

APPROVED
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Rockville, Maryland
December 1, 1999

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Wednesday, December 1, 1999, at 7:40 p.m.

ROLL CALL Present: Mr. Reginald M. Felton, President
in the Chair
Mr. Kermit V. Burnett
Mrs. Nancy J. King
Mrs. Patricia O'Neill
Dr. Jerry Weast, Secretary/Treasurer

Absent: Mr. Stephen Abrams
Mrs. Beatrice B. Gordon
Laura Sampedro, Student Board Member
Ms. Mona M. Signer

Re: **ANNUAL REPORT OF THE BUDGET REVIEW
COMMITTEE**

Ms. Carol Walsh made the following recommendations from the Subcommittee for Organizational and Staff Development:

1. Align the organizational units within Montgomery County Public Schools (MCPS) that deal with human resource and staff development/training issues under one umbrella/division to achieve a more efficient and effective delivery of services to all MCPS employees.
2. Provide incentives for all MCPS staff to move beyond their current levels of knowledge, skills, and ability for the betterment of MCPS and its students.
3. Create meaningful roles to engage the public, including parents and students, in the design and delivery of staff development, training, and evaluation.
4. Incorporate successful components of public and private models related to salaries, personnel policies, and resource issues.
5. Set in place, within three years, a Profession Development Plan for all administrative, teaching and support positions that will identify competencies related to each and every position; evaluate performance, based on these competencies; and create a program of staff development/training which addresses staff needs as identified in performance evaluation and their professional development plan.
6. Collaborate with other workforce development and training initiatives to maximize opportunities for students and staff.

Re: BOARD COMMENTS

Mr. Felton asked if the committee suggested that there should be a differential in compensation for competitive areas of expertise, such as technology, math, and science.

Mrs. King thought that MCPS could not attract technology graduates with its level of compensation.

Mr. Burnett observed that experienced people with former successful careers were not compensated for their expertise if they chose to be MCPS employees.

Mrs. King noticed that people came to MCPS, learned the technology, and left MCPS for a more promising career.

Mrs. King thought that employee exit data would be useful data to compile for future decision-making.

Mr. Burnett posed the idea of staff development that would cut across job titles and partnerships with other education institutions.

Ms. Gabriele Krivonak made the following recommendations for the Subcommittee Reviewing the Budget Process:

1. Develop mechanisms to obtain meaningful input from citizens during the preparation cycle of the MCPS budget. This input should concentrate on setting priorities, establishing goals and objectives.
2. Develop a communication plan that would broaden the input received at the planned meetings. Formally invite a diverse set of parents nominated by the PTA to get input from those who would not normally participate.
3. Post the proposed budget on the MCPS website and solicit public comment.
4. Do not adopt a new allocation methodology without a further examination by trained education consultants. We recommend a thorough evaluation, additional citizen input, and input from principals and parents before any new allocation methodology is adopted. Any new allocation methodology should support goals in success for every student.
5. Study by the administration to see if implementing unique processes and methodologies might be a good way to build school spirit and support and provide a creative outlet and unique learning experience for individual schools.
6. Develop reporting to show parents and educators the results of their \$1.1 billion investment.

7. Examine the quantity, publication cycle, and content of the overall budget, the citizens' budget, and the schools-at-a-glance documents.
8. Centralize all grants, foundation, annual, and corporate fundraising.
9. Operate philanthropic fundraising as a strategic part of the budget process.
10. Give visibility and support of fundraising and grants at the superintendent's level.

Re: BOARD COMMENTS

Mrs. O'Neill noted that Dr. Weast's appointment as superintendent and the subcommittee on the budget process had worked in parallel with similar conclusions. This was the way budgets should be developed with the educational priorities placed first. With added sources of revenues, she asked about special enterprise funds.

Mr. Felton was interested in centralized fundraising and equity issues. Mrs. O'Neill added that fundraising issues had been a topic of discussion since her involvement in PTAs.

Mr. Felton inquired about expanded community involvement, and polling through the community to reach those less active individuals.

Mr. Burnett contemplated if there was a correlation between the size district and the dollars allocated for education of students.

Ms. Diane Cockrell presented the following recommendations of the Subcommittee on Environment and Security:

Safety and Environment

1. Continued training with opportunities for certification.
2. Develop an Indoor Air Quality (IAQ) plan/schedule mirroring that of the School Modernization Plan prioritizing those schools with the most severe issues.
3. Initiate "Crisis Response and Monitoring Teams" in the three field offices consisting of three safety engineers.
4. Consider an "emergency box" located in each school which would contain the floor plan, office and gate keys, security codes.

Alternative Education

5. Increase the number of seats in the various programs
6. Increase the number of pupil personnel workers
7. Increase the number of school psychologists
8. Formulate a database for tracking cases.

After-school Activities

9. Require that the Interagency Coordinating Board (ICB) help pay for security by encouraging them to acquire a contract with a security firm.
10. Encourage ICB to increase user fees to pay for additional security for after-school uses by community groups.
11. Consolidate the use of rooms within schools.
12. Encourage ICB to develop "user education" brochures to be reviewed with those who wish to utilize the schools for evening activities.
13. Secure parts of a school building for programs as per the use of gates to minimize any possible incidences.
14. Plan for the construction of restrooms near the large main rooms of a school.
15. Increase the length of after-school programs to extend into the dinner time as well provided the needed transportation for that activity.

Security

16. Budget more monies in a school's budget for needed security personnel for school events.
17. Obtain video cameras for all high schools and initiate pilot programs in middle schools.
18. Suggested purchases – metal detectors, walkie talkies, intercoms in portables, and "MCPS Security" coats and vests.
19. Secure the county police radios for those schools buses in need.
20. Purchase 48 video cameras to address vandalism and assaults on buses.
21. Hire more aides for special needs buses.
22. Encourage schools to utilize photo ID as a multiuse badge.

Non-Budget Recommendations

23. Encourage every middle and high school to set dress codes.
24. Encourage the use of incentives to help all students join school activities.
25. Encourage more involvement of churches, scouts, businesses with children in their respective communities.
26. Encourage all schools to have parents sign off on a "no tolerance" policy regarding behavior.
27. Restrict access to schools during the daytime.
28. Reinforce the use of visitor badges especially in those schools experiencing renovation or modernization.
29. Encourage thorough background checks of non-school-based personnel involved with the renovation or modernization of a school.

Re: **BOARD COMMENTS**

Mr. Felton envisioned the lack of school psychologists could be folded into

county's resources that support the family with restructuring the system for a more effective use of taxpayers dollars.

Mrs. King believed that parenting centers, MCPS, and other agencies could make an ideal collaboration to help parents learn the skills to support their children.

Mrs. King had met with middle school students, and they were interested in after-school activities, especially sports.

Mr. Burnett thought parent support centers, especially Title I, did an excellent job of supporting parents. He suggested that that model might be worth replicating. Mr. Burnett agreed that the PPWs and school psychologists had a heavy work load. However, if teachers were better trained in classroom management, it would lead to fewer children moved to alternative placements.

Ms. Jane Stern presented the following recommendations of the Subcommittee on Instructional Supports, Global Access, and Transportation:

1. Utilize the new Student Information System (SIS) to support the maintenance of parents' names and work telephone numbers in the database so that they are readily available to teachers.
2. Adopt a phased implementation program for providing a telephone at each teaching station which teachers can use to get in touch with parents during the day.
3. Accelerate the completion of the Global Access plan and plan for replacing/upgrading computers at least every five years.
4. Continue to develop and refine SIS with a systemic strategy to obtain input from school-based personnel in order for the system to support them in performing their functions.
5. Undertake a phased program to add to the number of buses available to transport students to sports competitions and increase funding for part-time bus drivers, so that fewer students will have to miss classes to attend sports competitions.
6. Count square footage of portables to allocate building service workers.
7. Add five "permanent-substitute building service workers to the budget.
8. Increase by \$10,000 for building service worker training.
9. Accelerate the replacement and supplementation for classroom furniture to \$1.3 million a year.
10. Continue after-school activity coordinators in every middle school, and after-school transportation for elementary schools, especially those with large proportions of Hispanic and African-American students.
11. Reduce the percentage of oversize classes to one percent in elementary schools

- and two percent in secondary schools.
12. Develop well-sequenced curriculums.
 13. Design a program for monitoring violation of Child Labor Laws.
 14. Develop architectural standards that include staff members.

Re: **BOARD COMMENTS**

Mrs. O'Neill commented on SIS and the need for the development of new systems to be based on the requirements of the user. Sports competitions must be scheduled in the evening whenever possible in order to leave athletes in the classroom during school hours.

Mrs. King commented on Child Labor laws and the overwhelming business demand for workers. Mrs. O'Neill pointed out that if work permits were monitored, it could alleviate some of this conflict for students.

Mr. Felton inquired about portables and the formula for allocating building service workers.

Mr. Burnett commented on SIS and the need for flexibility in order to change access for different users. Mr. Burnett suggested that class size should target areas of greatest need.

Mr. Felton thanked the subcommittees for their work and assured them that Dr. Weast had included many of their suggestions in his FY 2001 Operating Budget Request.

The meeting was adjourned at 9:30 p.m.

PRESIDENT

SECRETARY

JDW:gr