

APPROVED
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Rockville, Maryland
January 24, 2013

The Board of Education of Montgomery County held a work session at the Carver Educational Services Center, 850 Hungerford Drive, Rockville, Maryland, on January 24, 2013, beginning at 6:04 p.m.

Present: Mr. Christopher Barclay, President
in the Chair
Ms. Shirley Brandman
Dr. Judy Docca
Mr. Michael Durso
Mr. Philip Kauffman
Mr. John Mannes
Mrs. Patricia O'Neill
Ms. Rebecca Smondrowski
Dr. Joshua Starr, Secretary/Treasurer

Absent: None

To view specific sections or the entire meeting, please watch at
<http://www.montgomeryschoolsmd.org/boe/meetings/archive/2013/2013-0124.shtm>

Re: **PLEDGE OF ALLEGIANCE**

"I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Re: **WORK SESSION**

Dr. Starr recommended the Fiscal Year (FY) 2014 Operating Budget after receiving significant internal and external input, including the Board of Education's budget interests and feedback received during public forums and meetings over the past year. Input was also received from the new "Neighbor to Neighbor" initiative, which resulted in more than 20 self-guided discussions about what our community values in the budget. The budget was built in collaboration with the unions that represent MCPS employees—MCEA, MCAAP and SEIU-Local 500—and the Montgomery County Council of Parent Teacher Associations (MCCPTA).

Dr. Starr's recommendation focuses on three major areas:

- Managing the district's continued growth
- Re-energizing efforts to narrow achievement gaps
- Investing in our future

Dr. Starr's budget begins to restore some of the more than 1,300 positions that were

lost during the economic downturn, when MCPS redirected limited resources to keep up with its growth.

FY 2014 Operating Budget Overview: The superintendent's FY 2014 Operating Budget recommendations are part of a multiyear strategy aimed at keeping up with growth and moving MCPS forward. Dr. Starr is recommending a \$2.217 billion operating budget for FY 2014, which is an increase of \$48.9 million, or 2.3 percent, over FY 2013 (the current fiscal year).

- The budget is less than half of one percent (0.4 percent), or \$10 million, above the funding floor required by state law (Maintenance of Effort, or MOE)
- This recommendation should be considered preliminary for a number of reasons:
 - Uncertainty about state funding level
 - Debate over the "fiscal cliff," which could impact federal, state and local budgets
 - Uncertainty about the county's economic situation
 - Negotiations with our employee associations (new compensation increases not included in Dr. Starr's budget)

Managing Growth: More than 82 percent of the recommended budget increase is dedicated to managing growth and continuing costs. Enrollment this school year is nearly 149,000 students, an increase of more than 11,000 students in just five years. That growth is expected to continue and enrollment is expected to top 159,000 students by FY 2019. A greater number of our students require specific services and support to ensure success. More than 49,300 students (33.2% of total enrollment) now receive free- and reduced-price meals (FARMS), an increase of more than 12,000 students in five years. Nearly 20,000 students (13.1% of enrollment) receive English for Speakers of Other Languages (ESOL) services. This number has practically doubled since 2000.

- Dr. Starr's recommendation includes \$21.2 million to address enrollment changes, which includes:
 - 127 elementary and secondary positions to serve an additional 2,336 students
 - 22 positions to serve an additional 900 ESOL students
 - 101 positions to increase individualized services for special education students
- This budget also includes \$7.1 million for continuing salary costs and \$15.4 million to pay for benefits for current and retired employees. The money for benefits includes \$7.3 million for state teacher pension costs.
- \$4.3 million in efficiencies and reductions are included, including further cuts to central services, which have been reduced by more than 20 percent in the past five years.

Re-energizing Efforts to Narrow the Achievement Gap: MCPS has had tremendous success narrowing the achievement gap in some areas, including AP access and success and early grades reading. In other areas, the gaps have been persistent and

harder to narrow. Dr. Starr's budget invests money in strategic areas to deepen the district's efforts to narrow the gaps and serve all students in key areas.

- **Middle Schools:** Some of the biggest gaps in MCPS are seen in middle school and Dr. Starr is proposing the following investments:
 - The hiring of 30 middle school focus teachers who will work with students who have been struggling in mathematics and reading (\$1.968 million)
 - Returning middle school Staff Development Teachers to full time positions. These positions had been cut in half and are vital to providing middle school teachers the training and support they need (\$1.496 million)
 - Increased professional development and support
- **Mathematics:** To continue improvements to the MCPS mathematics instructional program and address concerns expressed by parents and staff, Dr. Starr is proposing:
 - A Mathematics Implementation Team that will work in schools to improve the capacity of teachers to provide mathematics instruction to students of all abilities (\$1.1 million in realigned funds)
 - The hiring of 10 elementary mathematics teachers that will provide accelerated instruction to students that are ready for higher level work (\$665,934)
- **Achieving Collegiate Excellence and Success:** This collaborative effort between MCPS, Montgomery College and the Universities at Shady Grove seeks to increase college enrollment and completion for students, especially those from groups that are underrepresented in higher education.
 - Dr. Starr is proposing \$94,000 to create a summer program that will help support a college-going mindset for our students

Investing in the Future: The landscape of education is changing and we must make sure our students are prepared for today's global economy and that our staff can help our students meet these high demands. Among the changes are the implementation of the Common Core State Standards in math and literacy; the continued implementation of Curriculum 2.0; and preparing our students for new state assessments (PARCC) and coming changes in Advanced Placement exams.

- **Professional Development:** Adult learning will be a key to the district's continued success and Dr. Starr is proposing the following additions to the budget:
 - An increase for professional development around the implementation of Curriculum 2.0 and the Common Core State Standards in elementary and secondary schools (\$1.549 million)
 - An increase in funds for substitutes in secondary schools that will allow MCPS teachers to fully participate in professional development activities (\$800,000)
 - Adding four consulting teachers who will work with new educators and those that are struggling. This is an important part of MCPS' highly successful Professional Growth System (\$314,854)

- **Other strategic areas:** Dr. Starr is also proposing additions and restorations including:
 - The addition of five elementary instrumental music teachers (\$327,967)
 - The restoration of 11 school support positions at small elementary schools, including media specialists, staff development teachers, reading specialists and counselors (\$721,528)
 - The addition of an assistant school administrator and .5 school secretary position at the district's three largest elementary schools (\$436,161)
 - Funds for a district-wide baseline testing program to address concussions (\$75,000)

The following offices were review:

1. K-12 Instruction
2. Curriculum and Instructional Programs
3. Special Education and Student Services

Board members inquired about the following topics, and staff provided answers.

- Difference between focus and intervention teachers
- Support for struggling special education students
- Develop content knowledge for teachers and Curriculum 2.0
- Elementary counselors and social and emotional wellbeing
- Support vocational and career preparation
- Training for elementary math teachers for Curriculum 2.0
- Average class size guidelines/formula
- Career and Technology Education
- Special education staffing plan
- Instructional materials
- Professional development evaluation
- Math content knowledge
- High school registrars
- Baseline concussion testing
- Remediation of students post high school
- IB programs
- Home/school model evaluation
- Monitor IEP goals
- Home and Hospital teaching

Followups and Reminders

1. Ms. Brandman asked how many elementary schools have an allocation of less than one staff development teacher position.
2. Mr. Kauffman wanted to know how many middle and high schools have a .5

counselor. He was interested in looking at the staffing allocations, and Mr. Barclay referred the issue to the Financial Management Committee.

3. Ms. Smondrowski and Mr. Kauffman were interested in training for teachers to recognize mental health issues of their students. What would be the cost and implications of training classroom teachers since they are in contact with the students more than other staff.
4. Mr. Kauffman inquired about PBIS. What is the success of the program? How much does it cost? Is the cost different for the elementary, middle, or high schools?

The work session was adjourned at 8:45 p.m.

PRESIDENT

SECRETARY

JPS:gr