

Strategic Planning Committee Minutes
May 20, 2008
3:00 p.m.

The meeting was called to order at 3:03 p.m. with the following committee members and Board staff present: Dr. Judy Docca (Chair), Mr. Christopher Barclay, Ms. Nancy Navarro, Mr. Roland Ikheloa, (Chief of Staff), Ms. Laura Steinberg (Staff Assistant for Legislative and Inter-Governmental Relations), and Mrs. Kathy Yorro (Recorder).

The following Montgomery County Public Schools (MCPS) staff members were present: Mr. Larry Bowers, chief operating officer; Ms. Jody Leleck, chief academic officer; Ms. Jody Silvio, executive assistant to the chief academic officer; Mr. Michael Perich, director, Office of the Chief Operating Officer; Ms. Robin Confino, executive assistant to the chief operating officer; Mr. Brian Edwards, chief of staff, Office of the Superintendent.

Approval of Agenda and Minutes – The committee unanimously approved the meeting agenda and the minutes for the Strategic Planning Committee meeting of February 4, 2008.

Dr. Docca noted that the students who will be participating in the suspension intervention workgroup referenced on page two of the minutes would probably need transportation.

Followup/Action Item:

1. Staff to follow through on need for transportation for students participating in intervention workgroup.

Strategic Plan Goals 1 and 2

Mr. Bowers introduced the Strategic Plan Goals 1 and 2 agenda item and noted that continuation of discussion of the Strategic Plan Goals 3, 4 and 5 would be continued at the June 17, 2008, Strategic Planning Committee meeting, with presentation to the full Board in July. Mr. Bowers explained that the tracked changes to the strategic plan are shown throughout the document. Committee needs to decide whether to show tracking or not when the document goes to full Board. Mr. Bowers turned the discussion over to Ms. Jody Leleck who shared comments on the changes and additions that have been made in Goals 1 and 2.

Goal 1 – Ensure Success for Every Student

Ms. Leleck noted the following changes to Goal 1:

- Science and government added to the MSA milestone.

- Higher-level mathematics, program expansion for all middle schools, and eLearning program for high school students added as initiatives.
- Middle school reform and extended-day and extended-year programs restated.
- Removing barriers to learning (student services and mental health) and Safe and Secure Schools expanded.

Ms. Navarro asked about the PBIS model. It was noted by staff that positions don't go along with the PBIS model, rather, a team is trained. The cost involved is the training (train the trainer), not allocations of positions.

Dr. Docca referred to Page 6 (Services for English for Speakers of Other Languages) and noted the need for English language proficiency to learn a trade and that students can stay in school until 21.

Ms. Navarro commented that we need to be strategic with communications to parents needing language assistance so that the parent community understands essential information. She noted that Cover to Cover has a lot on this.

Dr. Docca referred to Page 7 – Removing Barriers to Learning—Student Services and Mental Health and questioned how many individuals were on the truancy review board. Ms. Leleck responded that it is one board consisting of county agencies and one representative from MCPS.

Goal 2 – Provide an Effective Instructional Program

Ms. Leleck reviewed the changes/additions to Goal 2 and noted the following changes:

- Under “Adequate Yearly Progress (AYP)” a focus is included on students not making AYP.
- Focus on continuum of services.
- Rewrite under Honors and Advanced Placement.
- Rewrite under SAT Intervention Plan.
- AVID – Advancement Via Individual Determination rewritten to focus on mission of AVID.
- Business Partnerships and Training rewritten.
- Focus on Ineligibility-being more proactive not reactive. Committee noted that there needs to be a change in the references to 2.5 and 2.4 eligibility.
- Addition of four goals to the strategic technology plan.

Ms. Navarro questioned whether access to the internet is an impediment. She questioned ways to ensure that families could get access to computers and internet access. Working with COMCAST is expensive. Mr. Barclay will provide contact information to Mr. Bowers.

Mr. Bowers noted that discussions regarding the strategic plan should be scheduled for BOE meetings throughout the year so that the Board is aware of proposed changes/additions when the final plan is presented to the Board in July.

Mrs. Navarro stated that when discussion of initiatives is scheduled on the BOE agendas, the strategic plan goal should be referenced.

Ms. Navarro also noted that the letter to staff, parents, students, and the community from the superintendent and the Board president should include information on what the system has undertaken, what is happening. It provides a great opportunity to let the community know what we're doing. Ms. Navarro asked that Mr. Ikheloa incorporate information into the letter.

The committee discussed next steps in their review of the strategic plan and it was recommended that the document be presented to the full Board in draft format, without edits.

The Strategic Plan is scheduled to be presented to the full Board on July 15.

Followup/Action Items:

1. Staff to respond to question regarding suspensions decreasing.
2. Mr. Barclay to provide contact information to Mr. Bowers regarding internet access.
3. Board staff to include on BOE agendas a reference to strategic plan goals when applicable
4. Next version of strategic plan brought forward to the committee will reflect changes discussed at May 20 meeting.
5. Mr. Ikheloa to incorporate suggested information in joint letter included in the strategic plan.

Professional Growth System

The committee discussed the professional growth tool used to evaluate the superintendent and identified possible revisions. Suggestions from the committee were as follows:

- Include a section at end of evaluation for BOE comments.
- Mr. Bowers and Mr. Edwards will work with Board staff to make minor adjustments to address initiatives that have taken on a higher priority.
- Interest in superintendent's feedback on barriers of some of the initiatives which could inform the Board.
- Over the next year, committee will work on different kind of evaluation for the current superintendent and a successor.
- Include discussion in an early BOE retreat next year.

The Strategic Planning Committee will present the professional growth framework and timeline to the Board at the June 10 BOE meeting.

Principal Survey

Mr. Bowers provided a status report regarding the development and implementation of principal surveys. He stated that the Office of Human Resources and the Office of Curriculum and Instructional Programs, with technical assistance from the Office of Shared Accountability, will be developing and administering surveys aimed at providing feedback from principals specific to the work of each office and its impact on principals.

Mr. Bowers indicated that the Montgomery County Association of Administrative and Supervisory personnel has identified priority areas and spoken with community superintendents. Staff will be meeting to discuss the process to use for the survey. He noted that the survey should be as short as possible in order to encourage principals to respond and not inundate principals with surveys. He stated that the Annual Survey had a 70% response rate.

Dr. Docca reinforced the issue of principal privacy. Mr. Bowers indicated that the survey would include an option to respond confidentially or by name and would also include an area to indicate that the principal would like staff get back to them.

Future Committee Agenda Items

- Foreign Language – June
- Task Force on Mentoring – TBD
- Family and Community Partnerships – TBD

The meeting was adjourned at 4:14 p.m.