



**MCIE**  
Maryland Coalition for  
INCLUSIVE EDUCATION

# ANNUAL REPORT 2023-2024

## Transforming Education for Each and Every Learner

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At the Maryland Coalition for Inclusive Education (MCIE), we believe every learner deserves an education where they are valued, belong, and receive effective instruction alongside their peers. Inclusion means addressing inequities and gaps in opportunities and outcomes for all students. We ask who is missing, who feels excluded, and who lacks access to social and academic opportunities. Our vision of authentic inclusion is rooted in belonging, meaningful engagement, and effective instruction through a collaborative culture.

### Who We Are

MCIE is a nonprofit organization committed to ensuring that all children and youth succeed in their school communities. We partner with public school systems across the nation to build their capacity to effectively educate and support each and every student. Our mission is to be the catalyst for the meaningful and successful inclusion of all students in their neighborhood or choice schools.




### What We Do

For over 35 years, MCIE has worked with educators in Maryland and across the country. We provide services that range from individual learner planning to teacher coaching, administrator consultation, and district-wide systems change with school transformation. Our work results in inclusive school cultures where each and every learner has a sense of belonging, is valued for their unique contributions, and is meaningfully engaged in academic and social activities, resulting in academic and social success.


## Our Values

### **Strengths-based leadership**




We believe that every organization has strengths in their operations and capacity; this opens opportunities for addressing change from those perspectives. We are positive, hopeful, and responsive. This helps us foster optimism and a willingness to move forward.

### **Caring and collaborative partnerships**




Leadership is a privilege; it means encouraging people to live up to their fullest potential and find the path they love. This creates strong, inclusive cultures and sustainable practices, inspiring our partners to walk with us.

### **Presume positive intent**




We recognize that others may have a different perspective, and yet we all want positive outcomes for the children and youth in our schools. By being inquisitive, open-minded, and seeking to understand, we can find common ground and work toward a common goal.

### **Accountability for outcomes**




We are 100% accountable for the results of our work. We understand that there are factors outside of our control. Through collaboration and transparency in decisions, we participate with our partners in the change process for the success of all learners.

### **Honesty and reliability are our hallmarks**



Our work is driven by collaboration; we freely share knowledge for the benefit of all; we are dependable, and we empower each other to take initiative, propose new ideas, support and respect each other, own our mistakes, and take pride in our successes.

### **Your success is our success**



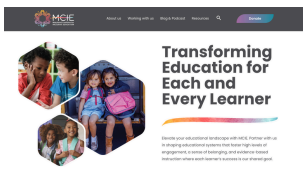
If our partners are successful because they worked with us, then we have empowered them to become more competent and confident in providing an authentic, inclusive education. We are servant leaders.

## Our Work This Year

MCIE continued its mission to advance inclusive education, partnering with states, districts, and schools to promote a sense of belonging, meaningful engagement, and equitable outcomes for all learners.



**130 educators** attended our first **Summer Institute** in partnership with the Maryland State Department of Education.



We completed our **rebranding and website**, which holds our blog and podcast, *Think Inclusive*, and our many resources to assist school systems in moving inclusive education forward.



Our weekly podcast, ***Think Inclusive***, which runs from September to June, published **38 regular season episodes** and **3 bonus episodes**. It was our biggest year with over **43,000 downloads** across all **163 episodes**.



We produced ***Inclusion Stories***, a five-episode audio documentary series that tells the stories of families and school districts that have committed to pursuing authentic inclusive education.

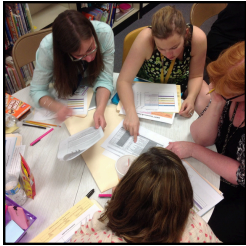


We created **new resources** ranging from tools for collaborative teaming to scheduling learners in natural proportions to evidence-based instructional practices. We are dedicated to creating accessible materials—a work in progress but an organizational goal.



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We created or extended partnerships for systemic inclusive practices with **school districts in Maryland, Illinois, and Virginia.**



In partnership with the Council of Chief State School Officers, we facilitated planning for **inclusive principal leadership** with State Departments of Education in **Connecticut, Arkansas, Washington, and Mississippi.**



We conducted additional presentations, workshops, and consultations with schools and districts in **Illinois, Arkansas, Oklahoma, and Ohio.**



**INCLUSION TODAY**

In December 2023, MCIE, Blue Engine, Diverse Learners Cooperative, and the Described and Captioned Media Program were awarded \$75,000 from the Educating All Learners Alliance to launch **Inclusion Today!**—A national campaign and starter kit to encourage school leaders to promote inclusive practices.



In partnership with the Early Childhood Technical Assistance Center, MCIE produced a series of four **Early Childhood Think Inclusive episodes.**



## MCIE By The NUMBERS



MCIE provided technical assistance, consultation, and coaching in **7** states, **13** school districts, and **22** schools. This also includes:

- **8** national presentations and collaborations
- **6** consultations and technical assistance to **6** state departments of education
- **29** customized learner planning to facilitate authentic inclusion

### Think Inclusive Podcast



- **43K** downloads across podcast platforms
- Over **1,100** hours of watch time on YouTube
- **38** regular season episodes
- **4** feed drops

### SOCIAL MEDIA FOLLOWERS

