

APPROVED  
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Rockville, Maryland  
October 6, 2010

The Board of Education of Montgomery County met in special session at MCAAP Headquarters, Rockville, Maryland, on Wednesday, October 6, 2010, at 7:15 p.m.

Present: Mrs. Patricia O'Neill, President  
in the Chair  
Ms. Laura Berthiaume  
Ms. Shirley Brandman  
Dr. Judy Docca  
Mr. Michael Durso  
Mr. Philip Kauffman  
Mr. Alan Xie  
Dr. Jerry Weast, Secretary/Treasurer

Absent: Mr. Christopher Barclay

The Board of Education met with the Executive Board of the Montgomery County Association of Administrators and Principals (MCAAP) and discussed the following agenda items.

Dr. Newman and Mrs. O'Neill welcomed everyone to the meeting.

Dr. Newman spoke about the reorganization of MCAAP and the benefits that have come from it, especially allowing more people to have leadership roles.

Dr. Weast reported on a hearing on Capitol Hill that focused on professional growth systems and an afternoon meeting at the National Education Association with national participants that focused on the MPCS professional growth system.

### **Change to State Law Regarding Evaluation Systems**

The conversation focused on state-required change to the teacher/principal evaluation system. Ms. Brandman reported that at the Maryland Association of Boards of Education (MABE) conference, there were indications of problems, including LEAs not stepping up to pilot a new system. She also shared work of the Governors Council on Teacher Effectiveness and noted that clearly the work will not happen quickly. Dr. Newman noted that administrators were particularly concerned about having to do yearly evaluations as well as concern about system being applied to administrators. A lengthy conversation ensued about why the legislation was supported, Maryland State Department of Education benefiting from half of the \$250 million, and the pitfalls of tying student performance to evaluations.

**FY 2012 Budget**

Dr. Newman reported a sense of well being in the schools, given the difficult economic times. The budget process has begun and, clearly, this process will be hugely challenging. Staff is being asked to do more with less and, given that everyone has such a full plate, the system should? try not to pile on more things. She was concerned that pressure will mount from the community as they struggle with the realization that Montgomery County Public Schools can't do it all. Mrs. O'Neill commented on the brewing battle over pension benefits, County Council's attitude about Maintenance of Effort, loss of ARRA money, lack of funds for GCEI, and the county ambulance fee. Members told stories of both families and staff that are increasingly having economic troubles. Dr. Weast expressed concern about morale and the need to make sure it remains high given the stressful times.

**AYP and Impact of Rising AMOs**

Members shared that middle schools are having a rough time. Another person shared how the performance of one or two students can make the difference of making AYP or not, and this weighs heavily on her mind, especially difficult for LEP students. It is clear that 2012 target is going to be extraordinarily hard to meet and will impact instruction. A conversation ensued about the convoluted issued related to HSAs, bridge projects, and pending new race codes. Other members commented on the bulk of the challenges in meeting AYP that centers on special education students. Dr. Lacey shared that she has just created a group to unpack issues related to special education and AYP, given how many variables are at play.

**Superintendent Search**

Mrs. O'Neill provided information about the superintendent search process, including issuing an RFP to secure a search firm. Dr. Newman said she understands that folks want to have a chance to give input, but recognize that the final decision rests with the Board, and she has confidence that this Board will make the best decision. She is committed to supporting the Board in doing its job to find a new superintendent, and MCAAP believes in the Board's ability to find the best candidate for the job. MCAAP will do whatever is asked to support the Board in its process and commits to not getting in the way. She hoped that the other unions will take the same approach.

The meeting was adjourned at 8:45 p.m.

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PRESIDENT

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SECRETARY

JDW:gr