

APPROVED  
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Rockville, Maryland  
October 6, 2009

The Board of Education of Montgomery County met in special session at the Carver Educational Services Center, Rockville, Maryland, on Tuesday, October 6, 2009, at 5:20 p.m.

Present: Ms. Shirley Brandman, President  
in the Chair  
Mr. Christopher Barclay  
Mr. Michael Durso  
Dr. Judy Docca  
Mr. Timothy Hwang  
Mr. Philip Kauffman  
Mrs. Patricia O'Neill  
Dr. Jerry Weast, Secretary/Treasurer

Absent: Ms. Laura Berthiaume

The Board of Education met with the Executive Board of SEIU Local 500 and discussed the following topics:

- Workplace English Program
- Support Staff Hired as Teachers and A&S Staff
- Professional Growth System

There was an update on the presentation from last year on the **Workplace English Program**. SEIU staff reported on the continuation and increase in the Saturday, pilot, and face to face classes. Overall, the participants are very pleased with the program, and supervisors are reporting that communication is better with the employees. It was reported that the program builds confidence and allows employees to seek promotions.

SEIU distributed a chart entitled, **Supporting Service Employees Hired as Teachers and Supervisory Personnel**. Support staff have received advanced education through tuition reimbursement and university partnerships. Mr. Barclay asked if there was a way to track where the support staff had been formerly employed. SEIU staff agreed to send the Board a chart indicating that information. SEIU staff pointed out that the career ladder provides employees a chance to rise within the MCPS ranks.

The third phase of reforming the professional development and evaluation programs for all employees of the Montgomery County Public Schools (MCPS) began July 1, 2005, with the implementation of the **Supporting Services Professional Growth System (SSPGS)**. This follows the rollout of similar systems for teachers and administrators and supervisors and reflects a key component of the MCPS strategic plan, *Our Call to Action: Pursuit of Excellence*, particularly the focus on building the capacity of staff to work efficiently and effectively with clear expectations and professionalism in achieving the school system's

goal of providing the best educational opportunities for all students. Leaders from all of the employee representative organizations have played an important role in shaping the professional growth systems, and this new phase represents the first successful effort to improve the structure for developing, training, and evaluating supporting services staff in almost 30 years.

Several SEIU members made observations about their experiences with the Peer Assistance and Review (PAR) panels, especially those referred to the PAR panel, panel members, consultant, and peer coach. All stated that the experience was positive and those referred to the panels were excited that they had saved their jobs, as well as how to do a better overall job within MCPS.

Board members were encouraged and pleased with the messages that SEIU 500 brought to them at this meeting.

The meeting adjourned at 7:00 p.m.

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PRESIDENT

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SECRETARY

JDW:gr