

TENTATIVE MINUTES**REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY
RETREAT**

Saturday, March 10, 2007

The Board of Education of Baltimore County, Maryland, met in open session for retreat on Saturday, March 10, 2007, at 9:00 a.m. at Greenwood. President Donald L. Arnold and the following Board members were in attendance: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Ms. Kara Calder, Chief Communications Officer; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board were present.

Mr. Arnold opened the meeting with a welcome and reviewed the agenda.

Mr. Arnold reviewed the commencement schedule with Board members.

BOARD MEMBERS' ROLES

Mr. Arnold introduced Ms. Kitty Blumsack, Director of Board Development, Maryland Association of Boards of Education. She discussed the strengths and challenges as well as Board concerns.

Prior to today's retreat, Ms. Blumsack had interviewed Board members and, through assessment, members' responses to frame the presentation.

Dr. Hayman suggested that "when planning for future retreats' Board members should receive the agenda in a more timely manner. Mr. Hayden suggested Board members send items for consideration for the next retreat to the Board president.

Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent, entered the room at 9:20 a.m.

Ms. Blumsack reviewed with Board members their strengths, challenges and concerns based on the interview. Board members worked in groups of three, focusing on the Board's concerns, and discussed possible causes, impact, and strategies.

Board members then reported on their conclusions.

BOARD CONCERNS	POSSIBLE CAUSES	IMPACT	STRATEGIES
<input type="checkbox"/> Communicating among ourselves and the officers - ways to make sure we all have the same information	Lack of history on issues	Mixed Board terminology	Schedule time for informal dialogue
<input type="checkbox"/> Handling personal disagreements	Emotions	Power plays	Bring different expertise to different situations
<input type="checkbox"/> Getting input from board members who rarely speak during the board meetings	Not viewed as a problem since the power is in the vote		
<input type="checkbox"/> Being aware of our own non-verbal communication	Must be ourselves		Poker face is important
<input type="checkbox"/> Disagreement is OK, but we need to be more comfortable with it or figure out when we may need to handle it differently	Philosophy, background, positions, personal	- Hinders progress - Resentment - Negatively impacts public perception	- Improve communication - Committee reports from Chair
<input type="checkbox"/> Lack of trust between the superintendent and the board - sometimes feels like the superintendent holds the board at "arms-length"	- Perceived lack of meaningful cooperation - Staff seems to look to Superintendent for non-verbal cues before responding	- Raises suspicion that Board is not getting the truth - Staff not prepared to answer questions	Evaluation/goal setting with Superintendent
<input type="checkbox"/> We don't use e-mail well	- Email not privilege communication - Personal preference	Timely notice of events are missed	None - personal style
<input type="checkbox"/> For some members, preparation isn't always evident - while everyone does the best they can, sometimes there seems to be a lack of understanding about some of the committees' work	- Board members has different expertise - no consequences for not preparing - overwhelming amount of information	Public perceives the Board is not prepared	- Committee reports - Reference Board strengths
<input type="checkbox"/> Ways to avoid micro-managing with the schools. What is the best way a board member can stay informed but not directly involved	Over-estimation of the Board's role	Creates confusion as to whom is responsible for issue (management)	
<input type="checkbox"/> Ways to make sure we treat each other in public with respect and dignity	Board must listen to others	Individual viewpoints are important, when decision is made, Board supports collectively	Board should react respectfully, responding to others with whom e disagrees
<input type="checkbox"/> Understanding the impact of our comments to the press - when to speak, etc.		The "press" having become less important seek occasionalism	- Offer a call back. Do not answer immediately. - Direct inquiry to appropriate
<input type="checkbox"/> What do we want board members to do - what are the expectations for attendance, preparation, asking questions, etc.	- Absence of executive summary - Must appear and be knowledgeable at basic information level - Contact Board when absence is anticipated		- Be sure of surroundings in asking questions - Feel free to question committee reports

Next, Mr. Arnold summarized the strategies:

- To consider additional work sessions and retreats
- To include executive summaries
- Adjusting Board schedule
- Checking with counsel regarding legal issues (i.e. committee reports)
- Copies of tapes from Board meetings will be provided to Board members upon request
- Reviewing the policy for canceling Board meetings when schools are closed
- Exploring ways of "streaming" the Board video on the Education Channel

Board members shared with each other what was learned during this process and ways in which the Board can improve.

Mr. Arnold thanked Ms. Blumsack for the presentation and then at 11:48 a.m. announced a brief adjournment for a working lunch.

The meeting reconvened at 12:00 p.m.

PAY SCALES

Through a PowerPoint™ presentation, Dr. Donald Peccia, Assistant Superintendent for Human Resources and Governmental Relations, and Ms. Barbara Burnopp, Chief Financial Officer, shared with Board members the philosophy and concept of the pay scales including:

- Compensation management
- Internal and external pay considerations
- Annual review of compensation plans
- Annual review process
- Salary/structuring of pay scales

Ms. Burnopp demonstrated how to retrieve the pay scales from the BCPS internet. Ms. Burnopp explained how the salary scale works including increments, increases, and longevity steps.

Mr. Arnold asked how the school system deals with the differences of external pay considerations. Dr. Peccia responded that when looking at job classifications, staff reviews the market analysis and adjusts specific classifications, which can include restructuring.

Mr. Janssen asked how the school system addresses disparity when salary grades are further apart. Ms. Burnopp stated that when the Board approves a COLA (cost of living adjustment), each step in the scale would increase by that same percentage.

With regard to a specific salary scale, Mr. Parker asked whether salary grades 1 and 2 eliminated or combined with salary grade 3. Ms. Burnopp stated that advancing grades 1 and 2 up to grade 3 would make job functions in all three salary grades equal and the hourly scales would change. Dr. Peccia reminded the Board that changes to the classifications are management's prerogative and that changes to the salary scales are negotiated.

Ms. Shillman requested a breakdown on the cost of agency hiring of certain classifications such as personal assistants and custodians.

Ms. Burnopp asked Board members to review the salary scales on the website. Dr. Hayman stated that the Board would like to have this information given to them prior to approving future operating budgets.

Dr. Hayman exited the room at 12:58 p.m.

BOARD'S MISSION STATEMENT AND FOCUS AREAS

Mr. Arnold presented Board members with a draft of the proposed mission statement and the Board's 2006-2007 focus areas.

Ms. Murphy shared with Board members the final "draft" mission statement for their consideration. Board members were asked to review the mission statement and consider approving it at a regularly scheduled Board meeting.

SUPERINTENDENT'S COMMENTS

Dr. Hairston shared with Board members feedback the school system has received from the county budget office regarding the proposed FY 2008 operating budget.

Dr. Hairston also shared with Board members the series of sessions that Dr. English, PDK, Inc. Lead Auditor, had attended regarding the findings and recommendations of the curriculum management audit. Dr. Hairston stated that the full audit report would be available on Friday, March 16, on the school system's website.

Ms. Murphy requested a copy of the Curriculum and Instruction organization.

The Board of Education retreat ended at 1:45 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, March 13, 2007

The Board of Education of Baltimore County, Maryland, met in open session at 4:01 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

The Board entertained oral argument in Hearing Examiner's Case #07-07. The matter was heard in closed session.

In addition to the above listed Board members, the following persons were present: James R. Whattam, Esquire, Assistant General Counsel, Maryland State Teachers Association; J. Robert Haines, Esquire, Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann F. Howie, Esquire, Legal Counsel to the Superintendent; Anjanette L. Dixon, Esq., Staff Attorney; P. Tyson Bennett, Esquire, Legal Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board of Education.

The proceedings of the hearing were recorded by a court reporter.

The hearing was concluded at 4:32 p.m.

Board members deliberated on the case.

ADMINISTRATIVE FUNCTION SESSION MINUTES

Upon conclusion of its deliberations, the Board of Education considered its internal procedures. President for the administrative function meeting were: Mr. Donald L. Arnold, Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman.

OPEN SESSION MINUTES

The Board reconvened in open session at 5:08 p.m. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Arnold reminded Board members of community functions and Board of Education events scheduled in March and April.

Ms. Harris moved that the student member be permitted to participate in closed session collective bargaining discussions. The motion was seconded by Ms. Johnson and unanimously approved by the Board.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9) and upon motion of Mr. Janssen, seconded by Mr. Pallozzi, the Board commenced its closed session at 5:09 p.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 5:09 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Dr. H. Scott Gehring, Assistant Superintendent, Northwest Area; Mr. William Lawrence, Assistant Superintendent, Northeast Area; Dr. Manuel Rodriguez, Assistant Superintendent, Southwest Area; Ms. Jean Satterfield, Assistant Superintendent, Southeast Area; Dr. Kim X. Whitehead, Assistant Superintendent, Central Area; Margaret-Ann Howie, Esq., Legal Counsel to the Superintendent; Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations; Dr. Alpheus Arrington, Director, Personnel Staffing; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Peccia updated Board members on collective bargaining discussions.

Dr. Peccia reviewed with Board members personnel matters to be considered on the evening's agenda.

At 5:37 p.m., Mr. Janssen moved the Board adjourn for a brief dinner recess. The motion was seconded by Ms. Murphy and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, reconvened in open session at 7:27 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Joy Shillman, and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Audrey Dittman, a student at Carver Center for Arts and Technology, followed by a period of silence for those who have served education in the Baltimore County Public Schools.

MINUTES

Hearing no additions or corrections to the Open and Closed Session Minutes of February 20, 2007 (rescheduled from February 13, 2007), Mr. Arnold declared the minutes approved as presented on the website.

Dr. Hairston noted one adjustment to the agenda for this evening's meeting – removal of item B, Hearing Examiner's Opinion in Case #07-14, under XI, New Business. Mr. Arnold noted the correction to tonight's agenda.

Mr. Arnold informed the audience of the sessions in which Board members had participated earlier in the afternoon.

SELECTION OF SPEAKERS

After collecting completed sign-up cards, Mr. Arnold announced the names of persons who would be speaking during the public comment portion of the meeting as well as the order in which the persons would be called.

ADVISORY AND STAKEHOLDER COMMENTS

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, commended the Superintendent for initiating the curriculum management audit.

Dr. Ella White-Campbell, Chair of the Minority Achievement Advisory Group, reported on the group's meeting where Dr. Rodriguez reported on the progress in the southwest area, and Dr. Peccia presented progress in equity of hiring personnel.

Ms. Susan Katz, President of the PTA Council of Baltimore County, announced that the PTA's sound enhancement resolution was approved and accepted by the Maryland PTA. She expressed concern of implementing Policy 3160 and changing the process in the middle of a school year.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, stated that TABCO looks forward to working with the school system in the curriculum audit recommendations and implementation plan.

SUPERINTENDENT'S REPORT

Dr. Hairston acknowledged the selection of Red House Run Elementary and Hereford Middle Schools as Maryland Blue Ribbon Schools of Excellence.

OLD BUSINESS

Proposed New Policy 3160

On a motion of Mr. Pallozzi, seconded by Mr. Bacon, the Board approved the proposed new Policy 3160 – NON-INSTRUCTIONAL SERVICES-RISK MANAGEMENT: School-Sponsored Activities, as presented in Exhibit B.

OLD BUSINESS (cont)

Proposed Deletion of 8000 Preface

On a motion of Mr. Bacon, seconded by Mr. Pallozzi, the Board approved the proposed deletion of the 8000 Series Preface, as presented in Exhibit C.

REPORTS

The Board received the following reports:

- A. On motion of Ms. Murphy, seconded by Mr. Hayden, the Board adopted the following resolution proclaiming March as Professional Social Work Month:

WHEREAS, *Professional social workers have over a century of experience helping individuals and effecting social change that benefits everyone; and*

WHEREAS, *Over 20,000 school social workers across the nation provide psycho-educational services and develop programs which help children experience success in school; and*

WHEREAS, *School social work services began in Baltimore County during the 1993-1994 school year to provide assistance to students by alleviating those psycho-social problems that interfere with academic success; and*

WHEREAS, *School social workers provide therapeutic services to assist students in becoming more available for learning; and*

WHEREAS, *School social workers collaboratively assist staff in developing social-emotional learning objectives to assist students in meeting with academic success; and*

WHEREAS, *School social workers provide links between the home and school; and locate community resources to promote students' academic achievement; and*

- WHEREAS, *School social workers advocate that all students can achieve success in schools that are programmatically nurturing, safe, and orderly environments; and*
- WHEREAS, *School social workers continue to promote the development of programs that will increase student achievement and encourage parental participation in schools; now, therefore, be it*
- RESOLVED *That the Board of Education of Baltimore County extends its deep appreciation to all school social workers for their dedicated and committed services to students and their families; and be it further*
- RESOLVED *That the Board of Education of Baltimore County does hereby proclaim the month of March 2007 as **Professional Social Work Month.***

- B. **Report on Proposed Changes to Policy 3510 – NON-INSTRUCTIONAL SERVICES: Operation** – Mr. Michael Sines, Executive Director of the Department of Physical Facilities, noted the text change of substituting “Division” with “Department.” This is the first reading of this Policy.

Mr. Hayden suggested removing the reference to a collective bargaining unit.

Ms. Johnson asked if the school system would incorporate the total cost necessary for the Department of Physical Facilities to operate in an efficient manner. Mr. Sines responded the total cost is evaluated on an annual basis and cannot be projected in a Policy.

Dr. Hairston stated that staff will solicit the Board’s input and will have a follow-up conversation.

- C. **Report on Proposed Changes to Policy 7240 – NEW CONSTRUCTION: School Sites** – Mr. Sines noted that the change reflects clarification as to the site acquisition and development of the Policy.

Mr. Hayden suggested removing “in accordance with applicable laws and regulations” from the Policy.

Dr. Hayman asked what steps are being taken in relationship to the concerns raised in the audit regarding policies. Dr. Hairston responded that there is a request in the proposed FY 2008 operating budget for a “Policy Analyst” position where this particular task would be handled.

- D. **Report on Curriculum Management Audit** – Dr. Hairston introduced Dr. Fenwick English, Senior Lead Auditor, Phi Delta Kappa, Inc. (“PDK”) who provided an overview of the audit process and methodology, key findings, and recommendations of the Phi Delta Kappa Curriculum Management Services, Incorporated. Recommendations included:

REPORTS (cont)

1. Bringing system curriculum and program development and the change process under centralized control.
2. Developing and implementing a comprehensive professional development policies, rules, and plans.
3. Developing and execute a curriculum management plan that produces high-quality curriculum guides.
4. Reviewing, revising, adopting, and implementing Board policies on curriculum management.
5. Developing and implementing a comprehensive assessment plan and system that fosters sound instructional decision making.
6. Requiring the systematic evaluation of school system programs and master plan actions.
7. Designing and implementing a data management plan.
8. Developing and implementing a five-year plan that fully aligns district resources to curricular goals and strategic priorities.
9. Developing and implement system planning focused on goals to ensure equal access for students to all comparable programs and services.
10. Eliminating educational environments hampered by physical barriers.
11. Initiating and implementing needed policy updates and necessary improvements for special programs.

Mr. Hayden asked whether there was a matrix of high-performing organizations or lending individuals from which BCPS could seek forth advice. Dr. English stated that the Board should provide a specific area to the Superintendent, and he (Dr. English) would attempt to identify a school system or individual.

Ms. Shillman commented that the Board is aware of the facilities and maintenance issues and have made certain renovations a priority.

Dr. Hayman asked whether the school system has an opportunity to refute any of the audit findings. Dr. English responded that the recommendations presented are the auditors' best professional judgment on how to address the findings. Dr. Hayman encouraged the Superintendent to develop an action plan with timelines and monitoring strategies.

Ms. Johnson recommended that the Board receive an annual review of the school system's progress regarding the audit recommendations.

Mr. Arnold stated the next step is to look at the policies and have the Superintendent present his recommendations to the Board.

PERSONNEL MATTERS

On motion of Mr. Janssen, seconded by Mr. Hayden, the Board approved the personnel matters as presented on Exhibits G, H, I, J, and K (Copies of the exhibits are attached to the formal minutes.).

BUILDING AND CONTRACT AWARDS

The Building and Contracts Committee, represented by Ms. Shillman, recommended approval of items 1-8 (Exhibit L). Item 5, Trucks and Vans, was deferred until the next Board meeting. Mr. Janssen abstained from voting on item 6. Ms. Johnson pulled item 4 for further discussion.

The Board approved items 1, 2, 3, 6, 7, and 8.

1. RGA-122-04 Contract Modification: Automated Substitute Teacher Notification System
2. JNI-783-07 Stationery and Office Supplies
3. JMI-630-07 Debris Equipment
6. MWE-817-06 Contract Modification: Construction Contract – Kenwood High School Addition and Technology Wing Renovation
7. PCR-221-06 Contract Modification: Construction of Two-bay Vehicle Maintenance Building – Kenwood Bus Facility
8. RGA-122-07 Request Permission: Storm Drain Construction by the Baltimore County Department of Public Works – Parkville Middle School

Item 4

Ms. Johnson asked for specifics of the program. Ms. Kathleen McMahon, Assistant Superintendent of Humanities, explained that the program is used in grades one to five to support the elementary reading materials and part of the assessTRAX system. Ms. Johnson asked if there is sufficient data to ensure the program is effective. Dr. Hairston stated there is history and data showing that the program works.

On motion of Ms. Murphy, seconded by Mr. Pallozzi, the Board approved item 4.

4. JNI-782-07 Maryland Standards-Aligned Reading Assessments Adaptation from Houghton Mifflin

FY 2007 BUDGET SUPPLEMENTAL APPROPRIATION

On motion of Mr. Hayden, seconded by Ms. Harris, the Board approved the FY 2007 Operating Budget Supplemental Appropriation in the amount of \$2,323,816, as presented in Exhibit M.

LEGISLATIVE UPDATE

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, reviewed key pieces of legislation that affect the school system and are under consideration by the General Assembly.

The Board took no position on HB317 – Student Health and Fitness Act of 2007. The bill “died” in session.

On motion of Ms. Harris, seconded by Mr. Hayden, the Board voted to oppose HB1079 – Education – Collective Bargaining – Public School Labor Relations Board.

INFORMATION

The Board received the following as information:

- A. Financial Report – for the Months Ending January 31, 2006 and 2007
- B. New Superintendent’s Rule 3160 – NON-INSTRUCTIONAL SERVICES: School-Sponsored Activities

ANNOUNCEMENTS

Mr. Arnold made the following announcements:

- The Board of Education of Baltimore County will meet to conduct a work session on Thursday, March 20, 2007, beginning at 7:00 p.m., at Greenwood. The meeting is open to the public.
- The Northwest Area Education Advisory Council will hold its next meeting on Tuesday, March 20, 2007, at Fort Garrison Elementary School beginning at 7:30 p.m.
- The Northeast Area Education Advisory Council will hold its next meeting on Wednesday, March 21, 2007 at Kingsville Elementary School beginning at 7:00 p.m.
- The Board of Education of Baltimore County will hold its next regularly scheduled meeting on Tuesday, March 27, 2007, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. The Board will then adjourn to meet in closed session, which will be followed by a brief dinner recess. The open session will reconvene at approximately 7:30 p.m. The public is welcome to all open sessions.

Mr. Arnold stated that public comment is one of the opportunities provided to hear the views and receive the advice of community members. The members of the Board appreciate hearing from interested citizens and will take their comments into consideration, even though it is not the Board's practice to take action at this time on issues which are raised. When appropriate, the Board will refer concerns to the Superintendent for follow-up by his staff.

While the Board encourages public input on policy, programs, and practices within the purview of this Board and this school system, this is not the proper avenue to address specific student or employee matters, or to comment on matters that do not relate to public education in Baltimore County. The Board encourages everyone to utilize existing avenues of redress for complaints. Inappropriate personal remarks or other behavior that disrupts or interferes with the conduct of this meeting are out of order.

Mr. Arnold also asked speakers to observe the light system, which lets the speaker know when time is up. He asked speakers to conclude their remarks when they see the red light.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 1240

No one from the public signed up to speak on Policy 1240.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 1250

No one from the public signed up to speak on Policy 1250.

PUBLIC COMMENT ON PROPOSED CHANGES TO POLICY 8110

No one from the public signed up to speak on Policy 8110.

GENERAL PUBLIC COMMENT

Dr. Bash Pharoan asked the Board to add the two Muslim holidays to the school calendar.

Mr. Jameel thanked the Board and Superintendent for initiating the curriculum audit and hopes that the contents of the curriculum related to Islam are corrected.

Ms. Beth Allen deferred her comments.

Ms. Susan Allen deferred her comments.

ADJOURNMENT

At 9:38 p.m., Mr. Bacon moved to adjourn the open session. The motion was seconded by Mr. Parker and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE REPORT
REPORT OF THE BOARD OF EDUCATION WORK SESSION

Tuesday, March 20, 2007
Greenwood

The Board of Education of Baltimore County, Maryland, met in open session at 7:07 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John Hayden, III, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. H. Edward Parker, Jr., Ms. Joy Shillman and Mr. Peter Bacon. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members, as well as the media were present.

Mr. Arnold opened the meeting with a welcome and reviewed the agenda. He stated that the purpose of the work session is for the Board to understand in detail the aspects of the audit and look at ways to implement the proposed recommendations. Mr. Arnold noted that the next work session is tentatively scheduled for Tuesday, May 1, 2007.

ENROLLMENT AND CAPACITY ANALYSIS

Mr. Don Dent, Executive Director of Planning and Support Operations, shared with Board members enrollment and data capacity of Rodgers Forge and Stoneleigh communities. Mr. Dent also shared the number of presentations that the Office of Strategic Planning has provided to elected officials, councilmen, and various community leaders. Presentations vary from enrollment and boundary issues to consideration of turning Campfield Early Childhood Center into a comprehensive elementary school.

Ms. Harris asked which school is the highest percentage over capacity. Mr. Dent responded that the number one overcrowded school was Deep Creek Elementary School followed by Rodgers Forge and Dogwood Elementary Schools, respectively.

Mr. Parker stated that the Board should consider looking into redistricting the entire county school system. When considering redistricting, Mr. Parker commented on the need to look at removing portable classrooms for safety reasons.

Mr. Hayden echoed Mr. Parker's remarks. However, it is an expensive, time-consuming process, multi-year process. With additional space at Dumbarton Middle School, Mr. Hayden asked the Superintendent to consider the practicality of having pre-kindergarten or other classes from Rodgers Forge Elementary scheduled into Dumbarton Middle School.

CURRICULUM MANAGEMENT AUDIT RESULTS

Dr. Hairston reviewed with Board members, in detail, the findings and recommendations from the curriculum management audit. He stated that necessary adjustments need to be made in order for the school system to move forward and strengthen its weaknesses.

Recommendations from the audit were as follows:

1. Hire a Chief Academic Office (CAO), who reports directly to the Superintendent; bring curriculum development, professional development, and assessment into alignment.
2. Develop and implement comprehensive professional development policies, rules, and plans:
 - Create central Professional Development focus
 - Create Professional Development system plan
 - Evaluate Professional Development effectiveness
3. Develop and implement a curriculum management plan, promote alignment and rigor, consistent format, and guides for non-core areas.
4. Review, revise, adopt, and implement updated Board policies.
5. Develop and implement a comprehensive assessment plan and a system which provides data for use in instructional decision making.
6. Require systematic evaluation of all district programs via internal/external reviews linked to student achievement.
7. Design and implement a data management plan in order to maintain accurate, useful, and easily accessible data to guide staff in instructional decision-making, include automatic error checking and data sampling, and maintain a single centralized database to ensure consistent and accessible reports.
8. Develop and implement a five-year plan that aligns district resources to curricular goals and provides cost-benefit analyses.
9. Improve; ensure equal access for students to all comparable programs, services, and opportunities.
10. Act immediately to eliminate substandard school environments; consider outsourcing maintenance needs to reduce backlog.
11. Initiate and implement needed policy updates and necessary improvements for special programs.

Mr. Hayden asked if the job description provided to the public in an effort to hire for the Associate Superintendent position, is the same or similar to the Chief Academic Officer. Dr. Hairston responded that the Associate Superintendent job description had a much broader responsibility; however, the job description is relative to the position.

Mr. Parker stated that training needs to be provided for new teachers as well as current teachers. Ms. O'Hare commented on involving teachers in a focus group; key element is team effort.

Dr. Hairston made the following comments:

- With stronger Board policies in place, BCPS could develop a more effective budget and “weed out” ineffectiveness and redirect resources where appropriate
- Proposed FY 2008 operating budget has a request for a “Policy Analyst”
- Proposed FY 2008 operating budget has three positions for Researchers to help generate useful data
- Need to review our programs (i.e. magnet, gifted and talented) and define or redefine the direction going forward.

Ms. O’Hare stated that the reason teachers may feel overwhelmed is that change and implementation are not well paced.

On page 368, item G.10.2 of the full audit report, the recommendation states for the Board to “direct the Superintendent to present to the Board—within thirty days—a plan identifying school safety issues and explaining how and when they will be eliminated.” Mr. Hayden encouraged the Board and Superintendent to address this issue immediately.

Mr. Janssen expressed concern regarding the tracking of maintenance work orders when a new maintenance work order tracking program was up and running. Mr. Janssen also stated that our facilities could not get to the point where it could effectively put a tool in place because the school system cannot catch up. Dr. Hairston stated he is aware of the maintenance tracking program and noted the sheer volume of work orders. Volume of work orders will always put our Department of Physical Facilities in catch-up mode.

Ms. Shillman stated that the school system does have a maintenance tracking system that is now working, and BCPS does outsource some of the work.

Ms. Harris suggested the school system consider outside clubs or organizations to “adopt” a school in their area as an alternative method to addressing the maintenance issues. Ms. Johnson also supports looking at other avenues, internally or externally, to address this issue.

Mr. Arnold expressed concerns about the effectiveness of various programs in place. An evaluation of curriculum programs needs to occur to avoid duplication and ensure effectiveness. Mr. Hayden stated that while evaluating programs is important, and that some magnet programs may need to be enhanced, he will always be a strong defender of the concept of the magnet program.

Ms. Harris suggested that the Board organize the recommendations to deal with specific items. Dr. Hairston stated that everything begins with Board policy.

Ms. Murphy and Ms. O’Hare commented that the school system needs to focus on curriculum so that teachers can broaden delivery of the curriculum. Ms. Shillman expressed concern that the gifted and talented curriculum guides were the oldest of the guides.

In response to a question about the Chief Academic Officer (CAO), Board members directed the Superintendent to add to the March 27, 2007 Board agenda the CAO position and Curriculum and Instruction organizational chart. Mr. Parker stated that there needs to be a policy reflecting the duties and responsibilities of the CAO.

Mr. Janssen commented that based on the recommendations; there is a ratio of 10 to 1 for funding versus policy. He requested the Superintendent provide a fiscal note to the Board for the implementation costs associated with the audit's recommendations.

Mr. Bacon stated that if the school system does not evaluate and provide a different platform of professional development and curriculum, the results will be the same.

With regards to curriculum, Mr. Janssen stated that many of the school system's courses are not as vigorous and challenging for students. The fact remains that BCPS has programs with not enough students to fill those programs. These are probably the programs the auditors suggested to eliminate.

Ms. Johnson suggested that the Board put together an action plan that would provide the Superintendent with direction on how to address the recommendations. Mr. Arnold stated that the Superintendent needs to come back to the Board with his recommendations so that the Board can prioritize and move forward.

Ms. Murphy recommended that Board members review recommendation #2 in preparation for the next work session.

Dr. Hairston clarified for Board members that the recommendations are ranked with the least cost bringing the greatest yield immediately.

Mr. Arnold asked Board members to review recommendation #2 and submit any comments to Ms. Stiffler. Ms. Stiffler would collect the data and disseminate to Board members prior to the next work session.

The work session concluded at 8:58 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer