

October 2, 1995

Re: MEETING WITH THE MONTGOMERY COUNTY
ASSOCIATION OF ADMINISTRATIVE AND
AND SUPERVISORY PERSONNEL (MCAASP)

Mrs. Gordon welcomed those present and noted that the Board of Education had received a copy of their letter indicating the issues to be discussed at this meeting.

Dr. Steve Tarason, president of MCAASP and principal of John F. Kennedy High School, introduced officers and invited the following members of the association to the table: Mr. Charles D'Aiutolo, director of the Department of Alternative Programs; Ms. Dawn Ellis, principal of Burtonsville; Mr. Jay Headman, principal at Winston Churchill High School; Mr. Jonathan Jones, principal at Cabin John Middle School; Dr. Edward Shirley, principal at Rockville High School; and Ms. Rosalva Rosas, vice principal at Springbrook High School.

Ms. Ellis started the dialogue by expressing concern about the decreasing human resources and erosion of administrative and supervisory personnel positions. The association inquired as to where priorities should be placed, how can administrators be expected to continue to do a quality job, and continue to meet increasing demands. Dr. Shirley gave examples of the typical day of a school administrator and the decisions necessary for educational leadership.

Mr. Felton stated that it is a concern facing most organizations on what is appropriate ratio between administration and the operations of a system. He appreciated their concerns but emphasized that it is a challenge to restructure the system to meet the needs.

Mrs. King asked about the directorship, how that was working for schools and do administrators get enough support. Ms. Ellis responded that support is needed in other areas as well especially special education.

Mr. Ewing observed that there is a need to target what is important for the administration and the school system as a whole and there may well be a need for additional support. In his view, special education and curriculum are critical areas in the school system. Mr. Ewing proposed that MCAASP make recommendations or suggest critical areas of need and communicate those suggestions to the Board.

Dr. Cheung stated that administrators are the educational experts and leaders within the school system and the quality of the system depends on the day-to-day delivery of services to children. He requested that MCAASP provide feedback to the Board on policies implementation as well as areas where the work does not need the

expertise of an administrator or where technology could relieve the workload as in reporting requirements.

Ms. Gutierrez stated that the Board needs dialogue from MCAASP in an effort to set priorities especially during the budget process. She also suggested that if the Board is setting policy that gets in the way of the day-to-day operation of schools, the Board needs to have that information. She also suggested that the Board would welcome from MCAASP a set of critical issues.

Mrs. Gordon asserted that Board members are not in schools on a daily basis and the Board must rely on the feedback from groups such as MCAASP. She stated that the Board welcomes feedback at anytime and input of that information does not need to wait until a formal meeting is scheduled.

Mr. Headman expressed concern over the processing of citizen complaints and letters of concern from the community affecting administrators and supervisors and the role of the Board of Education and individual members.

Mrs. Gordon stated that with a centralized structure, there is no level of resolution between the schools and the superintendent. This is a concern for parents as well as administrators. As the Board looks at organization, the appeal process needs to be revisited. She suggested that when appeals come before the Board, adequate information is supplied by administrators to facilitate the Board's decision.

Ms. Gutierrez commented that the appeals process has not changed and there may be a need to empower lower level management in seeking alternative conflict resolution in light of MCPS Policies and Procedures.

Mr. Felton added that when parents are upset because of an appeal decision, there is not a lot of rationale on how the administrator reached that decision. MCPS also has a responsibility to work on alternative solutions at the local level between teachers, parents and administrators.

Several Board members shared with MCAASP how they handle complaints that are brought to them personally.

Mr. Jones inquired about implementing the recommendations of the Mid-Level Task Force and staffing issues.

Mr. Ewing replied that the system is still engaged in implementing the middle school model and principals need support simply because the concept is new and requires support, training, and guidance.

Dr. Cheung stated that when the Board developed the middle school policy, there was a need for horizontal integration and the middle school was pivotal because it receives elementary school children and prepares those students for high school.

Mr. Felton expressed the need for better marketing and setting out the facts that team teaching is excellent. The Board and staff must reach out to the community and parents informing them of the policy and the funding needed for staffing and team teaching.

Mrs. Gordon related that the philosophy of the middle school policy had not been well communicated or implemented. There should be teams in the middle school, and she supports resources to implement that concept.

Dr. Tarason addressed school safety concerns arising from dangerous students and possible legislation or local policy initiatives.

Mrs. Gordon explained that it took years to get legislation that required police to share information with the school system regarding offenders. At the present time, there is discussion about weapon use in committing a crime. Everyone agrees that safety is an issue, and the Board is committed to increasing safety and security.

Mr. Tarason asked about the Board's reaction to MCAASP's response to the revision of the policy on Gifted and Talented Education.

Mrs. Gordon said that it is helpful to get the perspective of staff on the implementation of the gifted and talented policy. The Board needs to hear what happens on a day-to-day basis within the schools.

Mr. D'Auitolo asked about the upcoming FY 1996 budget process.

Mrs. Gordon noted that the Board needs input from staff and community. Advisory committees have been established and are designed to advise the superintendent in building the budget. If the Board is faced with making reductions, the advisory committees will have input on what reductions could be made as well as the impact of those reductions.

Dr. Vance explained that one of the byproducts of the new process is that MCPS will galvanize the growing body of support for public schools and debunk the idea that citizens do not support public education. The process will establish priorities on where to increase or decrease the budget and the willingness to live with the consequences.

Mr. Bowers outlined the formation of the advisory groups, areas of study, timelines, and the reporting deadline.

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Mrs. Gordon thanked MCAASP for meeting with the Board and expressed appreciation to administrative and supervisory personnel for their continued efforts in achieving success for every student.

The meeting ended at 10:10 p.m.

President

Secretary

PLV:gr