

APPROVED  
7-2000

Rockville, Maryland  
February 23, 2000

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Wednesday, February 23, 2000, at 8:00 p.m.

ROLL CALL Present:                   Mrs. Patricia B. O'Neill, President  
  in the Chair  
  Mr. Stephen Abrams  
  Mr. Kermit V. Burnett  
  Mr. Reginald M. Felton  
  Mrs. Beatrice B. Gordon  
  Mrs. Nancy J. King  
  Ms. Laura Sampedro, Student Board Member  
  Ms. Mona M. Signer  
  Dr. Jerry Weast, Secretary/Treasurer

Absent:           None

# or ( ) indicates student vote does not count. Four votes needed for adoption.

RESOLUTION NO. 102-00           Re:   **CLOSED SESSION**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Abrams, the following resolution was adopted unanimously:

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article* of the *Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct portions of its closed session on February 23, 2000, in Room 120 from 7:00 to 7:30 p.m. to discuss the Human Resources appointments, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the Board of Education consult with staff, consultants, or other individuals about pending or potential litigation as permitted under Section 10-508(a)(8) of the *State Government Article*; and be it further

Resolved, That the Board of Education consult with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed

session on February 23, 2000, to acquit its executive functions and to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the Open Meetings Act under Section 10-503(a) of the *State Government Article*; and be it further

Resolved, That these portions of the meeting continue in closed session until the completion of business.

Re: **CLOSED SESSION**

The Board of Education was in closed session from 7:00 to 8:00 p.m.

RESOLUTION NO. 103-00      Re: **APPROVAL OF THE AGENDA**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its agenda for February 23, 2000.

RESOLUTION NO. 104-00      Re: **WOMEN'S HISTORY MONTH RECOGNITION**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously:

WHEREAS, In 1987, the United States Congress passed a resolution proclaiming the month of March as "National Women's History Month"; and

WHEREAS, The Maryland Women's History Project has selected the theme *Maryland Women Who Dare: Paving the Way to the New Millennium* to commemorate Women's History Month in 2000; and

WHEREAS, Our state and, in particular, Montgomery County, are home to outstanding women who have made significant inroads into nontraditional fields and contributed invaluable in their chosen profession; and

WHEREAS, Women traditionally have made and continue to make immeasurable contributions to our quality of life as nurturers and mentors for past, present, and future generations; and

WHEREAS, The Board of Education takes particular pride in our K-12 curriculum and activities that promote awareness of the many achievements of women; and

WHEREAS, The Board of Education and the superintendent of schools are committed to

providing learning and working environments that encourage the pursuit of academic and career opportunities where women have traditionally been underrepresented; now therefore be it

Resolved, That on behalf of the superintendent, staff, students, and parents of Montgomery County Public Schools, the members of the Board of Education hereby declare the month of March 2000 to be observed as "Women's History Month"; and be it further

Resolved, That the Montgomery County Board of Education and the superintendent of schools salute our female students and staff who, by their hard work, vision, and achievements, are continuing to pave the way into the new millennium.

RESOLUTION NO. 105-00                      Re:    **RECOMMENDATION TO APPROVE THE AGREEMENT  
WITH THE MONTGOMERY COUNTY ASSOCIATION  
OF ADMINISTRATIVE AND SUPERVISORY  
PERSONNEL**

On recommendation of the Superintendent and on motion of Ms. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

WHEREAS, Section 6-408 of the Education Article, Annotated Code of Maryland, requires the Board of Education to enter into negotiations with designated employee organizations concerning "salaries, wages, hours, and other working conditions"; and

WHEREAS, The Montgomery County Association of Administrative and Supervisory Personnel (MCAASP) was properly designated as the employee organization to be the exclusive representative for these negotiations; and

WHEREAS, The parties have a negotiated agreement that will expire on June 30, 2000, and the Board of Education and MCAASP began negotiations in November 1999 for a successor agreement; and

WHEREAS, Said negotiations have occurred in good faith, as directed by law, and the parties have reached a tentative agreement; and

WHEREAS, The tentative agreement has been duly ratified by the membership of MCAASP; now therefore be it

Resolved, That the Board of Education approve the agreement for the period of July 1, 2000, through June 30, 2003, with a salary reopener for the second and third years of the agreement if the average increase in the Baltimore-Washington CPI (September to September) reaches 4 percent or greater; and be it further

Resolved, That the secretary and the president of the Board of Education be authorized to sign the agreement, which will be implemented by the Board of Education when funds are properly authorized, all according to said agreement and to the law.

RESOLUTION NO. 106-00            Re:    **RECOMMENDATION TO APPROVE THE AGREEMENT  
WITH THE MONTGOMERY COUNTY EDUCATION  
ASSOCIATION**

On recommendation of the Superintendent and on motion of Ms. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

WHEREAS, Section 6-408 of the Education Article, Annotated Code of Maryland, requires the Board of Education to enter into negotiations with designated employee organizations concerning “salaries, wages, hours, and other working conditions”; and

WHEREAS, The Montgomery County Education Association (MCEA) was properly designated as the employee organization to be the exclusive representative for these negotiations; and

WHEREAS, The parties have a negotiated agreement for the 1999-2001 school years and said agreement provides that negotiations be reopened on salaries for FY 2001; and

WHEREAS, Said negotiations have occurred in good faith, as directed by law; and

WHEREAS, The parties have reached tentative agreement and the agreement has now been duly ratified by the membership of MCEA; now therefore be it

Resolved, That the Board of Education approve the amended agreement for the period of July 1, 2000, through June 30, 2001; and be it further

Resolved, That the secretary and the president of the Board of Education be authorized to sign the agreement, which will be implemented by the Board of Education when funds are properly authorized, all according to said agreement and to the law.

RESOLUTION NO. 107-00            Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was adopted unanimously:

Resolved, That the Board of Education opposes HB 464 – *Estates and Trusts - Limitation Period for Refund Claim* – which would undercut the basis established in the 1999 legislation that required claims to be filed within three years of the person’s death or one

year after funds from the estate were received by the school board, whichever was later.

RESOLUTION NO. 108-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education opposes SB 273 – *Required Use of Teacher Assistants* – which would require teacher assistants to be present in all K-3 classes and activities in the public schools of each county.

RESOLUTION NO. 109-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education opposes HB 451 – *Noncertified Public School Employees - Negotiations* – which would add discipline and discharge to the list of items that must be negotiated between noncertified public school employee unions and local boards of education.

RESOLUTION NO. 110-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 480 – *Maryland Educational Opportunity Summer Program* – which would provide a state-funded opportunity for teachers to work with targeted youngsters during the summer.

RESOLUTION NO. 111-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports earmarking funds for academic intervention programs HB 718/SB 732 – *Maryland Academic Intervention Program* – which would provide \$45 million in funding although the impact of the proposed method of allocation of the funds is not clear.

RESOLUTION NO. 112-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 535 – *Alternative Learning Program* – which would permit state basic current expense funds to be used for the education of a student in an alternative learning program that meets specific criteria.

RESOLUTION NO. 113-00            Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 415/SB 648 – *Public School Holidays - Presidents' Day* – which would establish Presidents' Day as a public school holiday.

RESOLUTION NO. 114-00            Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education has no position on HB 379 – *Public School Holidays - Presidents' Day* – which would establish Presidents' Day as a public school holiday, but would delete the requirement that the public schools should devote part of the day on Washington's Birthday and Lincoln's Birthday to appropriate exercises.

RESOLUTION NO. 115-00            Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was adopted Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting in the affirmative; Mrs. Gordon voting in the negative:

Resolved, That the Board of Education supports HB 372 – *Required Number of School Days* – which would automatically credit a day on which schools in a county are closed against the 180-day legal requirement for schools to be in session annually when the Governor declares a state of emergency.

RESOLUTION NO. 116-00            Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by

Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports, with an amendment to include AP exams, HB 460 – *Disadvantaged Student College Placement Examination Grant Program*– which would provide a grant to local school systems on a formula basis to help defray the cost of college placement exams, such as PSAT, SAT, and ACT, for students who qualify for free and reduced-price meals.

Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was placed on the table:

Resolved, That the Board of Education supports HB 1247/SB 810 – *Governor’s Salary Challenge Program - Public School Teacher Salary Enhancement*– which would provide \$100 million over the next two years to increase teachers’ salaries throughout the state and provide additional enhancement funding for all but the six wealthiest counties.

RESOLUTION NO. 117-00      Re: **AMENDMENT TO AN ITEM OF LEGISLATION**

On motion of Mrs. Gordon seconded by Mr. Abrams, the following amendment was adopted unanimously:

Resolved, That the Board of Education offers an amendment which would make it clear that MCPS wants its employees to benefit from the legislation, and the legislation would include the total employee package.

RESOLUTION NO. 118-00      Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was placed on the table:

Resolved, That the Board of Education supports, with the amendment that would make it clear that MCPS wants its employees to benefit from the legislation, and the legislation would include the total employee package, HB 1247/SB 810 – *Governor’s Salary Challenge Program - Public School Teacher Salary Enhancement*– which would provide \$100 million over the next two years to increase teachers’ salaries throughout the state and provide additional enhancement funding for all but the six wealthiest counties.

RESOLUTION NO. 119-00      Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by

Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 739/SB 730 – *Maryland After-School Opportunity Act* – which would double the funding for FY 2002, but requires a match by recipients of the second \$10 million that is distributed.

RESOLUTION NO. 120-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 1172/SB 750 – *Early Childhood Literacy Grants* – which would support the Student Readiness focus area of MSDE’s PreK-12 Comprehensive Intervention Plan by requiring the grants to be used to buy books to be distributed at well-child visits in health clinics and to train pediatricians and other health care providers in methods of promoting literacy among children.

RESOLUTION NO. 121-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports SB 793 – *Judith P. Hoyer Early Child Care and Education Centers and Education Enhancement Grant*, and HB 1249 – *Judith P. Hoyer Smart Start Initiative* – which would promote school readiness through collaborative approaches to delivery of high quality, comprehensive, full-day early child care and education programs and family support services.

RESOLUTION NO. 122-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports, only if amended, HB 526/SB 543 – *Public Charter School Act of 2000* – which would authorize only local boards of education to have public school chartering authority; sponsoring entities may include public school staffs, parents, of public school students, nonprofit entities, a combination of these three, or an institution of higher education in Maryland.

RESOLUTION NO. 123-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by



Mrs. King, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 544 – *Maryland Teacher Scholarships - Amounts Awarded* – which would make certain scholarships available for students who attend out-of-state colleges and universities that meet specified accreditation standards.

RESOLUTION NO. 124-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports SB 525 – *Teacher Shortage Tuition and Fee Waivers* – which would waive tuition and fees for students who attend Maryland public universities and community colleges and who plan to teach in Maryland public schools in areas of critical or geographic shortage, provided the students teach one year for each year the waiver was received.

RESOLUTION NO. 125-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports SB 686 – *Teacher Shortage - Second Career Teacher Education Assistance Grants* – which would provide \$10,000 one-year second-career teacher education assistance grants to individuals who enroll in a graduate study program leading to certification to teach in areas of critical or geographic shortage for three years.

RESOLUTION NO. 126-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 1083 – *Higher Education - Maryland Quality Teacher Assurance Program* – which would establish the Maryland Quality Teacher Assurance Program to provide an annual loan to students who pledge to work as elementary or secondary public school teachers for seven years in Maryland.

Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was placed on the table:

Resolved, That the Board of Education supports, if amended to include staff recommendation, SB 441 – *Primary and Secondary Education - Teacher Shortage - Study Commission* – which would establish a 16-member Commission to Study Teacher Shortages in Public Schools in Maryland and report to the General Assembly by December 1, 2000.

RESOLUTION NO. 127-00      Re:    **AMENDMENT TO AN ITEM OF LEGISLATION**

On motion of Mrs. Gordon seconded by Ms. Signer, the following amendment was adopted unanimously:

Resolved, That the Board of Education offers an amendment to add to the membership one human resources director, another superintendent, another board of education member, and one each from the principal associations.

RESOLUTION NO. 128-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was placed on the table:

Resolved, That the Board of Education supports, if amended to add to the membership one human resources director, another superintendent, another board of education member, and one each from the principal associations, SB 441 – *Primary and Secondary Education - Teacher Shortage - Study Commission* – which would establish a 16-member Commission to Study Teacher Shortages in Public Schools in Maryland and report to the General Assembly by December 1, 2000.

\*\* Mr. Abrams temporarily left the meeting.

RESOLUTION NO. 129-00      Re:    **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Burnett, the following resolution was adopted unanimously:

Resolved, That the Board of Education strongly supports HB 562 – *Handicapped Student Transportation Grant* – which would increase from \$500 to \$1,000 per student aid for transporting disabled students who require special education services.

\*\* Mr. Abrams rejoined the meeting.

**Re: ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was placed on the table:

Resolved, That the Board of Education opposes HB 552 – *Special Education - Extending Age of Eligibility* – which would require local school systems to continue to provide special education and related services to students who turn 21 through the end of the school year in which the birthday occurs.

**RESOLUTION NO. 130-00 Re: AMENDMENT TO AN ITEM OF LEGISLATION**

On motion of Mr. Felton seconded by Mrs. Gordon, the following amendment was adopted with Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting in the affirmative; Mr. Abrams voting in the negative:

Resolved, That the Board of Education offers an amendment to the bill with permissive language that would permit local school districts to continue present practices.

**RESOLUTION NO. 131-00 Re: ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following amendment was adopted with Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting in the affirmative; Mr. Abrams voting in the negative:

Resolved, That the Board of Education supports, if amended with permissive language that would permit local school districts to continue present practices, HB 552 – *Special Education - Extending Age of Eligibility* – which would require local school systems to continue to provide special education and related services to students who turn 21 through the end of the school year in which the birthday occurs.

**RESOLUTION NO. 132-00 Re: ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 366 – *Principals and Administrators - Mentor Programs* – which would extend last year's legislation that established \$5 million in mentoring grants for schools with 40 percent of FARM students and 50 percent or more teachers with less than five years of experience or low student achievement scores to also include schools in which 50 percent of the principals and administrators have less than five

years of experience.

**RESOLUTION NO. 133-00            Re:    ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Signer, the following resolution was adopted unanimously:

Resolved, That the Board of Education supports HB 617 – *State Lottery - Unanticipated Revenues - Public School Systems* – which would provide for a transfer of lottery revenues higher than projected to local school systems based on the volume of lottery sales in each county.

**Re:    PUBLIC COMMENTS**

The following person testified before the Board of Education:

<u>Person</u>	<u>Topic</u>
Susan Sellers	Teacher Evaluation

Mr. Abrams asked the Superintendent to outline the degree of community involved and outreach in the development of teacher evaluation and shared accountability.

**RESOLUTION NO. 134-00            Re:    ACCEPTANCE OF BETHESDA ELEMENTARY SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

WHEREAS, Bethesda Elementary School was inspected on February 1, 2000; now therefore be it

Resolved, That Bethesda Elementary School now be formally accepted; and be it further

Resolved, That the official date of completion be established as that date upon which formal notice is received from the architect that the building has been completed in accordance with the plans and specifications, and all contract requirements have been met.

**RESOLUTION NO. 135-00            Re:    AWARD OF CONTRACT – THOMAS S. WOOTTON HIGH SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

WHEREAS, On November 10, 1998, the Board of Education authorized staff to utilize a construction management process for the Thomas S. Wootton High School addition project, with work to begin July 1, 1999, and be completed by August 2000; and

WHEREAS, The following sealed bid represents the tenth in a series of subcontracts that were bid as part of a construction management process for the Thomas S. Wootton High School addition project:

<u>Bidder</u>	<u>Estimate</u>	<u>Consultant's Amount</u>
<u>Final Cleaning</u> Marathon Cleaning, Inc.	\$25,900	\$24,000

and

WHEREAS, The aggregate of the bids exceeds the consultant's estimate; however, funds are available to cover the overage; and

WHEREAS, The aggregate minority business participation for the subcontracts bid to date is 18.5 percent; now therefore be it

Resolved, That a contract for \$25,900 be awarded to Marathon Cleaning, Inc., for final cleaning of Thomas S. Wootton High School, in accordance with plans and specifications prepared by Samaha Associates.

RESOLUTION NO. 136-00      Re:    **AWARD OF CONTRACT – WATER  
CONSERVATION CONSULTANT**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

WHEREAS, Water consumption at Montgomery County Public Schools facilities has steadily increased, particularly at high schools; and

WHEREAS, Staff has developed a program to investigate the reasons for the increased use and develop measures to reduce consumption; and

WHEREAS, Consulting services are needed to assist with the implementation of the conservation program; and

WHEREAS, A Professional Consultant Selection Committee, in accordance with

procedures adopted by the Board of Education on July 14, 1998, identified Custom Energy, LLC., as the most qualified firm to provide the necessary services; and

WHEREAS, Staff has negotiated an equitable fee for the professional services; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with the firm of Custom Energy, LLC., to provide professional services for the water conservation program for a fee of \$47,900.

RESOLUTION NO. 137-00            Re:    **CHANGE ORDERS OVER \$25,000**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

WHEREAS, The Department of Facilities Management has received change order proposals from various contractors that exceed \$25,000; and

WHEREAS, Staff and the project architects have reviewed these change orders and found them to be reasonable; now therefore be it

Resolved, That the Board of Education approve the following change orders for the amounts indicated:

Activity 1

Project:            James Hubert Blake High School

Description: During the excavation work for the widening of Johnson Road, unsuitable soil was uncovered. A portion of the excavated area had to be replaced with engineered fill to finalize the paving work.

Contractor:    AccuBid Excavation, Inc.

Amount:            \$115,000

Activity 2

Project:            Seneca Valley High School

Description: The Indoor Air Quality contractor replacing duct insulation has completed the amount of work specified in their contract. Additional

damaged insulation has been uncovered and needs to be replaced to ensure that the air distribution systems operate properly. This work will be done at the unit prices stipulated in the original contract.

Contractor: Tridim Filter Corporation

Amount: \$105,750

RESOLUTION NO. 138-00      Re: **UTILIZATION OF FY 2000 FUTURE SUPPORTED PROJECT FUNDS FOR CONTINUATION OF THE JOHNS HOPKINS UNIVERSITY SCHOOL ADMINISTRATION PROJECT**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 2000 Provision for Future Supported Projects a grant award of \$8,400 from the Johns Hopkins University for the School Administration Project, in the following categories:

<u>Category</u>	<u>Amount</u>
3 Instructional Salaries	\$2,333
5 Other Instructional Costs	5,880
12 Fixed Charges	<u>187</u>
Total	<u>\$8,400</u>

and be it further

Resolved, That a copy of this resolution be transmitted to the county executive and County Council.

RESOLUTION NO. 139-00      Re: **UTILIZATION OF FY 2000 FUTURE SUPPORTED PROJECT FUNDS FOR REDESIGN OF THE TEACHER EDUCATION PROGRAM**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:#

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 2000 Provision for Future Supported Projects a grant award of \$40,000 from the U. S. Department of Education through the Maryland State Department of Education for the Redesign of Teacher Education Program, in the following categories:

<u>Category</u>	<u>Amount</u>
1 Administration	\$ 1,085
3 Instructional Salaries	6,634
4 Textbooks and Instructional Supplies	4,250
5 Other Instructional Costs	27,500
12 Fixed Charges	<u>531</u>
Total	<u>\$40,000</u>

and be it further

Resolved, That a copy of this resolution be sent to the county executive and County Council.

RESOLUTION NO. 140-00      Re:    **PERSONNEL APPOINTMENT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously:

Resolved, That the following personnel appointment be approved effective March 1, 2000:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
Kathleen Lasinski	Principal, Carderock Springs ES	Director of School Performance, Office of School Performance and Accountability

RESOLUTION NO. 141-00      Re:    **PERSONNEL APPOINTMENT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mrs. King, the following resolution was adopted unanimously:

Resolved, That the following personnel appointment be approved effective March 1, 2000:

<u>Appointment</u>	<u>Present Position</u>	<u>As</u>
John L. Matthews	Fleet Maintenance Manager, Department of Transportation	Assistant Director, Department of Transportation



RESOLUTION NO. 142-00

Re: **THE SYSTEM OF SHARED ACCOUNTABILITY  
AND THE TEACHER EVALUATION SYSTEM**

On February 10, 2000, the Research and Evaluation Committee (Mr. Felton, Mrs. Gordon, and Ms. Signer) met with the Superintendent's staff to discuss the planned MCPS System of Shared Accountability, including the new teacher evaluation system. Although we have identified several issues that still must be clarified and/or resolved, the members of the committee recommend unanimously that the Board of Education endorse the work completed thus far.

The Board of Education should note the extraordinary efforts undertaken to design this accountability system in an open and inclusive manner. The committee was impressed with the ample evidence of the degree to which key constituency groups have been involved – and will continue to be involved – in every aspect of developing a system of shared accountability.

**System of Shared Accountability:** The System of Shared Accountability includes several unique features. Five components comprise the system, including indices to measure student and staff performance as well as a decision support system, a reporting system, and a target-setting process. The entire system is built on multiple indicators that will provide checks and balances to allow school-based and central office staff to view each school's performance in a context that facilitates instructional improvement. Resource allocations, professional development, and staff performance evaluations will be linked through proficiency, productivity, equity, and quality indices. Each of those indices will incorporate multiple measures, including state and local academic assessments and indicators of school climate.

Although the framework for the system is conceptually complete and has been modeled with actual school data, work remains to be done, particularly in the identification of appropriate high school measures. Research and Evaluation Committee members asked staff to examine other indicators, such as school-to-work measures, in addition to MCPS countywide final examinations and the Maryland high school assessments that are in developmental stages. Student performance measures for elementary and middle schools are generally available but further work is needed for grades K-2 and special populations. Because the system is designed to be flexible and adaptable over time, measures will be added or deleted as the system evolves. The standard-setting process for the indices and other measures is in progress, and design of the decision support system has begun.

**New Teacher Evaluation System:** A significant feature of the System of Shared Accountability will be a new teacher evaluation system predicated upon recognition of the complexity and importance of interactive teaching and holding educators accountable for student results. All teachers will be expected to examine student outcome data and adjust

classroom practices to improve student achievement. The new teacher evaluation system will provide the structure, procedures, and resources to identify teachers who meet or exceed standards and to provide support to those below standard. The attached paper describes the system's key components: the use of student results; the standards and rubrics; the professional growth cycle; the Peer Assistance and Review (PAR) Program; and a plan for staff training.

The Research and Evaluation Committee identified the following issues related to the teacher evaluation system that require clarification or further development:

- Use of a holistic rating will require mechanisms to ensure inter-rater reliability.
- The proficiency, productivity, equity, and quality indicators should be incorporated into individual teacher evaluations.
- Clarification is needed of the potentially overlapping roles of the school's instructional leadership, staff development teachers, PAR consulting teachers, and mentors.
- Criteria and procedures must be developed to recognize excellence for teachers who exceed the standards.
- Criteria/qualifications must be developed for the selection of PAR panel members and consulting teachers.
- The role of the community superintendent should be clarified.
- A contingency plan should be developed for the negotiated clause that allows discontinuation of the PAR program with 30 days notice of either party.

Future updates to the Research and Evaluation Committee and the Board of Education will provide opportunities to further discuss these issues.

The following items were provided to the Board of Education:

1. A preliminary edition of a booklet describing the System of Shared Accountability
2. Two companion documents to the booklet
  - Technical Specifications for School Performance Indices
  - Reviews and commentary on the proposed System of Shared Accountability
3. A paper describing the proposed teacher evaluation system
4. A brief on Using Student Results in the Teacher Evaluation System
5. A copy of the slides used in the presentation to the Board of Education

Re: **THE SYSTEM OF SHARED ACCOUNTABILITY  
AND THE TEACHER EVALUATION SYSTEM**

On motion of Ms. Signer and seconded by Mr. Felton, the following motion was placed on the table:

WHEREAS, In September 1999 the Board of Education adopted as one of its academic priorities the measurement of teachers' and principals' effectiveness in improving student performance; and

WHEREAS, The Board of Education directed the Superintendent to design and implement a System of Shared Accountability and a new teacher evaluation system linked to student performance and professional development; now therefore be it

Resolved, That the Board of Education endorses the plan for the System of Shared Accountability, including the new teacher evaluation system; and be it further

Resolved, That the Board of Education directs the Superintendent to proceed with further development and implementation of the System of Shared Accountability and the teacher evaluation system.

Re: **DISCUSSION**

Ms. Signer, chair of the Research and Evaluation Subcommittee, stated that the shared accountability and new teacher evaluation plan represented two bold initiatives on the part of MCPS. The System of Shared Accountability had been developed jointly by the employee organizations, MCCPTA, and staff. This had been a long and complex process, but in the end it had been very rewarding for all involved. The system is focused on children and student results with checks and balances.

Mr. Felton extended his appreciation to staff members, calling their work a turning point for public education in the nation. Shared accountability would ensure that all students succeed, would be an investment in staff, and would ensure challenging curricula for Montgomery County.

Mrs. Gordon noted that the subcommittee had asked a lot of questions and debated a number of issues. In the end, that had been a healthy process for all participants. In the past, a question or debate carried a negative message. However, this process of questions and debate led to an improved process and product.

Dr. Seleznow explained that the eight qualities of shared accountability are:

1. Assures a system that accounts for every student
2. Unifies the entire school system in working for the student
3. Enables the school system to see patterns and trends
4. Uses student performance data to improve student performance
5. Directs resources to where they are needed most
6. Promotes the ideas of collaboration, professional growth, and peer review
7. Guarantees the success of other trend benders
8. Gives the community the comparison data it wants and needs

The new teacher evaluation system is an integrated system. The design of the teacher evaluation system starts with the recognition of the complexity and importance of interactive teaching and the need to hold educators accountable for student results. Of all the factors that are important to productive schools – and there are many – nothing is as important as what individual teachers believe, know, and do. That is why teacher efficacy is the linchpin of improving student performance. At the same time, the measure of what students know and do is the index of productivity in schools. Recognition of the complex and sophisticated nature of teaching and systemwide accountability for student results requires structures, procedures, and resources that focus all educators in the county on examining student results and adjusting pedagogical practices to improve these results.

One unique aspect of this teacher evaluation system is that it is respectful yet demanding of teachers. It acknowledges the accumulated knowledge and skill of experienced practitioners and demands that they continue to improve by using data to examine how their teaching affects student learning. All components of the evaluation system include the examination of student results and teaching practice through individual and collegial reflection.

Another unique aspect of this teacher evaluation system is its fit with the larger system of variables that influence teacher capacity – namely induction, professional development, teacher advancement, and the professional culture of the school. In a complex, interconnected system, a change in one element affects all the others. This teacher evaluation system is consciously designed to strengthen all these elements.

The new system acknowledges teachers' rights and abilities to shape their own professional development, yet requires that they channel their professional development efforts to support school and system goals. It cultivates a climate of openness, collegiality, and experimentation by encouraging teachers to use each other as resources for content and pedagogical knowledge so that they can improve their individual and collaborative practices. Yet it deals with unsatisfactory teaching in ways that are clear, supportive, and decisive. It provides a high degree of support for teachers who are new or in difficulty and emphasizes building-based support for all teachers to pursue the continuous improvement

of their teaching. It provides administrators with the training to evaluate teachers and to hold skillful conferences with high- and low-performing teachers, and it emphasizes their role as instructional leaders and culture builders for their schools as professional communities.

The new teacher evaluation system integrates a number of elements that are usually treated separately or not found in other evaluation systems. These essential elements are as follows:

1. high and clear standards for teacher performance
2. high quality, detailed, useful analysis of and feedback about teaching, by trained evaluators
3. a process for recognizing excellence in teaching
4. a direct relationship to the system of shared accountability including use of the student results' indices of proficiency, productivity, equity, and quality
5. shared responsibility by the administration and the teachers' association for continuous improvement of teacher quality
6. new structures and resources supporting continuous improvement of teaching
7. integration of teacher evaluation with a teacher's annual goal setting and professional development plan, the Local School Success for Every Student Plan, and building-level support structures for achieving the objectives outlined in these plans
8. data-based decision making at the heart of both professional development and evaluation of teachers
9. inclusion of student results in teacher evaluations in ways that are fair, informative, and responsible.

The teacher evaluation system is a true system – that is, a deliberate design of many interacting parts that complement and reinforce one another toward a specific outcome. The outcome elevates learning results for all students, not just for some. The means come from improving the teaching of all teachers, not just of some. The sum of these interacting parts of this new teacher evaluation system is a quality-control mechanism that eliminates substandard teaching and develops a culture of continuous improvement of teaching.

Mrs. O'Neill congratulated staff for development of shared accountability and the new teacher evaluation system. She thought it was a remarkable system in which each child would be treated with high expectations. The only worry she had was technology and data gathering.

Mrs. King asked what part of the plan the everyday teacher in the classroom needed to understand, and how the school system would get that information to all teachers. Dr. Seleznow replied that teachers would want the data to increase student performance

and that teachers become empowered when they have data readily available on student performance in order to ascertain the best teaching practices for individual students.

Mrs. King asked how the average teacher in the classroom would learn about teacher evaluation. Dr. Seleznow said there would be training and communication directly with teachers.

Mr. Abrams noted that during the presentation data was disaggregated by both racial and socioeconomic groups. This information would allow the school system to solve problems rather than publicize statistics. Another issue was equity and productivity. The productivity is individualized, no teacher would be held accountable for another's failure, and the measures would be computed for the time the student was in that class.

Mrs. Gordon noted that there were critics who said that using shared accountability would keep the high-performing student down and that would be the way to close the academic gap. Dr. Seleznow relied that the system would clearly identify instances where such a practiced appeared. Dr. Weast pointed out that the new system had several indexes designed to identify equity, proficiency, productivity, and quality.

Mrs. Gordon asked about the quality index and the indicators. She hoped that actions that should take place, such as suspensions, would continue for the betterment of all students. Dr. Seleznow replied that these indexes were not finalized, and staff would be careful to avoid any unintended consequences.

Mrs. Gordon pointed out comments that had been made about the heavy use of measures and standards for college-bound students and what happens to students who would go directly into the workplace after high school. Also, the school would not appear as successful if its students did not go to college. Dr. Seleznow replied that staff was looking into this issue.

Mrs. Gordon raised the topic of teacher evaluation, saying that the system was part of a total professional development program. The focus must be on the positive results of training and mentoring.

Mr. Burnett thought the school system was definitely moving in the right direction. He thought that technology and funding were the two biggest roadblocks to fully implement the system. He believed that all staff should learn about shared accountability because it was important to all children.

Mr. Felton thought it was a defining moment for MCPS, as well as nationally. The relationships and expectations of parents, teachers, principals, and students would change because they would have access to more data. It would take a tremendous allocation of

resources to ensure that all the components were in place, and the school system must present this plan to the County Council, the Governor, and federal officials.

Ms. Signer commented about scores of all students used and the proficiency index. Schools with a learning center would have an impact on the proficiency ranking and published data. She was concerned about the lack of a measure of socioeconomic status and value-added equations. Mr. Larson replied that experts disagreed about the appropriateness of adjusting for "fairness" variables, which would make separate standards for each group.

Ms. Sampedro was delighted and pleased to see the start of shared accountability and the new teacher evaluation system. Students had been interested in having the best teachers the system could offer. She hoped that the system would be communicated to students to help them understand their role.

Dr. Weast noted that this system was a process. The system had to build a tremendous capacity, and it would take time. Tonight, staff gave the Board the vision that it can be done – that it was technologically and humanly possible to do it. The Board would have to be patient and continue to work for lower class sizes, teacher developers, technological support, teacher training, and invest in administrators.

RESOLUTION NO. 142-00            Re:    **THE SYSTEM OF SHARED ACCOUNTABILITY  
AND THE TEACHER EVALUATION SYSTEM**

On motion of Ms. Signer and seconded by Mr. Felton, the following motion was adopted unanimously:

WHEREAS, In September 1999 the Board of Education adopted as one of its academic priorities the measurement of teachers' and principals' effectiveness in improving student performance; and

WHEREAS, The Board of Education directed the Superintendent to design and implement a System of Shared Accountability and a new teacher evaluation system linked to student performance and professional development; now therefore be it

Resolved, That the Board of Education endorses the plan for the System of Shared Accountability, including the new teacher evaluation system; and be it further

Resolved, That the Board of Education directs the Superintendent to proceed with further development and implementation of the System of Shared Accountability and the teacher evaluation system.

**Re: BOARD/SUPERINTENDENT COMMENTS**

Mrs. Gordon asked that a letter be sent to Secretary Riley regarding the site visits for the Blue Ribbon schools.

**RESOLUTION NO. 143-00 Re: CLOSED SESSION RESOLUTION**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Abrams, the following resolution was adopted unanimously:

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article of the Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a portion of its meeting on Tuesday, March 14, 2000, in Room 120 of the Carver Educational Services Center from 9:00 to 10:00 a.m. and 12:30 to 1:30 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*, consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the *State Government Article*; and review and adjudicate appeals in its quasi-judicial capacity and to discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*); and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

**Re: REPORT OF CLOSED SESSION**

On February 8, 2000, by unanimous vote, the Board of Education voted to conduct a closed session as permitted under the *Education Article* § 4-107 and *State Government Article* § 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed session on February 8, 2000, from 8:40 to 9:30 a.m. and 12:35 to 1:20 p.m. in Room 120, Carver Educational Services Center, Rockville, Maryland, and

1. Reviewed and/or adjudicated the following appeals: 1999-29, 1999-46, and 1999-48.
2. Discussed and reviewed the Human Resources Monthly Report, subsequent to which the vote to approve the report was taken in open session.
3. Consulted with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*.



4. Discussed matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*).

In attendance at the closed session were: Steve Abrams, Aggie Alvez, Elizabeth Arons, Larry Bowers, Fran Brenneman, Judy Bresler, Reggie Felton, Hiawatha Fountain, Bea Gordon, Roland Ikheloa, Nancy King, Frieda Lacey, George Margolies, Judie Muntner, Patricia O'Neill, Brian Porter, Glenda Rose, Laura Sampedro, Steve Seleznow, Mona Signer, Jerry Weast, and Jim Williams.

RESOLUTION NO. 144-00            Re:    **BOARD APPEAL 1999-48**

On motion of Mr. Burnett and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopts its Decision and Order in Appeal 1999-48, a student suspension, reflective of the following vote: Mr. Abrams, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, Ms. Sampedro, and Ms. Signer voting in the affirmative; Mr. Burnett was absent.

Re:    **NEW BUSINESS**

The following new business items were introduced:

Ms. Signer moved and Mrs. Gordon seconded the following:

WHEREAS, the Board of Education and Superintendent of Schools have placed increased emphasis on rigorous student performance; and

WHEREAS, The focus of the Call to Action is to implement practices that improve students' chances for success; and

WHEREAS, The Annotated Code of Maryland Section 7-202 states that a student who "has not met either a minimum grade level competency or the minimum reading level required by the State Board for the previous grade, the student shall be:

1. Kept in the current grade; or
2. Enrolled in an appropriate reading assistance program as part of his instructional program."; and

WHEREAS, The practice of social promotion without assistance does not meet the needs of students; now therefore be it

Resolved, That the Board of Education directs the Superintendent to review the practice of social promotion and bring forward recommendations for addressing the issue so that student needs are more appropriately met; and be it further

Resolved, That the recommendations be brought to the Board for discussion and approval by July 1, 2000.

Mrs. Gordon moved and Ms. Signer seconded the following:

WHEREAS, The Board of Education agreed to move forward with Quality Initiatives, System Thinking and the Baldrige initiative; and

WHEREAS, For the last two years, MCPS has participated in a Coalition at the state level to implement these initiatives and was accepted as part of the national Baldrige in Education Initiative (BIE-IN) program; and

WHEREAS, MCPS has applied for and received a grant from the Maryland State Department of Education for implementation of Baldrige; and

WHEREAS, The grant and the national BIE-IN program require Board of Education involvement; now therefore be it

Resolved, That the Board of Education schedule time to discuss the grant, BIE-IN, their requirements, implementation plan and Board involvement and training; and be it further

Resolved, That the discussion take place no later than April 30, 2000.

Mrs. Gordon moved and Ms. Signer seconded the following:

WHEREAS, The Board of Education met in retreat in September and agreed to both instructional and non-instructional priorities; and

WHEREAS, The superintendent has responded to the instructional priorities with the Call to Action; and

WHEREAS, The non-instructional priorities will allow the Board to operate more efficiently and direct its efforts to the instructional priorities; and

WHEREAS, The non-instructional priorities have not been discussed and implemented; now therefore be it

Resolved, That the Board of Education schedule time to discuss a plan for implementation of the non-instructional priorities that the Board adopted in the fall; and be it further

Resolved, That the discussion and plan development take place no later than the end of May so that the 2000-2001 board calendar includes the changes.

Mr. Burnett moved and Mrs. Gordon seconded the following:

WHEREAS, Parents have expressed concerns about the issue of bullying in Montgomery County Public Schools and have expressed a desire to see a more consistent enforcement of disciplinary measures against bullying; and

WHEREAS, There needs to be an increased awareness of the strategies and programs available to resolve conflict, prevent violence in our schools, and counsel victims of bullying; now therefore be it

Resolved, That the Board of Education directs the Superintendent of Schools to undertake a review of policies, regulations and programs in place that address violent acts such as bullying; and be it further

Resolved, That such a review be presented to the Board for discussion and, if necessary, action.

Mr. Abrams moved and Mrs. King seconded the following:

Resolved, That the Board of Education direct the Superintendent to study alternatives to creating capacity for lower class size in schools and report to the Board for discussion no later than July 1, 2000.

RESOLUTION NO. 145-00      Re:    **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting of February 23, 2000, at 11:20 p.m.

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PRESIDENT

JDW:gr

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SECRETARY

# MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

February 23, 2000

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