

APPROVED
17-2004

Rockville, Maryland
May 24, 2004

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Monday, May 24, 2004, at 7:45 p.m.

Present: Mr. Sharon W. Cox, President
in the Chair
Mr. Kermit V. Burnett
Mr. Reginald M. Felton
Dr. Charles Haughey
Mr. Walter Lange
Mrs. Patricia B. O'Neill
Mr. Gabe Romero
Mr. Sagar Sanghvi, Student Board Member
Dr. Jerry Weast, Secretary/Treasurer

Absent: None

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

RESOLUTION NO. 286-04 Re: **CLOSED SESSION**

On recommendation of the Superintendent and on motion of Mr. Romero seconded by Mrs. O'Neill, 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 closed session on May 24, 2004, 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 of Montgomery County 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 May 24, 2004, 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 this portion of the meeting continue in closed session until the completion of business.

RESOLUTION NO. 287-04 Re: AN AMENDMENT TO THE AGENDA

On motion of Ms. Cox and seconded by Dr. Haughey, the following amendment was adopted unanimously:

Resolved, That the Board of Education add to the agenda Item 5.1(a) – Maryland High School Assessments.

RESOLUTION NO. 288-04 Re: APPROVAL OF THE AGENDA

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

Resolved, That the Board of Education adopt its agenda for May 24, 2004.

Re: MARGARET CUTLER INTERAGES AWARD

The Board recognized Dr. Robert Shoenberg, past chair of the Interages board of trustees and former president of the Montgomery County Board of Education, as the recipient of the Margaret Cutler Interages Award for 2004.

Re: CHAMPIONS FOR CHILDREN

The Board recognized staff members who were honored at the Champions for Children Awards Gala May 5, including MCPS Teacher of the Year Eleanor Goodwin, teacher at Winston Churchill High School; Edward Shirley Award for Excellence in Educational Administration and Supervision award winner Phillip Gainous, principal of Montgomery Blair High School; SEIU Local 500 MCCSSE Supporting Services Employee of the Year S. Thomas Lange, media services technician at Quince Orchard High School; and Agnes Meyer Outstanding Teacher award recipient Mary D. P. Wagner, teacher at James Hubert Blake High School.

RESOLUTION NO. 289-04 Re: RECOGNITION OF TEACHERS WHO EARNED CERTIFICATION FROM THE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mr. Lange, the following resolution was adopted unanimously:

WHEREAS, The National Board for Professional Teaching Standards has established a national awards program to recognize outstanding teacher competency; and

WHEREAS, The Maryland State Department of Education and the Montgomery County Public Schools have participated in programs of financial aid and other incentives to encourage teachers to engage in the rigorous process of becoming a National Board-certified teacher; and

WHEREAS, The Montgomery County Public Schools has identified the skills, competencies, and rigor of the National Board's Core Goals as the foundation for the new Teacher Evaluation System; now therefore be it

Resolved, That Montgomery County Public Schools support increasing the number of National Board-certified teachers; and be it further

Resolved, That Montgomery County Public Schools recognize and appreciate the leadership skills and abilities of National Board-certified teachers that benefit our staff, students, and communities; and be it further

Resolved, That the Montgomery County Board of Education hereby recognize the teachers listed below for completing the National Board certification process and receiving the certificate in November 2003:

Ms. Lisa Adkins, Grade 1 teacher, Lakewood Elementary School
Ms. Muriel Alexander, Grade 2 teacher, Farmland Elementary School
Ms. Loren Baron, social studies teacher, Richard Montgomery High School
Mr. William Bolin, ESOL teacher, Albert Einstein High School
Ms. Karen Bryant, English teacher, Richard Montgomery High School
Mr. Stephen Cain, social studies teacher, James Hubert Blake High School
Ms. Mary Cardoza, Spanish teacher, Robert Frost Middle School
Ms. Deborah Dawson, special education teacher, Georgian Forest Elementary School
Ms. Claire Dickey, English teacher, James Hubert Blake High School
Mr. Brian Donlon, social studies teacher, Sherwood High School
Ms. Dana Dreher, special education teacher, Burning Tree Elementary School
Ms. Vadella Ellis, general science teacher, James Hubert Blake High School
Ms. Dawn Fersch, special education teacher, Montgomery Village Middle School
Ms. Lisa Grant, special education teacher, Maryvale Elementary School
Ms. Courtney Hebert, science teacher, Rocky Hill Middle School
Ms. Gloria Hurwitz, Grade 2 teacher, DuFief Elementary School
Ms. Themis Johnson, Grade 2 teacher, Farmland Elementary School
Ms. Stephanie Kramer, Grade 5 teacher, Damascus Elementary School
Ms. Gretchen Kuhn, special education teacher, Watkins Mill High School
Ms. Cindy Lins, physical education teacher, Spark M. Matsunaga Elementary School
Ms. Nicole Little-Cook, social studies teacher, Richard Montgomery High School
Mr. Christopher Lloyd, special education teacher, Montgomery Blair High School

- Ms. Kristine Mansky, health education teacher, Thomas Edison High School of Technology
- Ms. Lori Martioski, chemistry teacher, Richard Montgomery High School
- Ms. Rebecca McGaffin, general science teacher, John T. Baker Middle School
- Ms. Lore Neubeiser, special education teacher, Watkins Mill High School
- Ms. Susan Newman, art teacher, Greenwood Elementary School
- Ms. Kerrie Olenick, math teacher, Benjamin Banneker Middle School
- Ms. Monica Pacheco, Spanish teacher, James Hubert Blake High School
- Ms. Judy Pearson, media specialist, James Hubert Blake High School
- Ms. Kathleen Robens, math teacher, Rosa Parks Middle School
- Ms. Karen Scarborough, reading teacher, Georgian Forest Elementary School
- Ms. Barbara Shoemaker, physics teacher, Sherwood High School
- Ms. Davina Smith, English teacher, James Hubert Blake High School
- Ms. Mary Ellen Sturm, social studies teacher, Rosa Parks Middle School
- Ms. Ife Tayo Thomas, Head Start teacher, Rosemary Hills Elementary School
- Ms. Traci Townsend, general science teacher, Gaithersburg High School
- Ms. Jo-Ellen Truelove O'Dell, English teacher, James Hubert Blake High School
- Ms. Nancy Unger, social studies teacher, Roberto Clemente Middle School
- Ms. Jacqueline Urband, general science teacher, Quince Orchard High School
- Ms. Mary Wagner, social studies teacher, James Hubert Blake High School
- Ms. Allison Wilder, English teacher, Poolesville High School
- Ms. Karen Zappone, English teacher, Sherwood High School

and be it further

Resolved, That the Board of Education and the superintendent urge all Montgomery County residents to join them in recognizing these teachers and sharing in the appreciation of these teachers and the skills and capacity they bring to the Montgomery County Public Schools in building workforce excellence.

Re: **PUBLIC COMMENTS**

The following people testified before the Board of Education:

- | <u>Person</u> | <u>Topic</u> |
|---------------|-------------------|
| 1. Aaron Turk | Chinese Immersion |

RESOLUTION NO. 290-04 Re: **AWARD OF CONTRACT – JOHN T. BAKER MIDDLE SCHOOL**

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

WHEREAS, The following sealed bids were received on April 29, 2004, for the John T. Baker Middle School addition project:

<u>Bidder</u>	<u>Amount</u>
Keller Brothers, Inc.	\$3,078,980
William F. Klingensmith, Inc.	3,269,000
Tuckman-Barbee Construction Company, Inc.	3,297,900
Phillips Way, Inc.	3,306,000
James F. Knott Construction Company, Inc.	3,426,000
Scheibel Construction	3,449,300
Roy Kirby & Sons, Inc.	3,455,800
Dustin Construction, Inc.	3,572,000

and

WHEREAS, The low bidder, Keller Brothers, Inc., has submitted 18-percent Maryland Department of Transportation (MDOT)-certified Minority Business Enterprise (MBE) participation, of which 4 percent is African-American, 6 percent is female, and 8 percent is other MDOT-certified; and

WHEREAS, Keller Brothers, Inc., has submitted a waiver for the balance of the MBE requirements; and

WHEREAS, The Department of Facilities Management MBE coordinator has reviewed and certified that the waiver meets the contract requirements, and staff recommends waiving the remaining balance of the MBE requirements; and

WHEREAS, Keller Brothers, Inc., has completed similar work successfully for Montgomery County Public Schools; now therefore be it

Resolved, That a \$3,078,980 contract be awarded to Keller Brothers, Inc., for the John T. Baker Middle School addition project, in accordance with drawings and specifications prepared by Cochran, Stephenson & Donkervoet, Inc., and contingent upon County Council approval of the FY 2005 Capital Budget.

RESOLUTION NO. 291-04 Re: **CONTRACT EXTENSION – ON-CALL CONSTRUCTION SERVICES**

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

WHEREAS, On May 27, 2003, the Board of Education awarded annual on-call contracts to four general contractors capable of responding to short-term, critical, facilities-related construction; and

WHEREAS, The four contractors have performed satisfactorily on all of the projects completed during the period of the contract; and

WHEREAS, Proposals for the work to be completed as part of on-call services are solicited from the four contractors for each project, with the lowest cost proposal being utilized; and

WHEREAS, Provisions in the contract documents allow for extension of the contract for the same cost stipulations and conditions of the initial term; and

WHEREAS, Staff recommends a one-year contract extension for the four firms; now therefore be it

Resolved, That the Department of Facilities Management be authorized to solicit proposals for short-term, critical, facility-related services as needs arise utilizing Cottonwood Construction; Golden Construction, Inc.; Keller Brothers, Inc.; and Smith & Haines, Inc., on an on-call basis for a one-year period; and be it further

Resolved, That the Department of Facilities Management be authorized to proceed with work procured from the on-call contractor that submits the lowest cost proposal for the specific project.

RESOLUTION NO. 292-04 Re: **REDUCTION OF RETENTION – DR. CHARLES DREW ELEMENTARY SCHOOL GYMNASIUM**

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

WHEREAS, Dynasty Construction, Inc., general contractor for the Dr. Charles Drew Elementary School gymnasium, has completed 99 percent of all specified contract requirements as of April 30, 2004, and requested that the 10-percent retainage, which is based on completed work to date, be reduced to 5 percent; and

WHEREAS, The project bonding company, Great American Insurance Company, has consented to this reduction; and

WHEREAS, The project architect, Grimm and Parker, P.C., recommends approval of the reduction; now therefore be it

Resolved, That the 10-percent retainage withheld from periodic payments to Dynasty Construction, Inc., general contractor for the Dr. Charles Drew Elementary School gymnasium, be reduced to 5 percent, with the remaining 5 percent to become due and payable after completion of all remaining contract requirements and formal acceptance of the completed

project.

RESOLUTION NO. 293-04 Re: **UTILIZATION OF THE FY 2004 PROVISION FOR FUTURE SUPPORTED PROJECT FUNDS**

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

WHEREAS, The grants qualify for a transfer of appropriation from the Provision for Future Supported Projects, pursuant to the provisions of County Council Resolution No. 15-184, approved May 22, 2003; and

WHEREAS, The projects do not require any present or future county funds; and

WHEREAS, Sufficient appropriation is available, within the FY 2004 Provision for Future Supported Projects, to permit the transfers within state categories; now therefore be it

Resolved, That the superintendent of schools be authorized to receive and expend, within the FY 2004 Provision for Future Supported Projects, as specified below:

<u>Projects</u>	<u>Amount</u>
Violence/Gang Prevention	\$ 28,458
Arts in Education Model Development and Dissemination	318,743
Project OPEN: Online Professional Educators' Network	16,200
Quality Teacher Incentive Program	<u>1,194,000</u>
Total	<u>\$ 1,557,401</u>

and be it further

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

RESOLUTION NO. 294-04 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
William Gregory	Acting Principal, Dr. Martin Luther King, Jr. MS	Principal, Dr. Martin Luther King, Jr. MS

RESOLUTION NO. 295-04 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Meredith Casper	Assistant Principal, Wheaton Woods ES	Principal, Pine Crest ES

RESOLUTION NO. 296-04 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Niki Hazel	Principal Intern, Weller Road ES	Principal, East Silver Spring ES

RESOLUTION NO. 297-04 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Pamela Kinsey-Barker	Principal, Morrisville Year Round Elementary School	Principal, Fox Chapel ES

RESOLUTION NO. 298-04 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Ebony Langford	Principal Intern, Greenwood ES	Principal, Forest Knolls ES

RESOLUTION NO. 299-04 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2004:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Ann Marie Samm	Principal Intern, Dr. Sally K. Ride ES	Principal, Dr. Sally K. Ride ES

Re: **REVISIONS TO OUR CALL TO ACTION:
PURSUIT OF EXCELLENCE**

Dr. Weast invited the following people to the table: Dr. Frieda Lacey, chief of staff; Dr. Gregory Thornton, deputy superintendent of schools; Mr. Dale Fulton, associate superintendent, Office of Curriculum and Instructional Programs; and Mr. Donald Kress, coordinating community superintendent, Office of School Performance.

Our Call to Action: Pursuit of Excellence—The Strategic Plan for the Montgomery County Public Schools, will guide the work of the school system offices and schools for the next five years, helping to achieve visionary goals through a detailed system of strategies, initiatives, and implementation schedules. The plan's Guiding Tenets include the Board of Education's goals and academic priorities; the vision, mission, and core values of the school system; and the critical questions that guide the school system's work. The plan reinforces the initiatives that have been implemented since the Board of Education adopted *Our Call to Action* in November 1999.

The revision of *Our Call to Action: Pursuit of Excellence* reflects the work of the Executive Leadership Team (ELT) during FY2004 and ongoing stakeholder involvement and feedback. The revised plan documents and focuses the priorities of the Board of Education and the school system for the next several years. The proposed revisions further strengthen and align the plan.

Our Call to Action: Pursuit of Excellence serves as the strategic course of the system's overall operation, including the budget. The strategic plan lays the foundation for an unprecedented effort to improve the instructional program in each and every school. Annually, schools will develop and implement school improvement plans based on the Board of Education strategic plan, utilizing the Baldrige-guided school improvement planning process. Office and department strategic plans will be aligned with *Our Call to Action: Pursuit of Excellence*. This strategic planning process will guide the staff throughout the school system in its work with schools, parents, and the community. The plan also addresses the

requirements of the Maryland *Bridge to Excellence in Public Schools Act* and the achievement goals of the federal *No Child Left Behind Act* (NCLB).

Guided by the strategic plan, the ELT reviews outcome data, monitors performance, and recommends and implements changes to processes and initiatives that promote continuous improvement throughout the organization, improve teaching and learning and raise student achievement. The ELT plans for and organizes the implementation of the Board's goals and academic priorities and *Our Call to Action: Pursuit of Excellence* strategies and initiatives. Through the strategic planning function, the ELT is responsible for the following:

- Development of objectives and strategies
- Implementation of successful practices
- Deployment processes to address student needs
- Improvement of organizational performances
- Communication and connection of its work to schools and offices

Through a collaborative process, the ELT works with schools, offices, departments, divisions, and stakeholder groups to communicate expectations and provide guidance, direction, and best practices and opportunities for improvement. The ELT strategic planning function addresses critical issues that are identified, analyzes multiple perspectives from the different offices, and decides on appropriate process improvements and problem-solving strategies to generate solutions.

The Board is scheduled to receive an update on the status of the Baldrige-guided School Improvement Process on July 6, 2004.

As a result of the work that occurred this year, the strategic plan has been revised. The ELT reviewed objectives and performance measures as part of the bi-weekly strategic plan monitoring process. During this time, it became evident that objectives and performance measures needed to be modified, combined, or deleted. In addition, a Formal Reporting Committee consisting of senior staff met throughout the year to refine and realign the milestones and data points. Also, this committee provided input on the annual accountability report that the Board will receive in December 2004. As a result of the work that has occurred throughout the year that included refining priorities, gathering stakeholder input, and aligning budget priorities, the strategies and initiatives in *Our Call to Action: Pursuit of Excellence* have been updated.

Our Call to Action focuses on academic achievement and college readiness and includes the broader purpose of public education, which is to prepare all students for the roles in life that they will assume when they leave MCPS. This broader purpose is accomplished through ongoing collaboration with families and the community, including corporate and civic organizations. Feedback and input is sought from broad-based stakeholder groups. Input was sought throughout the year as staff monitored progress on the performance measures.

Stakeholder groups brought to light the need to strengthen the strategic plan, including changes to the milestones, data points, performance measures, and strategies and initiatives. The revisions brought forward to the Board for its review and approval are made based on this input.

Our Call to Action: Pursuit of Excellence is the MCPS accountability document. It is how the Board of Education monitors the results of the work of the superintendent and school system staff to attain the Board's goals. Under each of the four goals—ensure success for every student, provide an effective instructional program, strengthen productive partnerships for education, and create a positive work environment in a self-renewing organization—there are milestones and data points. Reports provided throughout the year to the Board and the public include these data points and the progress that has been made. The strategic plan is the basis of an annual accountability report to the community. It will be used to hold everyone—the Board, the superintendent, the ELT, and all other employees—responsible for accomplishing the expected outcomes.

The System of Shared Accountability (SSA) was adopted by the Board in 2001 and was aligned with state standards for school performance. Due to significant changes in the state-mandated testing program, as well as accountability measures to comply with NCLB, it was necessary to revise the SSA. These changes have coincided with the revision process for the MCPS strategic plan, and enabled the SSA to be embedded in the strategic plan. This provides a performance measurement system in the strategic plan that enables students, teachers, parents, principals, and central office staff to collaborate continuously on school accountability and school improvement.

The school accountability component of the SSA are data points in the strategic plan with standards and targets that align with the state-mandated assessment program's measures for Adequate Yearly Progress (AYP), as well as the High School Academic Attainment Model. The school improvement component of the SSA also includes data points from the strategic plan that reflect both student academic achievement and engagement, which will be analyzed to assist schools in addressing school improvement needs. All components of the SSA are embedded in the strategic plan's goals through specific data points. Staff from the Office of Shared Accountability have worked collaboratively with principals, teachers, supporting services staff, parents, students, and representatives from a variety of community groups to revise the SSA as part of the revision process for the strategic plan.

MCPS has a system for publicly reporting student performance data, as well as staff and other institutional data, and maintains a schedule for releasing key reports, which are available on the MCPS Web site. The Web site exists to inform the community about and engage it in joint missions to provide a high-quality education to all children and to provide as much publicly reportable information to staff, students, parents, and community members as possible. Individual data points will be linked to the most current data report and subsequently linked to

individual school reports. Corresponding links to the MSDE Web site also will be available. This provides ongoing access to the most current information throughout the year.

In December 2004, the superintendent will submit a formal report on the strategic plan to the Board that will provide baseline and trend data on milestones and data points. This report will be published online as data become available. The milestones and data points will be the basis of the annual public reporting that will occur in December 2004. Many of the data points have been reported throughout the year as individual reports became available, such as the SAT, Maryland School Assessments, and Comprehensive Tests of Basic Skills results. The Board meeting in December will be a time to review the school system's progress.

Efforts are under way to realign the timeline for the review and subsequent changes to the budget and the strategic plan. It is important to receive input to the strategic plan and to determine if strategies need to be changed or resources need to be realigned to achieve the expected results. This needs to be done in time to build an operating budget that is aligned to the strategic plan and reflects strategies and initiatives for accomplishing goals. Aligning community involvement with the Board's strategic plan and operating budget process ensures that final budget decisions will reflect the school system's priorities.

Details regarding this process are scheduled to be discussed with the Board on July 6, 2004.

Our Call to Action: Pursuit of Excellence is the cornerstone of the Board's Master Plan. The master plan was presented to the Board on July 8, 2003, and the Board will receive the proposed revisions to the master plan on June 8, 2004. Following Board approval, the plan will be sent to the County Council and is due to the Maryland State Department of Education by August 18, 2004. The *Bridge to Excellence in Public Schools Act* requires school systems to integrate state, federal, and local funding and initiatives and weave them into a comprehensive master plan to improve student achievement for all students and to narrow achievement gaps between subgroups of students. School systems must:

- develop a five-year comprehensive master plan describing goals, objectives, and strategies to improve performance for all students;
- align the school district's budget with the master plan and show specifically how the use of resources will address the goals and objectives of the plan;
- address the NCLB achievement goals in the master plan; and
- ensure meaningful community involvement in the development of the master plan.

Our Call to Action: Pursuit of Excellence—The Strategic Plan for the Montgomery County Public Schools is a "living" document. It continues to guide the work in MCPS on a daily basis. The plan will be changed continually as staff determines what is working, what is not working, and what staff needs to do to improve results. The plan guides staff throughout the school system in its work with schools, parents, and the community. By approving the

revisions to *Our Call to Action: Pursuit of Excellence*, the Board continues the effort to improve the instructional program in every school.

Re: **DISCUSSION**

Mr. Felton thanked executive staff for its tremendous commitment to this work. It is important for the community to understand that the school system is moving from a process to a way of doing business. He asked if there is a plan to help parents and staff who do not understand the message. Mr. Bowers said there will be a document for transportation workers to explain the *Call to Action* and their role in the larger organization.

Mrs. O'Neill thought it was important for all staff to understand the guiding tenets and core values since it applies to everyone and should be posted for all to read.

Mr. Lange believed it was important to articulate clearly the values of the school system. As chair of the Long-Range and Strategic Planning Committee, he said the committee reviewed the document several times, and it is better than it was a year ago. He was pleased that it is now aligned with the operating budget process. In the strategies, there is significant enhancement and articulation of special education, ESOL, partnerships, performance measures, and the alignment of objectives/measures and the milestones/data points. Furthermore, the Baldrige initiative will facilitate this process.

Dr. Haughey remarked that this document will affect the way the Board responds and oversees the work of the school system. The Board should reflect on that and develop its own plans. He stated that two thirds of the work in the school system is done by teachers in regular education, and there is little attention paid to them. In further drafts, he hoped more recognition could be given to the fundamental tactics implemented in regular education.

Ms. Cox recognized the tremendous change for MCPS, especially with a utilized document that will be continually revised and improved. The strategic plan is an excellent model for data-driven decision making. She thought it would be helpful to publish the schedule for the release of key reports to help the community understand how the system uses information to make decisions. Also, she believed it was important to post the guiding tenets and core values and the mission and vision statements. She asked staff to look for opportunities to make these statements more apparent since it is the underpinning of the strategic plan.

Mr. Romero commented on the Board's engagement and the community's participation in the strategic plan. He asked if the data points are now aligned with the milestones. Mr. Bowers agreed that had been done.

Mr. Lange noted that most data points related to student performance. However, there are other data points applicable to the efficiency of the organization in order to do a trend analysis.

Dr. Weast agreed that there are two sides—educational and operational. At this time, the operational plans are in place and working. Mr. Bowers added that everything is not in the Board's strategic plan, and there are other plans for offices and departments for detailed efficiencies of the business operations. The Board will monitor the critical milestones aimed at student success.

Mrs. O'Neill was concerned that people could get the impression that the school system was no longer interested in the overrepresentation of African-American children in special education. Dr. Lacey replied that the report has been moved to a higher level, and that will be a data point that comes to the Board.

Ms. Cox asked for more information on the number of students enrolled in alternative education programs. What does it illustrate? Dr. Lacey replied that although the number was important, it needs to be examined for ethnic groups, length of time in the program, and kinds of programs. Ms. Cox thought the number of students who were successful and returned to regular education would be more helpful, especially if the data is disaggregated by group. This would determine the success of alternative programs.

Mr. Felton thought that the Board should be careful and not place too many values in the documents since this was the framework for collecting data. This discussion was to determine whether or not the Board was in sync with the proposed strategic plan. Ms. Cox stated that if Board members had concerns about some of the measures, they could share them with staff at a later time.

Ms. Cox asked if there was a change in the strategic plan for students who were not diploma bound. Dr. Lacey replied that there is a work group that will develop details that will be incorporated in the plan.

Mr. Burnett inquired about disproportional suspension data for Hispanic and African-American students. What are the strategies to address that issue? Dr. Lacey commented that current reports are furnished to the deputy and coordinating community superintendent by schools and are broken down by racial/ethnic groups. Mr. Kress responded that community superintendents are looking at trend data, school rates, and staffing with alternative teachers.

Ms. Cox asked if the Board would be getting data points systemwide, or by cluster or quad cluster. Dr. Lacey replied that it is reviewed school-by-school, but it could be formatted for clusters.

Mr. Lange inquired about academic attainment, but was interested in the non-academic indicators. Will there be attention to the skills for success? What about the opportunities for internships and transition programs? Dr. Lacey replied that the Office of Shared Accountability reports on students who are ready for college through rigorous course work.

Dr. Thornton commented that success for all students is embedded in the milestone.

Mr. Burnett asked how the school system track students in internships who become employed within that discipline. Mr. Bowers said that data is not available, and MCBRE will help the school system seek that data.

Mr. Burnett wanted to know how the school system knows if career education is successful without tracking the students. Dr. Lacey stated that her office knows when students are minimally prepared and are not ready for college or the work place. Mr. Burnett continued that if a student is well prepared for a career, there is no monitoring to determine if instruction is related to a successful career for the student. Ms. Cox thought that if MCPS prepared the student, the success of that student in the work place is still based on a number of variables, such as economics.

Mr. Felton pointed out that there was a level of analysis for the Board that is different than the analysis for the program, department, or office. He thought the discussion was about the broader baseline data points the Board needs to have for decision making.

Mr. Romero asked why the serious incident data was deleted, and he also want to know if there was a comparison of suspension data from school-to-school based on a set of criteria. How does the discretion given to principals affect data? Dr. Thornton replied that each suspension has mitigating circumstances, and it is hard to compare suspensions, especially if there are multiple offenses. Serious incidents are not reported by name or race, and it was impossible to analyze that data in a significant manner.

Since it is important for the Board to hear from the community, Mr. Lange suggested that the Policy Committee review Policy ABA – *Community Involvement*.

Ms Cox inquired about strategies, initiatives, and timelines. As the changes are made in the strategic plan, the recommendations of work groups should be reflected with connections to specific goals.

Ms. Cox noticed that there was no reference to the Board policy and public input. The strategic plan reflects the work of staff and not the Board.

RESOLUTION NO. 300-04 Re: REVISIONS TO OUR CALL TO ACTION: PURSUIT OF EXCELLENCE

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Sanghvi, the following resolution was adopted unanimously with the suggestion that staff incorporate Board concerns during the discussion:

WHEREAS, The Board of Education adopted *Our Call to Action* in November 1999; and

WHEREAS, The proposed revisions to *Our Call to Action: Pursuit of Excellence*, adopted by the Board of Education in May 2003, reflect and account for input from various stakeholder groups and alignment with local, state, and federal requirements; and

WHEREAS, The feedback from stakeholder groups and the revisions in *Our Call to Action* are intended to strengthen *Our Call to Action: Pursuit of Excellence*; now therefore be it

Resolved, That the revisions to *Our Call to Action: Pursuit of Excellence* be approved; and be it further

Resolved, That *Our Call to Action: Pursuit of Excellence* continue to serve as the basis for the *Bridge to Excellence in Public Schools Act* Master Plan; and be it further

Resolved, That the superintendent disseminate the critical components of *Our Call to Action: Pursuit of Excellence* to staff, parents, and the community.

Re: BOARD/SUPERINTENDENT COMMENTS

Dr. Weast commented that new report being released May 25, 2004, shows continued improvement in CTBS scores since the kindergarten reforms were implemented. More than 9,900 students in Grade 2 this year—one of the most racially and ethnically diverse grade levels in the school system—achieved the highest-ever performance on the CTBS. Overall, 75 percent of Grade 2 scores were at or above the national average, compared to 70 percent last year, and 65 percent four years ago. The national average was matched or exceeded by 61 percent of scores for Hispanic students, 60 percent for African American students, 56 percent for students receiving federal meal assistance, 50 percent for students receiving English language assistance, and 48 percent for students in special education. For the first time, African American students scored above the national average in every subject, with the highest performance in mathematics computation (68th median national percentile). Hispanic students narrowly missed the national average in only one subject (reading), but reached the 76th median national percentile in math computation.

Dr. Weast reported that two MCPS students have been named Presidential Scholars, one of the highest honors given to high school seniors in the United States. Max E. Chavez of Albert Einstein High School and the Visual Art Center was named a Presidential Scholar in the Arts. Frank L. Washburn of Walt Whitman High School was selected as an academic Presidential Scholar. Each Presidential Scholar can nominate one educator who has had the greatest influence on him or her for a Teacher Recognition Award. Washburn selected Kelly Garton, an environmental science and biology teacher at Walt Whitman High School.

Finally, Dr. Weast stated that this Memorial Day weekend, three teams from MCPS will compete in the Odyssey of the Mind 2004 World Finals held this year at the University of Maryland College Park. The teams are from Wood Acres, Stone Mill, and Kensington-Parkwood elementary schools. These teams earned the right to participate in the World Finals by coming in first in their problem division at the Odyssey of the Mind Maryland Association Finals on Saturday, March 13, 2004.

Mrs. O'Neill commented that the graduations begin next week. She congratulated the students, parents, teachers, and administrators.

Mr. Romero stated that he attended many of the operas staged by schools, and these productions are wonderful. He also attended the special needs recognition ceremony at Albert Einstein High School. In addition, he visited the Spanish Immersion program at Rock Creek Forest Elementary School and ESOL parents.

Dr. Haughey said he has enjoyed the elementary school operas. Also, one of the middle schools had legislative hearings based on the Constitution.

Mr. Sanghvi reported that the MCR/MCJC held its last meeting of the year, at which speakers on *Brown v. Board* spoke about how that decision affected their lives.

Ms. Cox thanked staff for the *Brown v. Board* activities, special education awards, mock congressional hearings, green school awards, Comcast scholarships, Hispanic scholars, Quince Orchard groundbreaking, and Howard Hughes scholars.

RESOLUTION NO. 301-04 Re: MARYLAND HIGH SCHOOL ASSESSMENTS

On motion of Ms. Cox and seconded by Mrs. O'Neill, the following resolution was adopted unanimously:

WHEREAS, Questions have been raised regarding the Board's position on the Maryland High School Assessment program in which it urged the Maryland State Board of Education to ensure that the HSA program includes alternate methods of ascertaining student skills and knowledge that can be accessed by students with special needs, including low-income students; and

WHEREAS, The Board's reference to low-income students was, in no way, meant to imply that they were, by nature of their economic condition, unable to be successful in taking standardized tests; now therefore be it

Resolved, That the Board's intent of its April 26 resolution was to communicate to the Maryland State Board of Education that the successful implementation of the Maryland High

School Assessments program would depend greatly on the early identification and availability of supports, resources, interventions and alternative assessment measures for assuring success for all children according to their individual needs.

RESOLUTION NO. 302-04 Re: CLOSED SESSION RESOLUTION

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mr. Sanghvi, 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 closed sessions on Tuesday, June 8, 2004, in Room 120 of the Carver Educational Services Center to meet from 9:00 to 10:00 a.m. and 12:00 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*; review and adjudicate appeals in its quasi-judicial capacity; and 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.

RESOLUTION NO. 302(a)-04 Re: REPORT OF CLOSED SESSION

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

On May 11, 2004, by unanimous vote of members present, 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 sessions on May 11, 2004, from 8:35 to 9:30 a.m. and 1:20 to 1:55 p.m. in Room 120 of the Carver Educational Services Center, Rockville, Maryland, and

1. Reviewed and/or adjudicated the following appeals: 2004-13, 2004-14, and T-2004-4.
2. Reviewed the Superintendent's recommendation for the Human Resources Monthly Report and Appointments, subsequent to which the votes to approve

- were 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 Bedford, Larry Bowers, Judy Bresler, Kermit Burnett, Robin Confino, Sharon Cox, Reggie Felton, Dale Fulton, Charles Haughey, Roland Ikheloa, Kristen Koger, Don Kress, Frieda Lacey, Erik Lang, Joe Lavorgna, Walt Lange, George Margolies, Susan Marks, Pat O'Neill, Brian Porter, Lori Rogovin, Gabe Romero, Glenda Rose, Sagar Sanghvi, Maree Sneed, Frank Stetson, Gregory Thornton, Matt Tronzano, Jerry Weast, and Carey Wright.

RESOLUTION NO. 303-04 Re: APPOINTMENTS TO THE SPECIAL EDUCATION CONTINUOUS IMPROVEMENT ADVISORY COMMITTEE

On motion of Mr. Felton seconded by Mr. Sanghvi, the following resolution was adopted with Mr. Burnett, Ms. Cox, Mr. Felton, Mr. Lange, Mrs. O'Neill, Mr. Romero, and Mr. Sanghvi voting in the affirmative; Dr. Haughey abstaining:

WHEREAS, By Resolution No. 621-03, enacted on December 8, 2003, the Board of Education established the Board of Education Special Education Continuous Improvement Advisory Committee, to serve in an advisory capacity to the Board and to replace the Continuous Improvement Team that has served since 1999; and

WHEREAS, Resolution No. 621-03 sets forth the three-fold charge to this ad hoc committee, to be comprised of between 20 and 25 members; and

WHEREAS, The Board, on April 15, 2004, appointed 23 individuals to the committee, leaving two vacancies to be filled, now therefore be it

Resolved, That the following individuals be appointed to serve a term effective May 1, 2004, and extending for the life of the committee, expected not to extend beyond June 30, 2006:

Donna Lemon
Michelle Liposky

RESOLUTION NO. 304(a)-04 Re: APPEAL 2004-14

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

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2004-14, residency, reflective of the following vote: Mr. Burnett, Ms. Cox, Mr. Felton, Dr. Haughey, Mr. Lange, Mrs. O'Neill, and Mr. Sanghvi voting to reverse; Mr. Romero was absent when this case was adjudicated.

RESOLUTION NO. 304(b)-04 Re: APPEAL T-2004-5

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

Resolved, That the Board of Education adopt its Decision and Order in Appeal T-2004-5, student transfer, reflective of the following vote: Mr. Burnett, Ms. Cox, Mr. Felton, Dr. Haughey, Mr. Lange, Mrs. O'Neill, Mr. Romero, and Mr. Sanghvi voting to affirm.

Re: **NEW BUSINESS**

On motion of Mr. Felton and seconded by Mr. Sanghvi, the following new business resolution was placed on the table:

WHEREAS, The development of leadership skills is an important component of student achievement; and

WHEREAS, Full participation with the Montgomery County Region of the Maryland Association of Student Councils (MCR) provides students across the county with an outstanding opportunity to further develop such leadership skills; and

WHEREAS, There has been increasing concerns expressed by members of the Board of Education and members of the community over transportation needs of students attending the Montgomery County Region of the Maryland Association of Student Councils (MCR) meetings; and

WHEREAS, In response to those Board of Education concerns, the staff has now provided additional information regarding the history, cost, and alternatives for bus transportation for students to attend MCR meetings; and

WHEREAS, Based on the staff report, it appears that MCPS-funded transportation would ensure maximum participation and maximum safety for students attending MCR meetings; be it

Resolved, That the Board of Education request the Superintendent to reallocate from within the approved Operating Budget for FY 2004-2005 approximately \$10,000, or such sums as necessary, to provide buses for the transportation of these students to attend MCR meetings; and be it further

Resolved, That future MCPS operating budgets include such allocations.

RESOLUTION NO. 305-04 Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mr. Burnett, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting of May 24, 2004, at 10:40 p.m.

PRESIDENT

SECRETARY

JDW:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

May 24, 2004

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