



CENTER FOR
INCLUSIVE
EXCELLENCE
COPPIN STATE
UNIVERSITY

CENTER FOR INCLUSIVE EXCELLENCE ANNUAL PROGRESS REPORT

DR. YI HUANG, EXECUTIVE DIRECTOR AND RESEARCH PROFESSOR AT COPPIN STATE UNIVERSITY

The **Center for Inclusive Excellence (CIE)** aims to build capacities for inclusive excellence in education and the workplace. The CIE initiatives are designed with multi-sector partners and with multiple pathways to increase educational access, improve professional effectiveness, and accelerate career advancement.

SPOTLIGHT ON KEY INITIATIVES

- **Pathways to Professions (P2P).** Over \$3.7 million awarded by the U.S. Department of Education with an additional \$3.7 million matching fund by the P2P consortium (2022-2027). Dr. Yi Huang, author and principal investigator.
- **Center for Inclusive Excellence (CIE).** Over \$1.8 million awarded by the U.S. Department of Education (2022-2025). Dr. Yi Huang, author and principal investigator.

SPOTLIGHT ON KEY PARTNERS

- Coppin State University, Salisbury University, University of Maryland Eastern Shore, Baltimore City Public Schools, Dorchester County Public Schools, Somerset County Public Schools, and Wicomico County Public Schools.

SPOTLIGHT ON KEY INNOVATIONS

- **P2P MicroResidencies** focusing on culturally responsive practices through rural-urban rotations.
- **P2P MicroCredentials** focusing on competency mastery through the P2P theory-to-action model.
- **P2P Inclusive Services** featuring P2P Learning Laboratory & P2P Teacher Resource Studio with free resources to bridge opportunity gaps.
- **P2P Stackable Credentials** uniquely engineered as model “career ladders” to improve teacher effectiveness, increase teacher retention, and accelerate teacher leadership development.
- **P2P Next Generation Male Educators** focusing on recruiting, preparing, and retaining male educators in high-need rural and urban communities.
- **P2P Leadership Academy** connecting educators, researchers, and community leaders through the P2P Networked Improvement Community.

BREAKING NEW GROUNDS AND SETTING NEW RECORDS (FALL 2023 - SPRING 2024)

- **P2P Stackable Credentials Set New Records on Enrollment.** As a new program inaugurated in Fall 2023, Stackable Credentials set new records for enrollment in Fall 2024 (N=43) with an 115% average annual growth during the pilot year.
- **P2P Stackable Credentials Set New Records on Performance and Retention.** The Stackable Credentials outcomes reflected high-levels of course completion (98%) and competency mastery (97%), and high-degrees of retention in Spring 2024 (86%) and Fall 2024 (100%).
- **P2P Key Interventions Set New Records on Engagement and Completion.** As the pioneer in the field, participation and completion set new records with MicroCredentials exceeding annual target by six- fold and MicroResidencies exceeding annual target by 5-fold.
- **P2P Key Interventions Set New Records on Outcomes and Satisfaction.** Performance outcomes reflected high-level of competency mastery across all key interventions and high-degrees of satisfaction (95.5% MicroResidencies, 97% Leadership Academy), far exceeding annual targets.

VIDEO SPOTLIGHT

2024 Pathways to Professions (P2P) Leadership Academy



Stackable Credentials as Career Ladders for Teacher Advancement



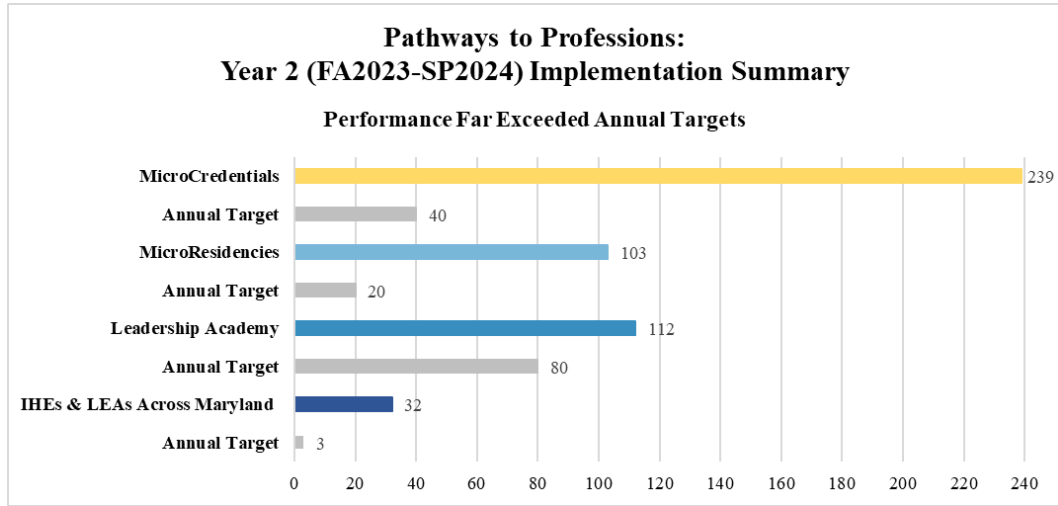
P2P Next Generation Male Educators Initiative



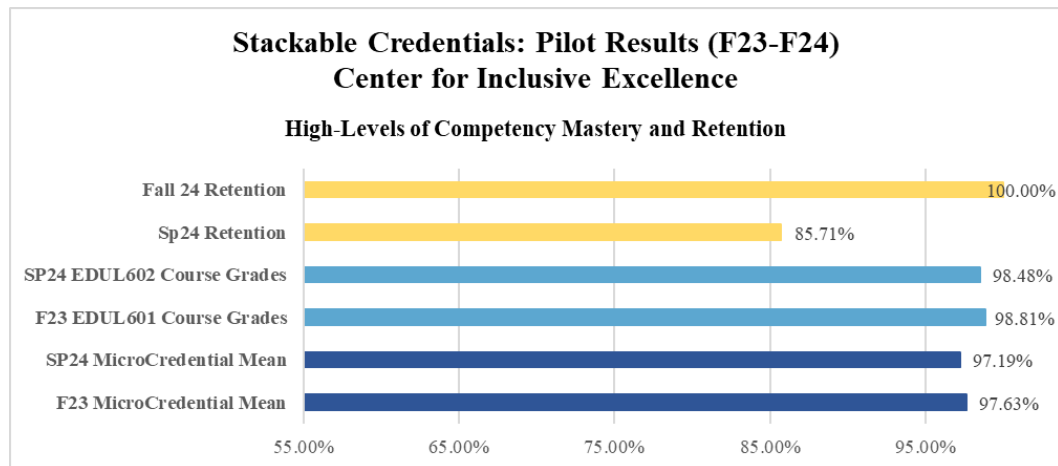


CENTER FOR INCLUSIVE EXCELLENCE ANNUAL PROGRESS REPORT

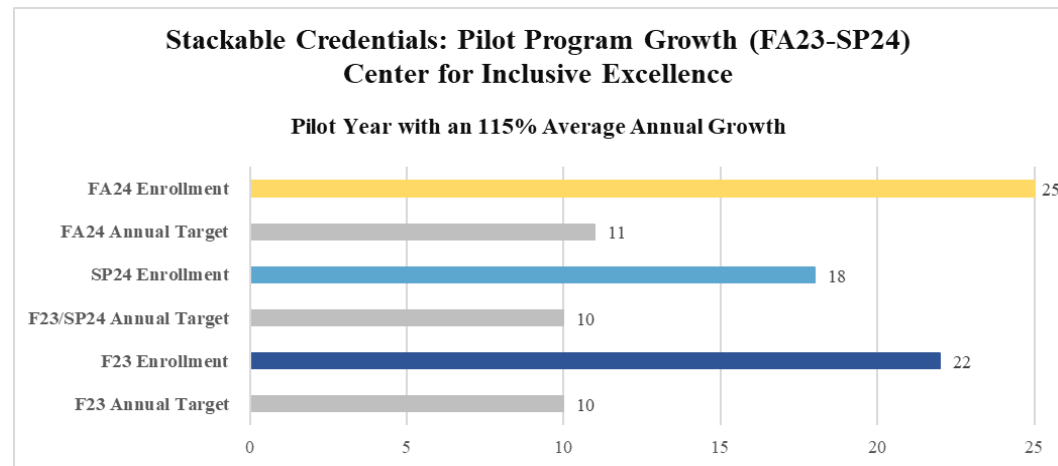
DR. YI HUANG, EXECUTIVE DIRECTOR AND RESEARCH PROFESSOR AT COPPIN STATE UNIVERSITY



* Competency-based performance on P2P key interventions far exceeded annual targets.



** Outcomes reflected high-level of competency mastery and high-degree of retention far exceeding targets.



***The new program enrollment far exceeded target with an average annual growth of 115%.

