

NUMBER: 32-1991
STATUS: APPROVED
PLACE: ROCKVILLE, MARYLAND
DATE: MAY 7, 1991
TEXT:

BUDGET.

RESOLUTION NO. 383-91 Re: GOAL ONE TEXT AND POLICY

On motion of Ms. Gutierrez seconded by Mrs. Hobbs, the following resolution was adopted with Mrs. Brenneman, Mr. Chang, Dr. Cheung, Mr. Ewing, Mrs. Fanconi, Ms. Gutierrez, and Mrs. Hobbs voting in the affirmative; Mrs. DiFonzo abstaining:

RESOLVED, That the Board of Education adopt the following Goal One text and policy:

Goal One addresses the need for positive staff attitudes and behavior toward minority students and their aspirations. It intends to establish a climate in which professional competence is judged by demonstrated ability to control biases to enable children to develop to their fullest potential. This goal necessitates the development of a plan and process as well as a reporting system to ensure that these changes occur and that the public schools and the Board of Education are apprised of progress.

The primary means by which this goal will be pursued are through enhanced staff training and development programs.

Specific policies to be developed and implemented by MCPS upon approval of this plan in support of this goal are listed below.

4.1.1 Policy - Professional Competence

It shall be the policy of the Montgomery County Public Schools that all members of the staff will be held responsible for the consistent demonstration of professional competence whatever their position. Professional competence includes factors that entail the ability of professionals to adapt learning demands, experiences and materials for diverse human characteristics and social conditions to provide support for student achievement. Professional competence will include curriculum mastery and possession of a wide repertoire of differing instructional methods and techniques to be used with students. So far as this policy relates to services to the diverse population of students in the system, the criteria by which professional competence will be judged will include behaviors which are appropriate to and respectful of all students regardless of their backgrounds and needs. When a staff person is assigned responsibilities for which the staff person feels unprepared to meet this criterion, it is the responsibility of that staff person to indicate her/his need for technical assistance or staff development to the principal or administrator in charge.

For the record, Mrs. DiFonzo said she had abstained because she

still had trouble with the wording. She had felt much more comfortable with the editorial changes proposed by a member of the minority education subcommittee.

RESOLUTION NO. 384-91 Re: GOAL TWO

On motion of Mrs. DiFonzo seconded by Mrs. Hobbs, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt the following:

TO BRING ABOUT NEEDED CHANGE IN CHARACTERISTICS AND SERVICES OF THE SCHOOLS OF THE MONTGOMERY COUNTY SCHOOL SYSTEM TO MEET THE INDIVIDUAL EDUCATIONAL NEEDS OF ALL STUDENTS ESPECIALLY MINORITY STUDENTS.

Re: GOAL TWO TEXT

Board members gave approval to the following text:

Goal Two addresses the need for changes in MCPS instructional processes that contribute to the delivery of effective educational services to each student. It intends to establish a system-wide, well-coordinated and integrated framework within which improvements in minority student achievement will be planned, executed, monitored, and evaluated effectively and consistently.

Goal Two is to focus all of the educational service delivery systems on improving individual student success. School-based, student-focused, data information systems are critical to accomplish this goal. These systems establish the capacity to use student data essential to plan and manage appropriate programs of education for diverse populations. These promote an understanding of characteristics and needs of individual students to customize educational strategies, prescribe appropriate intervention programs, monitor placements and educational outcomes, and provide accountability baselines.

RESOLUTION NO. 385-91 Re: GOAL THREE

On motion of Dr. Cheung seconded by Ms. Gutierrez, the following resolution was adopted with Mrs. Brenneman, Dr. Cheung, Mr. Ewing, Mrs. Fanconi, Ms. Gutierrez, and Mrs. Hobbs voting in the affirmative; Mr. Chang and Mrs. DiFonzo being temporarily absent:

RESOLVED, That the Board of Education adopt the following:

TO ENCOURAGE AND SUPPORT CHANGES IN THE ATTITUDES, BEHAVIORS, AND CONDITIONS OF SOME OF THE FAMILIES AND

COMMUNITY OF MINORITY STUDENTS, AS THESE ATTITUDES, BEHAVIORS, AND CONDITIONS ARE RELATED TO EDUCATION AND THE SUPPORT OF ACADEMIC ACHIEVEMENT. THERE IS A PARTICULAR NEED TO PROVIDE FOR THE ACTIVE INVOLVEMENT OF PARENTS, PARENT SURROGATES, AND OTHER COMMUNITY AGENCIES IN THE ACHIEVEMENT OF THE MINORITY STUDENTS.

RESOLUTION NO. 386-91 Re: GOAL THREE TEXT

On motion of Mrs. Hobbs seconded by Mrs. Fanconi, the following resolution was adopted with Mrs. Brenneman, Dr. Cheung, Mrs. DiFonzo, Mrs. Fanconi, and Mrs. Hobbs voting in the affirmative; Mr. Ewing and Ms. Gutierrez voting in the negative; Mr. Chang abstaining:

RESOLVED, That the Board of Education adopt the following text:

Goal Three recognizes the fundamental importance of parents, family, and community as supporters and contributors to successful student learning and achievement and the consequent need for MCPS to develop more effective means to outreach into the home and community.

RESOLUTION NO. 387-91 Re: RECONSIDERATION OF GOAL THREE

On motion of Mr. Chang seconded by Mrs. Brenneman, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education reconsider the resolution adopting Goal Three.

RESOLUTION NO. 388-91 Re: GOAL THREE

On motion of Mrs. Fanconi seconded by Mr. Chang, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt the following:

TO ENCOURAGE AND SUPPORT POSITIVE ATTITUDES AND BEHAVIORS AND THE ACTIVE INVOLVEMENT OF MINORITY FAMILIES, PARENT SURROGATES, COMMUNITY MEMBERS AND AGENCIES IN IMPROVING THE EDUCATIONAL ACHIEVEMENT OF MINORITY STUDENTS.

RESOLUTION NO. 389-91 Re: GOAL FOUR

On motion of Dr. Cheung seconded by Mr. Chang, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt the following:

TO PROMOTE AND REINFORCE DEVELOPMENT OF POSITIVE ATTITUDES AND BEHAVIORS OF MINORITY STUDENTS TOWARD ACADEMIC

ACHIEVEMENT AND THEIR RESPONSIBILITY FOR IT.

Re: GOAL FOUR TEXT

Board members gave approval to the following text:

Goal Four reinforces the belief that the manner in which a student views himself/herself will have a direct and important bearing on success for that individual. MCPS recognizes that it has several significant roles in this arena including enhancing intentionally the student's views of himself/herself as a learner and a worthwhile person and assisting students to achieve academic and personal competency.

By recognizing that some minority students need to be better informed about MCPS procedures and practices leading towards enhanced academic opportunities and successful educational outcomes, MCPS must take on a pro-active role in building upon students' socialization skills to better meet the demands of academic life and achievement.

*Mrs. DiFonzo left the meeting at this point.

RESOLUTION NO. 390-91 Re: GOAL FIVE

On motion of Ms. Gutierrez seconded by Mr. Chang, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt the following:

TO ENCOURAGE AND SUPPORT CHANGES IN STUDENT PERCEPTIONS OF THE RELATIONSHIP BETWEEN EDUCATIONAL ACHIEVEMENT AND THE OPPORTUNITIES AND REWARDS AVAILABLE IN SOCIETY.

Re: GOAL FIVE TEXT

Board members gave approval to the following text:

Goal Five addresses the need to view schools and education within a more current and larger community context as MCPS strives to prepare students to become capable contributors and active participants in our society. By recognizing the need for greater involvement in the successful outcomes of our educational systems, MCPS must focus on ensuring a more effective transition from school to work by considering standards of remuneration for work and patterns of opportunity for all students who graduate from MCPS.

RESOLUTION NO. 391-91 Re: GOAL SIX

On motion of Ms. Gutierrez seconded by Mrs. Hobbs, the following resolution was adopted unanimously:

RESOLVED, That the Board of Education adopt the following goal and text:

TO DEVELOP AND MAINTAIN A SYSTEM OF ACCOUNTABILITY, INCENTIVES, AND REWARDS FOR STUDENTS, STAFF AND COMMUNITY MEMBERS TO ENCOURAGE THE ASSUMPTION OF RESPONSIBILITY FOR THE ACTIONS TAKEN IN PURSUIT OF THE BOARD'S GOALS

Goal Six addresses the need for system-wide accountability, assessments, and performance assurance. MCPS recognizes the need to establish reliable mechanisms by which performance goals and objectives are established, monitored, and assessed. Performance indicators and measures need to be identified and built-in to all MCPS programs and processes to provide essential feedback and opportunities for improvement.

Goal Six also recognizes the value of individual incentives and rewards as enhancers of positive attitudes and behaviors and in the recognition of special contributions and improved performance.

RESOLUTION NO. 392-91 Re: GOAL SEVEN

On motion of Ms. Gutierrez seconded by Dr. Cheung, the following resolution was adopted with Mr. Chang, Dr. Cheung, Mr. Ewing, Mrs. Fanconi, Ms. Gutierrez, and Mrs. Hobbs voting in the affirmative; Mrs. Brenneman abstaining:

RESOLVED, That the Board of Education adopt the following:

TO DEMONSTRATE THE BOARD'S COMMITMENTS TO AFFIRMATIVE ACTION BY REDUCING THE ISOLATION OF ETHNIC GROUPS AND LANGUAGE MINORITIES AND INCREASING DIVERSITY IN STAFFING, CLASSROOM COMPOSITION, AND SCHOOLS TO REFLECT THE WORLD IN WHICH WE LIVE.

Re: GOAL SEVEN TEXT

Board members gave approval to the following text:

MCPS recognizes the need to move forward as a leader in open, participative approaches of management for its employees. It must also seek to promote a climate in every school in which every individual (student or adult) is important, valued, and respected by his or her peers and colleagues.

Re: A MOTION BY MRS. HOBBS ON THE
PROCESS FOR THE MINORITY STUDENT
ACHIEVEMENT PLAN

Mrs. Hobbs moved and Mrs. Fanconi seconded the following:

RESOLVED, That the Board stay on schedule, release the document and label it as a working document, label Part 4 as being approved by the Board; and be it further

RESOLVED, That the Board take the time allotted to a discussion of mathematics and science on the morning of May 14 and devote the time to a continuation of this discussion.

Mr. Chang asked that the question be divided.

Re: A MOTION BY MRS. HOBBS TO ADHERE TO
THE PREVIOUSLY ADOPTED SCHEDULE FOR
THE MINORITY PLAN (FAILED)

A motion by Mrs. Hobbs that the Board stay on schedule, release the document and label it as a working document, label Part 4 as being approved by the Board with Dr. Cheung, Mr. Ewing, Ms. Gutierrez, and Mrs. Hobbs voting in the affirmative; Mrs. Brenneman, Mr. Chang, and Mrs. Fanconi voting in the negative.

RESOLUTION NO. 393-91 Re: SCHEDULING DISCUSSION OF MINORITY
EDUCATION PLAN ON MAY 14, 1991

On motion of Mrs. Hobbs seconded by Mrs. Fanconi, the following resolution was adopted unanimously:

RESOLVED, That the Board take the time allotted to a discussion of mathematics and science on the morning of May 14 and devote the time to a continuation of this discussion.

RESOLUTION NO. 394-91 Re: MOTION TO RECONSIDER RESOLUTION ON
SCHEDULING THE MINORITY EDUCATION
PLAN

On motion of Mrs. Brenneman seconded by Ms. Gutierrez, the following resolution was adopted with Mrs. Brenneman, Mr. Chang, Dr. Cheung, Mr. Ewing, Ms. Gutierrez, and Mrs. Hobbs voting in the affirmative; Mrs. Fanconi voting in the negative:

RESOLVED, That the Board of Education reconsider the motion on the scheduling of the minority education plan.

RESOLUTION NO. 395-91 Re: SCHEDULING THE MINORITY EDUCATION
PLAN

On motion of Mrs. Hobbs seconded by Ms. Gutierrez, the following

May 7, 1991

resolution was adopted unanimously:

RESOLVED, That the Board stay on schedule, release the document and label it as a working document, label Part 4 as being approved by the Board; and be it further

RESOLVED, That before releasing the document every effort would be made to make as many editorial changes as possible to address as many Board concerns as possible.

Re: ADJOURNMENT

The president adjourned the meeting at 12:10 a.m.

PRESIDENT

SECRETARY

PLV:mlw