



Dr. Shoenberg asked how many students were involved in actual recruitment. Dr. James Coles replied that the Post article said that many of the top teams had two or three transfer students on them. He did not think it made any difference with most of the transfers, but there were a lot of people who thought it did. He said that over a period of time this had caused some problems with minority athletes who were trying to get into college. Dr. Cronin asked about monitoring the educational progress of these students, and Dr. Coles replied that the principal and the coach did this.

Dr. Cronin asked whether they had any statistics on student athletes going on to college, taking a job, or dropping out of school. The superintendent replied that they could attempt to do some follow-up in this area.

Mrs. Peyser inquired about the accuracy of the Post article, and Mr. Kyle felt that it was not exactly accurate. He said the staff could share a study of transfers with the Board. It appeared to them that this was not a problem and has become less as they became more stringent. Mrs. Peyser asked about counseling for minority athletes. Dr. Pitt felt that the youngster in athletics had an advantage regarding counseling. However, sometimes youngsters who were athletes were taken advantage of by the people recruiting them in college. Mrs. Josephine Wang thought that good and timely counseling was a need across the board.

Mrs. Wang noted that Asians were .6 percent of the professional staff and 6.6 percent of the student population. She thought they had to find ways to move Asian teachers into supervisory and decision-making positions. She said they needed Asian counselors and if they did not meet the Maryland State Department of Education requirements they should be given two to three years to take courses to become certified. She pointed out that there were quite a few Chinese schools in the county and suggested that these teachers might be interested in working for MCPS. She was disappointed that the staff did not reply to the committee's recommendations on more bilingual classes. Mr. Ewing asked why the staff did not reply to this recommendation as well as the recommendations on transitional classes and more Asian tutors. Mrs. Wilma Holmes agreed to check on why these were not responded to. Mr. Ewing asked that this response be shared with the committee. He suggested that if they had a problem with Asian applicants for teaching positions that the Personnel Department and Department of Human Relations be contacted. Ms. Anne Powell replied that the Board and the State of Maryland had to address what the requirements were. There were highly skilled professionals who did not have the education courses. She suggested they consider hiring these people on a provisional basis. Mr. Ewing explained that they could not do this under state law, and the superintendent asked whether there was a pattern of what courses these professionals lacked. If these people had difficulty with the English language, he would have a problem.

However, if these people were highly qualified, in mathematics for example, and spoke English, and did not meet certain requirements,

the superintendent thought they could work together. Dr. Cronin thought it would be to their benefit to look into provisional certificates. Mrs. Praisner asked for the committee's help in providing information about specific individuals and the credentials they were lacking.

A representative of Mr. Rivas expressed his concern about the layoff of school psychologists because they had only two who were Spanish-speaking. The superintendent assured him that Dr. Paul Vance was working on this situation. Dr. Vance explained that there were 105 youngsters in the backlog, and there were two Spanish-speaking people in his area to do this work. Mr. Rivas said he was especially concerned about Area 1 because it had the largest concentration of Spanish-speaking students. Dr. Cronin inquired about the possibility of using per diem funds to clear up the backlog.

Mr. Ewing asked about the vacancies on MAAC. Mrs. Holmes replied that there were nine vacancies at present; however, several committee members had expressed an interest in a second term. Mr. Ewing recalled that the committee had been appointed because of the abolishment of the Minority Relations Monitoring Committee. He said the Board had not discussed the future of the Minority Affairs Advisory Committee. Dr. Coles replied that the committee had discussed this at some length and felt they were an "advisory" committee and not a "monitoring" committee. Therefore, they had different objectives. He felt that there were strengths and weaknesses in both committees and recommended that the Board use both of these. Mrs. Wang thought that MAAC was vital for minority groups to come to the Board and tell the Board about needs in the community.

Dr. Cronin inquired about the strengths and weaknesses of the committee. Dr. Coles replied that the committee represented a broader spectrum of minorities. Therefore, they were able to give advice on a larger scale. He felt that they were weak in expertise because MRMC had experience and a support system. He also felt that there were too many staff people on MAAC, whereas MRMC was community based. Mrs. Wang said they did not have the monetary resources to do extensive studies. Mr. Siegel thought it was not their job to do studies but rather to listen to people. Mrs. Powell said that in terms of staff response they got what they asked for; however, she did not think they were as fully informed about meetings and reports as they should have been. She suggested that their mistake was to go a whole year without meeting with the Board because they did not have a clear focus of their role. She explained that their report was broad because it was an overview.

Mrs. Shannon recalled that when the committee appeared before the Board they said they did not have a charge they felt comfortable with. She said that all Board committees were advisory and asked about the difference between "advisory" and "monitoring." Dr. Coles replied that the minority committee had a little more authority and clout and could direct people to do things. Mrs. Shannon replied

that it never did when she was the chair. Mr. Siegel felt that the monitoring committee seemed to have a much more specific agenda and this could be seen in comparing the reports of the two committees.

Dr. Shoenberg remarked that they had two groups, one with whom the Board had an official relationship, and the other with which the Board has continued to maintain an informal relationship. He questioned how they would maintain a relationship with two groups with potentially overlapping concerns or whether they would have a formal relationship with both groups. Dr. Coles replied that there was a place for the broad spectrum of a group to have within it the expertise of both groups. Mrs. Powell saw their committee as being a conduit for all groups to the Board. MRMC was concerned with black groups. Dr. Cronin wondered if part of the problem was past history and whether an amalgamation might be a proper start to bring both groups together. Dr. Coles commented that MAAC brought to the Board a quieter and more peaceful mind-set and tried to work together. He said they wanted to work with other groups and bring the strengths of both to the Board. Mr. Sanders thought that the greatest weakness of the committee emanated from the parameters established.

Mr. Ewing said that the former committee was of the view, as he was, that they were dismissed for bringing problems to the attention of the Board which the Board then ignored. It was his view that the Board wanted a more peaceful group to talk with, and he pointed out that many of the leaders of the black community did not apply for membership on the new committee. He believed that to be a serious weakness of the new committee. He said that one of the reasons

for this meeting was to overcome that past history and get on with the business of solving problems.

Mrs. Powell said that one of the problems of the Black Action Steps Update was that it only addressed blacks and applied to more than blacks. One of the problems was what they defined as a minority. Mr. Ewing stated that the committee was established to address black problems, and the community thought that the new committee was a way of deflecting away from those issues. Mrs. Peyser said it was not her intent to deflect attention from the problems of blacks, and she pointed out that six Board members had voted for the establishment of the new committee.

Mrs. Shannon asked for reactions from members of the CMRMC. Mrs. Gladys Young stated that the CMRMC was an independent committee which had the confidence of citizens in the community. She said it was not their position to take a position on anything that would dissolve them into a Board-appointed committee. Dr. James Robinson that ignorance about the history of the Board-appointed committee was appalling, how it functioned and why, why it went out of existence, and its relationship to the Board and school administration. He said that most of their members were parents who were vitally interested in children. He said they should read the report which the committee developed in 1981-82. He stressed that they were

interested in all children, and they had started out as a group which invited people all over the county to participate. He said they came together because the community asked them to do this. He said that they thought their work was not being done by anyone else and for that reason they had prepared the 81-82 report as a group of private citizens. Dr. Robinson said they were delighted with the support they had received from individuals and organizations.

Dr. Robinson explained that they were not in an adversarial position with anybody. He said they did not have time for this because they still had great concerns for all children. He hoped the Board would find a way to do what needed to be done on behalf of the children. He commented that they had worked for a long period of time and maintained a commitment for change in MCPS. All of them took the position that the bureaucracy had not educated well a significant portion of the student population. If they did not think this was true, he suggested that they look at test scores and suspension rates. He said that something was wrong in the Montgomery County Public Schools, and they had tried to identify what they thought was wrong. He stated that a \$350 million organization had an obligation to provide a good education for all youngsters.

Dr. Robinson recommended that the Board abolish its minority affairs advisory committee. He said he was not being disrespectful of the people on the committee, but he felt that the committee had given the bureaucracy and the Board an opportunity to avoid coming to grips with the issues. He said they were not persuaded that the system was serving their children well. It was his hope that the Board and the administration would take a look at the report they prepared and the recommendations they made. He announced that they were writing another report which would be out soon.

Dr. Robertson hoped the Board would find it possible to go back to square one and not try to patch up anything. He commented that the Black Action Steps were not that bad and were a fundamental approach to deal with the issues. They had to take a look at what they wanted to do to improve the quality of education for all children. He suggested they abolish MAAC and go to the community, because what was done to that committee was a disgrace. He hoped that they would take the time to really think about what they wanted to accomplish for all children and for minority children who were hurting. He said they should talk with parents and fashion a device which would allow them to know what the people in Montgomery County were thinking about what a school system should be like.

Dr. Donald Buckner said that he would not suggest the committee be abolished until the Board had something to take its place. He hoped that in the near future there would be a way they could speak without shouting. He did not have faith in the school system's ability to listen and react to the minority community unless there was a formal way of doing this.

Mr. Ewing stated that one of the problems he had had in the past was attempting to understand all of the things the Board had that

could be put together in a strategy. They had the Black Action Steps and in some areas the system had made some progress, and in other areas it had not. They needed some approach to deal with issues of minority student education. He felt that it might be time to review the Black Action Steps. Dr. Cronin commented that for the past four months they had done nothing but put out fires and try to cope with many different issues. He said they needed to pull away from this and get a perspective so that they would be able to give some very clear policy messages which they would expect to be implemented at every level. For example, he would like the Board to work on a definition of an effective school. He did not think they had grasped the hydra as to how they were educating the children and making sure they were implementing some excellent policies they had.

Dr. Shoenberg remarked that they were a large system and had to look at the kinds of data they had available. He had read their most recent report very carefully. He had come away from the meeting feeling that they had the statistics but needed the different factors underlying those statistics. However, they never look at the factors contributing to the data. He saw a variety of approaches. One order was to develop their top priorities. He agreed that they need to develop a mechanism for policy implementation. He felt the Board needed to set some direction and lend strong support to whatever policy they adopted for children.

Mrs. Shannon reported that she was a member of the first committee in 1972. They had spent time investigating the school system with the assistance of the school system. A consultant was hired, and data was analyzed. The 1974 report contained over 100 recommendations. At that time the largest minority group in the county was black. The 100 recommendations were brought before the Board in a series of meetings. One by one they were adopted, rejected, or deferred. One recommendation was that a monitoring committee be established to make sure that the Minority Relations Action Steps were followed. She said that somewhere along the line "minority" was dropped and "black" substituted. The MRMC wrote an annual report on the action steps, and some of these helped Montgomery County to gain its national reputation. She did not believe that without these action steps any progress would have been made. She said that it might be that the time had come to look at the Black Action Steps one by one to see if they had to modify them but not to do away with the concept. She said that she would like to see more specifics when they requested an update of the Black Action Steps. She suggested that they examine the original recommendations and pull out those deferred and rejected. Mrs. Gladys Young explained that they were still about the business of looking at the action steps, and when the committee had been disbanded the school system had completed its task.

Mrs. Praisner remarked that it was all well and good for them to have a policy, but unless it dealt with specific objectives and an evaluation of those objectives it would not be successful. She said that both committees had given them food for thought, and she

thought this would be a topic for the Board's sessions with its new superintendent. She requested past responses to the Black Action Steps and previous annual reports of the committee.

Dr. Coles asked whether his committee should continue and prepare a report for this year. Mr. Ewing replied that it should and explained that the Board was not going to rush into a quick decision. He thanked both committees for an open and candid discussion.

Re: Adjournment

The president adjourned the meeting at 10:10 p.m.

President

Secretary

EA:mlw