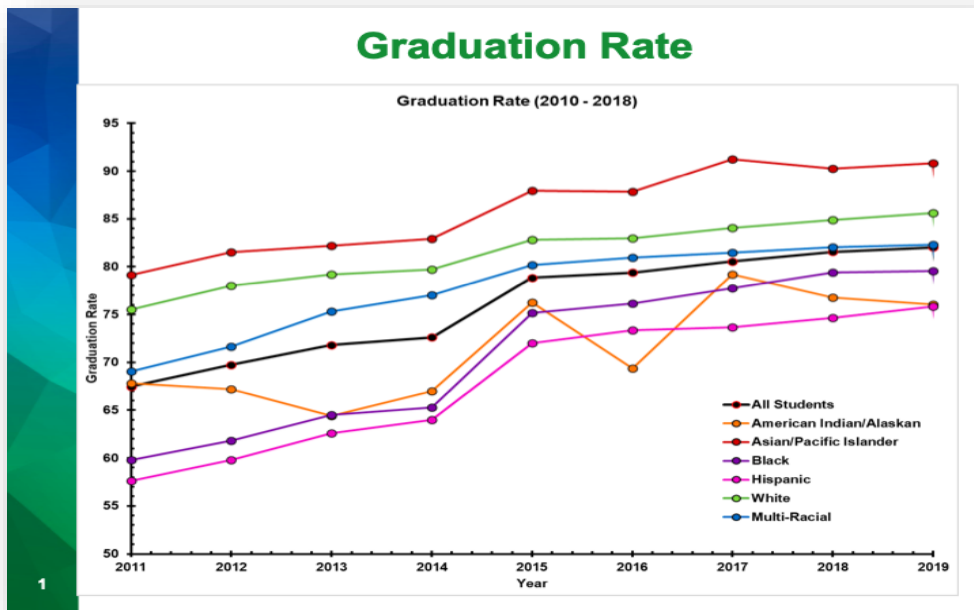
Teaching & Learning Data Dashboard

Graduation Rates

Earning a high school diploma is an important achievement for all students and for society. High school completers are more likely to have career opportunities that they would not have had otherwise. They are more likely to be healthy and to earn wealth as well as have intergenerational outcomes than if they had dropped out of high school.

4-Year Cohort Graduation Rates

2015-16	2016-17	2017-18	2018-19	2019-20
79.4%	80.6%	81.6%	82%	83.6%

Diploma Seals

To celebrate students' achievements and engagement, the GaDOE offers diploma seals to graduates who have completed a set of courses and additional capstone achievements. These diploma seals have continuously grown over the past five years, demonstrating Georgia's students' dedication, interests, and high achievements.

Biliteracy

	2016-17	2017-18	2018-19	2019-20
Schools offering	N/A	75	179	283
Students receiving	N/A	1,091	1,707	2,639

Civic Engagement

	2016-17	2017-18	2018-19	2019-20
Schools offering	N/A	N/A	17	24
Students receiving	N/A	N/A	205	311

Fine Arts

	2016-17	2017-18	2018-19	2019-20
Students receiving	1624	2993	4740	5249

International Skills

	2016-17	2017-18	2018-19	2019-20
Schools offering	80	95	98	107
Students receiving	640	922	857	1,427

Pathway Completers

Georgia's pathway completers are high school seniors who have completed a series of courses as well as successfully completed a final capstone project or pathway assessment. Pathway completers are more likely to graduate on time and have a goal orientation for their high school years.

	2015-16	2016-17	2017-18	2018-19	2019-20
Advanced Academic	41,527	44,188	46,882	48,964	N/A
CTAE	38,918	42,388	47,356	58,320	N/A
Fine Arts	21,366	23,476	24,496	29,956	N/A
World Language	21,281	23,331	25,249	26,373	N/A
International Baccalaureate (IB)	25	39	76	99	N/A

Programs for Exceptional Children

Georgia offers several programs to support students who require extra learning supports to meet their academic potential. These programs are designated to receive

additional funds for local education agencies to implement differentiated models for instruction.

Remediation Programs

	2015-16	2016-17	2017-18	2018-19	2019-20
Early Intervention Program	N/A	23.6%	25.0%	26.4%	27.4%
Remedial Education Program	N/A	11.8%	12.3%	12.9%	13.7%

Gifted Program

	2015-16	2016-17	2017-18	2018-19	2019-20
% Student Participation	10.22%	10.25%	10.25%	10.29%	10.4%
% Schools Offering Gifted Services	N/A	99.3%	99.5%	98%	99%

Dual-Enrollment Participation

2015-16	2016-17	2017-18	2018-19	2019-20
N/A	23,329	31,204	36,697	N/A

Advanced Placement (AP) Participation *(# of students taking at least one AP course; estimated % of high school students assuming N = 520,000)*

2015-16	2016-17	2017-18	2018-19	2019-20
113,994 (22%)	116,046 (22%)	120,479 (23%)	117,787 (23%)	119,052 (23%)

Advanced Placement (AP) Exam Takers *(estimated % of AP participants taking exam)*

2015-16	2016-17	2017-18	2018-19	2019-20
86,734 (76%)	87,545 (75%)	87,109 (72%)	84,207 (71%)	75,598 (63%)

Advanced Placement (AP) Outcomes *(% of test-takers scoring 3 or greater)*

2015-16	2016-17	2017-18	2018-19	2019-20
56%	57%	59.8%	60.8%	65%

International Baccalaureate (IB) Student Participation *(raw numbers reported because total is less than 2% of high school students)*

2015-16	2016-17	2017-18	2018-19	2019-20

4,002	4,155	4,800	5,041	5,466

School Certification Programs

Georgia offers several school certification programs to celebrate high-quality comprehensive school improvement in the areas that have been identified as valuable to local communities and families. The Teaching and Learning team supports the implementation of these programs by providing resources to potential school candidates as well as conducting certification visits and monitoring.

Arts Integration School of Excellence Award

2015-16	2016-17	2017-18	2018-19	2019-20
NA	NA	NA	NA	5

Dual-Language Immersion Programs

2015-16	2016-17	2017-18	2018-19	2019-20
19	36	40	53	62

Positive Behavioral Interventions and Supports (PBIS) Schools (Recognition Criteria)

Level of Implementation	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Installing	N/A	58	63	392	366	389	416	N/A
Emerging	46	54	91	176	334	378	367	N/A
Operational	74	133	146	144	211	346	437	N/A
Distinguished	N/A	N/A	N/A	N/A	N/A	15	65	N/A
Total # of Schools Out of 2,303	120 (5%)	245 (10%)	300 (13%)	712 (31%)	911 (40%)	1,128 (49%)	1,285 (56%)	1,412 (61%)

Science, Technology, Engineering, and Math (STEM) and Arts (STEAM) Certified Schools

	2015-16	2016-17	2017-18	2018-19	2019-20
STEM	27	53	61	66	69
STEAM	N/A	5	7	10	11

SHAPE Honor Roll Schools

2015-16	2016-17	2017-18	2018-19	2019-20
171	149	143	146	N/A*

The Department of Public Health suspended applications for this year due to COVID-19.

Other Strategic Areas of Focus

The following metrics offer a long-term perspective on key strategic priorities outlined in the Georgia Department of Education's strategic plan and/or legislative initiatives.

Dyslexia

See the Dyslexia webpage for more information on statewide strategies for improving identification of and services for students who demonstrate characteristics of dyslexia.
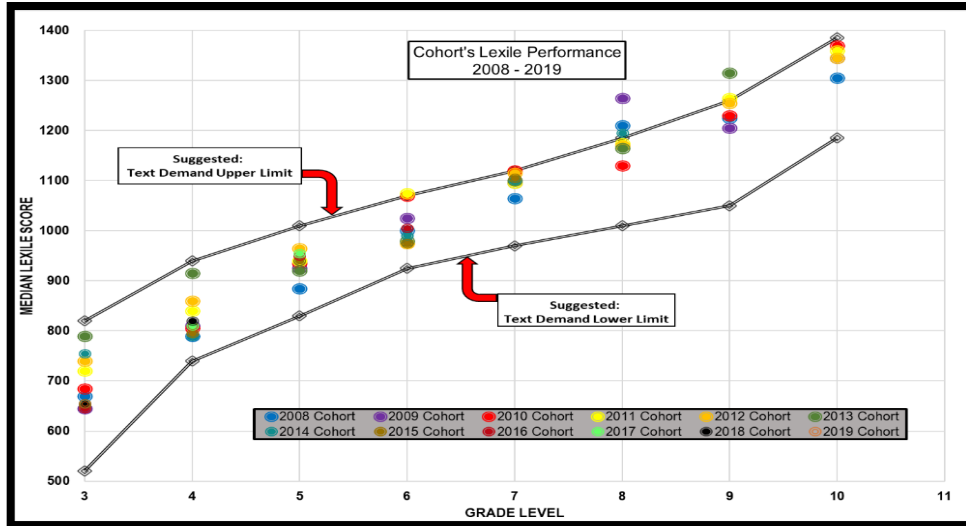
Computer Science

	2016-17	2017-18	2018-19	2019-20
# of Middle and High Schools Offering CS	362	399	465	554
# of Students Completing CS Courses	43,757	52,337	63,441	98,080
# Teachers Teaching CS Courses	76	226	260	403

See the Computer Science webpage for more information on statewide strategies for improving access and participation in Computer Science education.

Literacy

Lexile scores for all cohorts improved at an average rate of 91 points per year over the past five years. Recent cohorts starting in 2015 and subsequent years have improved significantly faster (48 points per year faster) than the cohorts from 2008 to 2014.

See the L4GA website for more information on the state's literacy plan and competitive funds awarded from the U.S. Department of Education to support this work.

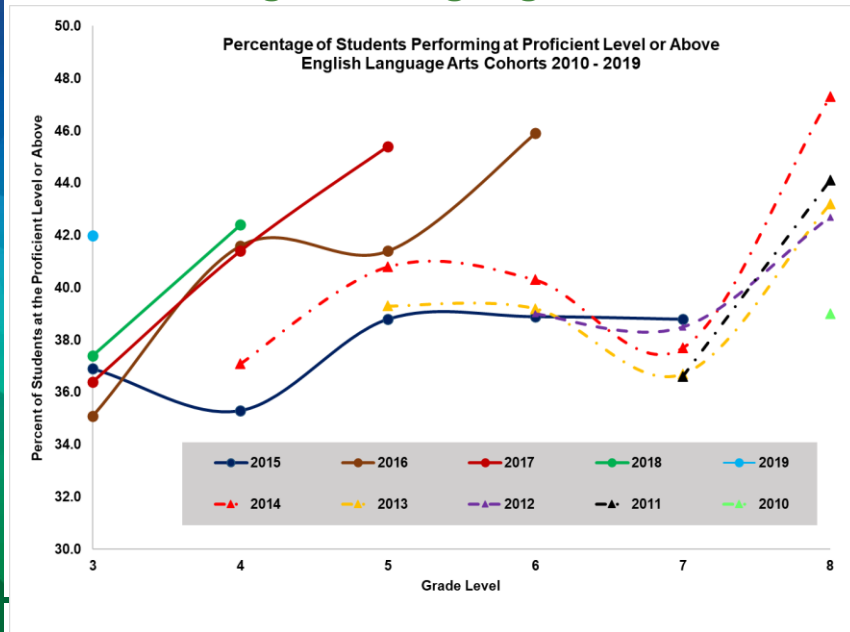Cohort's Lexile Performance 2008 - 2019

Educator Retention Rates (year-over-year)

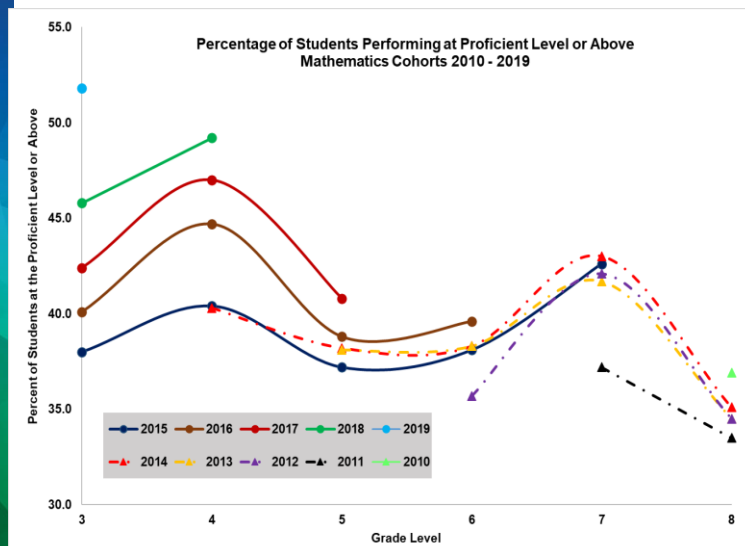|	2016-17	2017-18	2018-19	2019-20	2020-21
Teacher (All)	90.70%	90.80%	90.80%	90.80%	N/A
Teacher (In-field)	N/A	N/A	N/A	86%	90%
Leader	89.30%	89.51%	88.45%	89.26%	N/A

Statewide Cohort Improvements for Math and English Language Arts

English Language Arts

Mathematics

Annual Teaching and Learning Budget

Aligned to the foundational strategy of fiscal stewardship, the Teaching and Learning team's budget comes from a variety of sources, including federal formula, state formula, federal competitive, and state earmarked funds. These sources are utilized strategically to leverage multiple funding sources to achieve strategic goals of the GaDOE. Below details a general snapshot of the annual budget and funding sources that support the team's work. Note that the team itself **elicits over $40,000,000 annually** through competitive grants, providing important state income that directly supports our schools.

	State Funds to GaDOE	Federal Formula Funds	Federal Competitive Funds (annual)	Other Funds
Curriculum, Instruction, and Climate	Approx. $4 million	-Personnel -Title II -SpEd -Title III -Title IV -AP grants -CS grant -Arts grants -Literacy grants	-Computer Science (NSF): $70,000 -Project AWARE (HHS): $330,000 -School Climate Transformation (USED): $750,000	-State legislative CS PL grant: approx. $750,000 -Launch Years (Dana Center): approx. $25,000 -Dyslexia: $1.6 million
Innovative Programs and Research	$388,000	N/A	-L4GA $21.7 million -GRE4T $5.8 million	
Teacher and Leader Support and Development	Approx. $2 million	Title IIA State Activities		

Salary Breakdown for T&L Staff (N=82)

Grand Total for salaries $9,985,336.32

Funds	Description	Total Annual Salaries w/ Benefits	Percentage
State	State Funds	$4,296,306.48	43.03%
Federal	IDEA Part B – Special Projects	$457,579.44	4.58%
Federal	Fed-PBIS	$1,335,236.16	13.37%
Federal	Fed-SCTG	$381,850.32	3.82%

Federal	Fed-IIA State Act.	$803,252.40	8.04%
Federal	Fed-IIA Admin	$402,269.04	4.03%
Federal	Fed-GRE4T	$787,256.16	7.88%
Federal	Fed-Cons. Admin (L4GA)	$1,042,295.76	10.44%
Federal	Fed-Title IV, SSAE-TA	$433,454.88	4.34%
Federal	Fed-Jimmy Carter Historic	$45,835.68	0.46%

Collaborations

Aligned to the GaDOE's foundational strategy of collaboration, the Teaching and Learning team values a wide professional network of colleagues across the state and nation that help achieve GaDOE strategic initiatives. These collaborative groups enable communication, implementation, and sustainability. Below are groups and organizations that support the Teaching and Learning team efforts.

Internal Collaborations
Teaching and Learning staff regularly meet with colleagues in Career, Technical, and Agricultural Education; School and District Effectiveness; Federal Programs; Assessment and Accountability;, and the Office of the Whole Child to ensure smooth delivery of services for schools. Some examples include:
- Assessment - Conduct item review and facilitate teacher working committees for assessment development (GKIDS, Keenville, Milestones EOC/EOG and GAA)
- School and District Effectiveness – Provide resources per SDE request
- Federal Programs and Special Education – utilize federal funds to supplement support services for teaching and learning

External Collaborations - State Agencies
Teaching and Learning staff must ensure that policies, rules, and laws are consistent as well as ensure that statewide strategies are coherent and connected. Therefore, staff meet and consult with colleagues in "sister" agencies regularly.
Georgia Department of Early Care and Learning (DECAL)
Georgia Professional Standards Commission (GaPSC)
Georgia Student Finance Commission (GSFC)
Governor's Office of Student Achievement (GOSA)
Regional Education Service Agencies (RESAs)
Technical College System of Georgia (TCSG)
University System of Georgia (USG)

External Collaborations – Professional and Statewide Organizations
Teaching and Learning staff value professional organizations as important partners for communicating and carrying out strategic initiatives. We regularly attend professional meetings to give updates on GaDOE activities and take back information about what the field wants and needs.
American Association of Physics Teachers (AAPT)

Council of State Science Supervisors (CSSS)
Georgia Association for Positive Behavior Supports (APBS)
Georgia Association of Assessment Directors (GADA) *for Colleges of Education
Georgia Association of Colleges of Teacher Education (GACTE)
Georgia Association of Curriculum and Instruction Supervisors (GACIS)
Georgia Association of Educators (GAE)
Georgia Association of Education Leaders (GAEL)
Georgia Association of Elementary School Principals (GAESP)
Georgia Association of Middle School Principals (GAMSP)
Georgia Association of Secondary School Principals (GASSP)
Georgia Association of Supervisors and Personnel Administrators (GASPA)
Georgia Council for Teachers of English (GCTE)
Georgia Council for Teachers of Mathematics (GCTM)
Georgia Family and Community Partnerships (GFCP)/Get Georgia Reading (GGR)
Georgia Independent College Association (GICA)
Georgia Literacy Association (GALA)
Georgia School Superintendents Association (GSSA)
Georgia Science Teachers Association (GSTA)
Georgia State School Board Association (GSBA)
National Writing Project sites in Ga (Kennesaw State University, University of Georgia, and Georgia Southern University)
Sandra Dunagan Deal Center for Literacy, Middle Georgia College
Professional Association of Georgia Educators (PAGE)

External Collaborations – National Partners
Regional Education Lab (REL) - Southeast, Florida State University
National Technical Assistance Center for Positive Behavioral Interventions and Supports (PBIS)
CEEDAR Center, University of Florida
Dana Center, University of Texas
Maple Center for Policy, Georgia State University
National Association of Elementary School Principals (NAESP)
National Science Teachers Association (NSTA)
SERVE Center, University of North Carolina Greensboro
Rollins Center for Literacy/Cox Campus