

APPROVED  
5-2005

Rockville, Maryland  
January 27, 2005

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Thursday, January 27, 2005, at 7:40 p.m.

Present: Mrs. Patricia B. O'Neill, President  
in the Chair  
Mr. Steve Abrams  
Ms. Sharon W. Cox  
Ms. Valerie Ervin  
Dr. Charles Haughey  
Mrs. Nancy Navarro  
Mr. Gabriel Romero  
Mr. Sagar Sanghvi, Student Board Member  
Dr. Jerry Weast, Secretary/Treasurer

Absent: None

RESOLUTION NO. 31-05 Re: **APPROVAL OF THE AGENDA**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Cox, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its agenda for January 27, 2005.

Re: **WORKSESSION ON THE SUPERINTENDENT'S  
RECOMMENDED FY 2006 OPERATING BUDGET**

Staff gave a brief overview on each office's budget focusing on the expansion of successful programs based on the Strategic Plan.

Re: **OFFICE OF ORGANIZATIONAL DEVELOPMENT**

Ms. Cox commented on the layout and the clarity of staff responsibilities. Also, she appreciated the fact that this year staff will focus on the contribution to student achievement.

Re: **OFFICE OF THE CHIEF OPERATING OFFICER**

Mr. Sanghvi inquired about the estimated cost for bus fuel. Mr. Bowers replied that there was \$1.35 per gallon in the budget, but the system is spending \$1.50 per gallon at the present time. Hopefully, there will be a change in the fuel which would result in lower costs.

Ms. Cox stated that she appreciated the alignment with the performance measures, which

recognizes the customer with a focus on continuous improvement. Regarding the Entrepreneurial Activities Fund, she noticed that there was not a performance measure related to the new initiatives. Mr. Bowers stated that performance measures are under the departments.

She was pleased that the Department of Planning and Capital Improvements includes a Spanish-speaking staff member for those requesting boundary information. She also appreciated the level of expectation for accuracy for the demographers.

Ms. Cox asked what the system was doing about internship programs for maintenance personnel. Dr. Weast replied that the county and school system are treating this topic as a community issue since it will affect personnel in all agencies of the local government. Mr. Hawes stated that a program will be developed for a full, countywide apprentice program.

Dr. Haughey inquired about the performance measures for the Science Materials Center. What is the yield from that activity? Mr. Bowers explained that the center started with supplying testing materials to schools for MSPAP, but now the center concentrates on science units, which are sold to other school systems.

Mr. Romero asked about the water usage relating to the lead in the water and the process of flushing the lines. Mr. Hawes replied that there was an increase in water usage, and the Board will be updated in the near future.

Mr. Abrams wanted to know if there were other areas for Entrepreneurial Activities, such as DIBELS. Mr. Porter replied that hand-held and tablet personnel computers have applications to be marketed to other school systems. Also, staff is developing agreements for such purchases. Dr. Weast pointed out that the professional growth systems are another intellectual property that could be sold.

Mr. Abrams pointed out that in the Entrepreneurial Activities the strength is the educational component, but the weakness is in marketing. He wanted to see something on that area in the next budget. The best performance measure is profit, and he did not see any reference in the budget.

Mr. Abrams stated that the University of Maryland's School of Business is interested in creating a cadre of educational management interns at both the undergraduate and MBA levels. Is MCPS exploring this possibility? Mr. Bowers replied that there have been exploratory conversations with the university.

Mrs. Navarro asked about the funding for the educational facility officers. Dr. Spatz replied that the funding is through the Police Department using a federal grant.

Ms. Cox commented that she was pleased with the changes to the citizens budget and the alignment with the strategic plan.

**Re: OFFICE OF STRATEGIC TECHNOLOGIES &  
ACCOUNTABILITY**

Mr. Romero wanted to know the performance measures for assessments. Mr. Porter responded that the assessments give the school system the ability to target where students are and what they need to learn.

Mr. Abrams commented on what the role of the teacher and technology means for education. This could be done as a process engineering exercise. How could be it done so that the teacher is the manager of the process? This would get the system into a different mind set as to who is the player. With more positions married with technology under the guidance of a professional, the system will be a more prescriptive educational system.

Mr. Romero agreed with Mr. Abrams, since a calculator does not make a bad engineer better, it just makes him faster. Mr. Abrams noted that the calculation permits the engineer to assess the information. Therefore, technology gives a person information that needs to be assessed by a professional.

Ms. Ervin asked staff to provide a description of the Teacher-Centered Model. How many schools have implemented it and what is the cost for FY 2005 and FY 2006? In future budgets, she would like benchmarks connected to demonstrated results.

Mr. Sanghvi was pleased that online courses have started and will be expanded. Mr. Porter added that a course is being developed for the professional growth system. Mr. Sanghvi asked if there would be online courses for students. Mr. Porter stated that there would be courses, such as summer school.

Ms. Cox asked about issues arising from the Grading and Reporting Policy. Does this budget support moving forward with programming needed to implement the policy and record grades? Mr. Porter replied that it has started and will be in the next budget as well.

Ms. Cox said she was pleased with the work that had been done with the Office of Curriculum and Instructional Programs on developing the new report cards.

**Re: OFFICE OF HUMAN RESOURCES**

Mr. Romero asked about a performance measure for increasing the diversity of teachers. Dr. Weast thought it might be helpful to have one to show the context about the pool of teachers. The problem is the pool of graduates from the universities. Mr. Bowers pointed out that

diversity of staff is a performance measure in the strategic plan.

Dr. Haughey thought it would be helpful to the public if there was a performance measure in the budget addressing the low attrition levels. Also, he thought it was important to show MCPS teachers on competitive professional standards. Mrs. O'Neill pointed out that the strategic plan and annual report have more comprehensive performance measures.

**Re: OFFICE OF SPECIAL EDUCATION AND  
STUDENT SERVICES**

Mrs. Navarro asked whether or not the addition of three pupil personnel workers (PPWs) is enough to support students adequately. Ms. Strange replied that it is not enough, but with the addition of the Collaborative Action Process (CAP) using a trainer of trainers model, the process should eliminate some of the need for PPWs.

Mr. Abrams asked if there was any evaluation, position, or tool within the budget to monitor how well the collaboration on least restrictive environment (LRE) services is working. Ms. Strange replied that it is reflected in student performance and teacher feedback about collaborative support. Mr. Abrams asked staff to get back to him on how progress on serving students in the least restrictive environment is monitored. Mr. Abrams asked what services are provided for students with dyslexia.

Mr. Romero asked about the long-term goals for LRE and special education services. Ms. Strange thought that as CAP and other services mature, there will be less need for special programs but the students will need funding in LRE that could be more expensive.

Dr. Haughey asked how quickly staff will close the gap with staffing and number of children needing services. Dr. Weast noted that it was very complex. For example, only 25 speech pathologists are trained in the state every year, and he is negotiating with universities to train more using MCPS funding and employment guarantees.

Mrs. O'Neill inquired about the funding for R.I.C.A. Dr. Weast replied that the state is shifting the cost of out-of-district placements to local school systems.

Ms. Ervin questioned the overrepresentation of African-American students in special education. She noted that the plan is to increase psychological and PPW services to address this issue. She asked what those staff members will do to address overrepresentation. Ms. Strange replied that through CAP those people will train trainers.

Ms. Ervin asked how many homeless students MCPS serves and what the cost is, including transportation.

Mr. Sanghvi inquired about the 20 percent of seniors reporting that counselors contribute to their post-secondary advice. Staff replied that the percentage needs improvement, but seniors get advice from other people, such as parents.

Ms. Cox mentioned the culture change that has taken place and the sense of ownership of the system with all children. She noted in the documentation that procedural violations would be reduced with better identification procedures and resolution of conflicts within the school house. Also, with the changes in the IDEA, there will be a need for staff training and monitoring. Finally, transition services give students the opportunity for outside employment. However, there is inconsistency between programs and schools.

Re: **BOARD OF EDUCATION AND OFFICE OF THE SUPERINTENDENT**

There were no Board questions.

RESOLUTION NO. 32-05      Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Ms. Cox, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting of January 27, 2005, at 9:55 p.m.

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PRESIDENT

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SECRETARY

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