

APPROVED  
15-2005

Rockville, Maryland  
May 10, 2005

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Tuesday, May 10, 2005, at 10:00 a.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  
Mr. Sebastian Johnson, Student Board Member-Elect  
Dr. Jerry Weast, Secretary/Treasurer

Absent: None

# or ( ) indicates student vote does not count. Four votes needed for adoption.

RESOLUTION NO. 222-05 Re: **RESOLUTION FOR CLOSED SESSIONS**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article* of the *Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct closed sessions on May 10, 2005, in Room 120 from 9:00 to 10:00 a.m. and 12:00 to 2:00 p.m. to discuss the Human Resources Appointments, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the Board of Education consider the acquisition of real property for a public purpose and matters directly related thereto, as permitted under Section 10-508(a)(3) of the *State Government Article* and Section 4-107(d) of the *Education Article*; and be it further

Resolved, That the Board of Education of Montgomery County receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed sessions on May 10, 2005, to acquit its executive functions and to adjudicate and review

appeals, which is a quasi-judicial function outside the purview of the Open Meetings Act under Section 10-503(a) of the *State Government Article*; and be it further

Resolved, That this portion of the meeting continue in closed session until the completion of business.

**Re: AN AMENDMENT TO THE AGENDA**

On motion of Mr. Abrams seconded by Ms. Ervin, the following resolution failed with Mr. Abrams, Ms. Ervin, and Mrs. Navarro voting in the affirmative; Ms. Cox, Dr. Haughey, Mrs. O'Neill, Mr. Romero, and Mr. Sanghvi voting in the negative:

Resolved, That the Board of Education remove Item 7.0 – Naming of Quince Orchard Middle School #2.

**RESOLUTION NO. 223-05 Re: APPROVAL OF THE AGENDA**

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

Resolved, That the Board of Education approve its agenda for May 10, 2005.

**RESOLUTION NO. 224-05 Re: SALUTE TO SCHOOL FOOD AND NUTRITION SERVICES PERSONNEL**

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

WHEREAS, State Superintendent Nancy S. Grasmick has announced May 4, 2005, as the twentieth annual Salute to School Food and Nutrition Service Personnel Day; and

WHEREAS, The school cafeteria and the service provided by its personnel to students, faculty, and other staff are an integral part of the operations of the Montgomery County Public Schools; and

WHEREAS, The more than 11 million meals that are served annually to Montgomery County school children under the National School Lunch and School Breakfast Programs are testimony of the valuable contribution made by school food and nutrition service personnel each year; and

WHEREAS, School food and nutrition service personnel deserve to be recognized for their dedication and continuing commitment to feeding and educating students, and for offering a

variety of nutrition services to the community; now therefore be it

Resolved, That the Board of Education does hereby recognize selected representatives of food and nutrition service personnel in honor of the nineteenth annual Salute to School Food and Nutrition Service Personnel Day in the Montgomery County Public Schools.

**RESOLUTION NO. 225-05 Re: RECOGNITION OF NAACP SCHOLARSHIP RECIPIENTS**

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

WHEREAS, The Montgomery County Branch of the National Association for the Advancement of Colored People (NAACP) has awarded nine \$1,000 scholarships to students residing in Montgomery County, eight of whom attend Montgomery County Public Schools; and

WHEREAS, The National Association for the Advancement of Colored People has selected "After Brown, where are we headed?" as the theme to promote the message of equality among all Americans and the value of the roles of African American students in this effort; and

WHEREAS, Montgomery County recognizes and celebrates the contributions of African American students to our county, our state, and our country; and

WHEREAS, The Board of Education is proud that the Montgomery County Public Schools continues to recognize the achievements of African American students; now therefore be it

Resolved, That, on behalf of the superintendent, staff, students, and parents of the Montgomery County Public Schools, the members of the Board of Education congratulate the recipients of this year's NAACP scholarship awards.

**Re: PUBLIC COMMENTS**

The following people testified before the Board of Education:

	<u>Person</u>	<u>Topic</u>
1.	Ted Willard	Policy FAA
2.	Rose Marie Briggs	Health Curriculum
3.	Martha Schaerr	Health Curriculum
4.	Dr. Ruth Jacobs	Revised Curriculum
5.	Stephanie Kreps	Sex Education Curriculum
6.	Letitia Hall	Support of New Health Curriculum
7.	Emily Wurtz	Sex Education Curriculum
8.	Michelle Turner	Sex Education Curriculum

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| 9.  | Paula Bienenfeld  | Health Curriculum                 |
| 10. | Allyson Morrison  | Policy FAA                        |
| 11. | Art Fabel         | Family Life and Human Development |
| 12. | Nick Farson       | Renaming of Wheaton MS #2         |
| 13. | Karl Hildenbrand  | Health Education                  |
| 14. | Sharhin Shahrivar | Health Education                  |

Re: **STRENGTHENING PRODUCTIVE PARTNERSHIPS FOR EDUCATION – UPDATE ON FAMILY AND COMMUNITY PARTNERSHIPS**

Dr. Weast invited the following people to the table: Mr. Dale E. Fulton, associate superintendent for curriculum and instructional programs; Ms. Jane Butler, director of family and community partnerships; Mr. Darryl Williams, principal of William H. Farquhar Middle School; Mr. Samuel Ho, mentor, Connection Resource Bank; and Ms. Gladis Martinez, parent, Brookhaven Elementary School.

The Division of Family and Community Partnerships (DFCP) was reorganized in July 2004 to respond to the school system's efforts to strengthen productive partnerships as outlined in *Our Call to Action: Pursuit of Excellence—The Strategic Plan of the Montgomery County Public Schools 2003–2008*, as well as the requirements of the Maryland State Board of Education, and the *No Child Left Behind Act of 2001*. The infrastructure within the DFPC is designed to align parent outreach and business and community supports to the Pre-K–12 curriculum standards, and to establish diverse communication strategies and resources to support improved student learning and academic achievement.

The mission of DFPC is to improve academic achievement and student development by strengthening family-school relationships and by creating, sustaining, and nurturing civic, business, and community partnerships. The division put forth new efforts this year to establish systemic and effective outreach focused on the following three goals:

- Inform parents and staff about the curriculum, instructional supports, and program resources available to them.
- Create a coordinated support system that is responsive to the growing size, diversity, and complexity of the community in a manner that provides timely responses to individuals and schools.
- Ensure alignment that will increase communication, connections, and capacity.

This year, the DFPC has been actively researching best family and community involvement practices, restructuring its work to align with the goals of the strategic plan, establishing new

collaborations to ensure the inclusion of diverse stakeholders, and developing new communication strategies to provide consistent information and to meet the needs of the community.

Building and maintaining working relationships with all stakeholder groups is essential to the process of continuous improvement and program refinement. Structures are in place to provide opportunities for parents, community members, and MCPS staff to provide their input and share concerns. Focused collaboration with stakeholders from the community and other divisions and units within the Office of Curriculum and Instructional Programs (OCIP), as well as the Department of Communications, and the offices of Special Education and Student Services, Strategic Technologies and Accountability (OSTA), Organizational Development, and School Performance has resulted in accomplishments in the following areas:

- **Research-based practices:** Utilization of DFCP staff to facilitate direct services to schools and to support the 33 National Network of Partnership Schools (NNPS) and the two Comer School Development action plans.
- **Communication:** Dissemination of information to parents and the community through the MCPS Call Center, the systemwide parent newsletter—*Parent Connection, A Strong Partnership Improving Student Achievement*, Montgomery County Council of Parent Teacher Associations monthly delegate packets, and the new DFCP Web site.
- **Direct services to families and schools:** Coordination of direct parent and school outreach services with other divisions and offices including Parents' Place, Summer Search, and Extended Learning Opportunities Summer Adventures in Learning (ELO SAIL).
- **Stakeholder focus:** Facilitation of diverse parent, community, and staff stakeholder groups such as the Policy ABA, *Community Involvement Work Group*; Parent Resource Advisory Team; and Maryland's Parent Advisory Council.
- **Business and community partnership:** Implementation of business and community supports that foster improved student achievement through Ruth Rales Comcast Kids Reading Network; The George B. Thomas, Sr. Learning Academy, Inc.; Conquista Tus Suenos (Follow Your Dreams); and Connection Resource Bank.

On several occasions this year, DFCP was asked to provide guidance to the state and other school systems seeking to develop systemic family and community partnerships that are focused on student learning. Staff presented at the Maryland State Department of Education (MSDE) Family Involvement Coordinators meetings and at the NNPS national conference. The work with MSDE and the Maryland's Parent Advisory Council has led to intense interest

in the division's family and community partnerships model across the state. As staff reviews and adjusts practices, partners such as NNPS from Johns Hopkins University, the Comer School Development Program from the Yale University Child Study Center, and other research institutions will critique the staff's work and provide opportunities for continuous improvement.

New accountability systems are in place to collect and maintain parental involvement and community partnership data to monitor program effectiveness and customer satisfaction and to facilitate program planning. The DFCP, in collaboration with OSTA, developed systems to collect and analyze the following program data: school volunteer hours, including Ruth Rales Comcast Kids Reading Network, ELO SAIL, Connection Resource Bank volunteers and mentors; school system advisory group meetings; and school system activities to meet identified needs. Also, the DFCP, in collaboration with the Department of Shared Accountability, developed an evaluation model to assess the division's program effectiveness. This model will be initiated during the FY 2006 school year.

Research and experience show that family involvement results in improved student achievement. The benefits also include more positive attitudes and behavior, higher graduation rates, and greater enrollment in higher education. The DFCP provides leadership and support to build the capacity of school and central office staff to engage parents and community members effectively and meaningfully through practices that truly make a difference for students. MCPS will continue to apply lessons learned. Strengthening school, home, and community connections are a critical component to ensuring success for all students.

Re: **DISCUSSION**

Mrs. Navarro thanked staff for the presentation since she believed that the department's work is to sustain the gains that have been made. She wanted to make sure that the school system was building partnerships as a long-term strategy. The demographics of the county have shifted, and the most parents have to work. She was very excited about the research-based parent involvement model. She asked staff about the feedback they are getting from the schools. Is it easily implemented? How is it translated based on the culture of the student? It is not easy to translate the cultural aspects of these models. What are the expansion and sustainability of these models?

Ms. Butler explained that the Comer model centers on three teams looking at the whole child with a parent services team, school planning and management team, and the student support team. There is a focus of six pathways, including cognitive, effectiveness, and emotional. Those with the Comer program have an instructional specialist to focus on assessments and use data to support students with a focus on parent outreach. However, the training was a huge piece of the model. The staff is getting feedback from the parents and principals, and qualitative monitoring is taking place in order to consult with Yale to determine the status of

the schools. NNPS is a parent involvement strategy in 33 schools. Both models center on children integrating the community in their education.

Mrs. Navarro thought the models also address the issue of capacity. There are a lot of business partnerships supporting schools in this unit. She is interested in how the school system will establish these partnerships with other community-based groups since MCPS does not have the capacity for continuous outreach. Mr. Fulton agreed that MCPS is the organizer and coordinator in enlisting the community partners.

Mr. Romero asked about the data – quantitative and qualitative. What improvements have these programs achieved? Does the research substantiate the idea that parent involvement increases student achievement? Ms. Butler stated that there was a five-prong evaluation on qualitative issues. All the partnerships have patterns that run through them that can be assessed. A principal of a Comer School came to the table to give examples of what had been accomplished.

Ms. Cox wanted to know how the unit was addressing qualitative monitoring of the program. The unit has worked with the Department of Shared Accountability to develop and evaluate the model to assess the unit's effectiveness. What specifically are the qualitative elements and measurements? Ms. Butler explained that depending on the outreach and feedback, the overall evaluation will help refine the work plans and data points that can be clearly monitored, such as whether strategies used to reach the targeted groups are effective.

Ms. Cox asked if there would be a tie back to individual student achievement. Ms. Butler stated that the process to identify correlations is being developed.

Mr. Abrams was curious about the efforts to engage new parents and communities. How does that relate to the existing hierarchy of voices that work within the school system? Where is the integration? What type of integration is seen between these outreach efforts and the reinvigoration of existing institutional mechanisms? Is MCPS creating parallel mechanisms? Mr. Fulton agreed that if the school system is not developing parallel mechanisms, then it has failed to bring it together. This effort is to develop vertical and horizontal alignment.

Mr. Abrams asked if this work is reflected in a new activism and broadened voices within the PTA structure. One of the principals explained how the transition teacher works with the families and child. This is evaluated to make sure that the program is working to help parents feel comfortable in the school. Mr. Abrams thought all of this added up to awareness. Is the system seeing involvement in those programs? The principal stated that feedback is analyzed to determine where efforts must be targeted for success.

Ms. Ervin noted the parallel nature of programs that must exist before integration takes place. It is important to partner with community organizations. How many schools have developed

a plan for parent outreach? Ms. Butler replied that there were 32 NNPS schools and 2 Comer Schools. However, there are other plans and resources in use whereby almost every school can take advantage of those strategies.

Ms. Ervin asked what the plans and resources were for the schools. Ms. Butler explained that every NNPS school has a data notebook with action plans, implementation strategies, mid-year evaluation, and assessments to plan to refine next year's action plan.

Ms. Ervin wanted to know how many high schools were involved in this process. Ms. Butler replied that there were four high schools – John F. Kennedy, Albert Einstein, Springbrook, and Paint Branch high schools.

Ms. Ervin noted that there are school improvement plans, Baldrige, Comer, among other programs. This is a complicated mix of programs, and she asked how parents can keep them straight. Ms. Butler replied that NCLB, with the MCPS Strategic Plan using the Baldrige process, provides data to monitor for refinement.

Ms. Ervin wanted to know about strategies for intervention if the schools are not achieving their goals. Ms. Butler replied that collaboration with the offices and principals have allowed teams to develop strategies for continuous improvement, especially with the Office of School Performance and the community superintendents.

Mr. Romero noted the comment about getting parents involved in the parent/teacher organizations. For newcomers, the PTA structure is hard to comprehend. He asked the parent, Ms. Martinez, how she became involved as a parent volunteer. Ms. Martinez stated that the PTA president at her daughter's school invited her to participate. In the beginning, she did not feel comfortable volunteering in the school, but she thought it was important to be there because of her children. However, the new principal made her feel welcome. Through the study circles, she has made friends with other parents who have different points of view. Mr. Romero thanked Ms. Martinez because she pointed out both the challenges and the solutions.

Mrs. Navarro wanted to see models for parent involvement that are successfully used by schools systems with similar diversity profiles.

Mrs. O'Neill thought parallel organizations could be useful since breaking into an existing organization is intimidating for newcomers. The beauty of the study circles is that the structure brings people together in smaller conversation groups. With a diverse community, parent organizations must be more inviting and there must be parallel organizations.

Ms. Cox thought Ms. Martinez' presentation illustrated a common sense approach. The first step toward breaking down barriers and building relationships is just making people feel welcome. Is there a process for sharing the learnings and then insuring that those learnings

are implemented? If the study circles are developing strategies and best practices, Ms. Cox asked if that information is shared with community superintendents and PTA leaders. Is the qualitative evaluation of the programs a useful tool for the community superintendents to review school improvement plans regarding parent outreach?

Dr. Weast commented that no school system in the country has full and robust parental involvement. Few school systems have students from 163 countries, with 140 languages spoken. MCPS recognized that the patterns of diversity would be greater as the school system grew. Furthermore, the system is developing equity of outcomes, and then the best instructional strategy must be matched to those desired outcomes. Some children need more attention, which translates into additional funding. It took two to three years to convince the community that the goals of the system would work. Now, MCPS is registering tremendous academic results/outcomes. Next, staff is engaged in talking to parents about equity of outcomes. Best practices will be shared about parent involvement, and a model will be developed for parents to help their children.

Dr. Haughey commented that the system must document the outcomes. Dr. Comer's intent with his model was to change people. In the new strategies, people who were not participating have found a way to adapt and contribute. Therefore, the system is changing.

Mrs. O'Neill noted that MCPS had recently received the recommendations of Maryland's Parent Advisory Council (M-PAC) from the state. Will these recommendations be incorporated with MCPS parent involvement? Is there a fiscal commitment?

**Re: LUNCH AND CLOSED SESSION**

The Board of Education recessed from 12:15 to 2:00 p.m.

\*\*Mrs. Navarro left the meeting.

**RESOLUTION NO. 226-05 Re: CONTRACTS OF \$25,000 OR MORE**

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

WHEREAS, Funds have been budgeted for the purchase of equipment, supplies, and contractual services; and

WHEREAS, Funds have been budgeted and/or identified for the purchase of two high-speed enterprise laser printers through Bid No. 7147.1; and

WHEREAS, Funds have been budgeted and/or identified for the purchase of a vacuum

packer with gas flush, grote mutli-slicer, and tipper tie through Bid No. 7145.1; and

WHEREAS, Funds have been budgeted and/or identified for the purchase of On-line Help Authoring Software for Staff Development Training through Bid No. 4171.1; and

WHEREAS, The acquisition of two high-speed enterprise laser printers; the vacuum packer with gas flush, grote multi-slicer, and tipper tie; and the On-line Help Authoring Software for Staff Development Training through lease/purchase arrangements has been reviewed by legal counsel; now therefore be it

Resolved, That the two high-speed laser printers in the amount of \$800,310 be lease-purchased for a five-year term under the Master Lease/Purchase Agreement with Carlyle Financial Services; and be it further

Resolved, That the vacuum packer with gas flush, grote multi-slicer, and tipper tie in the amount of \$53,413 be lease-purchased for a five-year term under the Master Lease/Purchase Agreement with Carlyle Financial Services; and be it further

Resolved, That the On-line Help Authoring Software for Staff Development Training in the amount of \$374,820 be lease-purchased for a three-year term under the Master Lease/Purchase Agreement with Carlyle Financial Services; and be it further

Resolved, That the proceeds from the financing be used to reimburse Montgomery County Public Schools' accounts to the extent that such equipment will be acquired before closing; and be it further

Resolved, that the Board president and superintendent be authorized to execute the documents necessary for these transactions; and be it further

Resolved, That having been duly advertised, the following contracts be awarded to the low bidders meeting specifications as shown below:

1151.1	Collection Services—Extension	
	<u>Awardee</u>	
	Nationwide Credit Corporation	\$350,000
4062.7	Musical Instruments, Furniture, and Equipment	
	<u>Awardees</u>	
	Sam Ash Music Corporation	\$ 9,693
	Dale Music Company, Inc.*	3,045

	Ideal Music Company	589
	Interstate Music Supply	38,401
	Jason's Music Center	1,700
	Keyboard World*	27,526
	Jordan Kitts Music	60,270
	Lashof Violins	3,015
	Midwest Musical Imports	9,114
	Music is Elementary	46,082
	National Educational Music Company	14,198
	Peripole Bergerault, Inc.*	2,814
	Rhythm Band, Inc.	1,254
	Shar Products Company	216
	Southwest Strings*	512
	Stageright Corporation	1,625
	Washington Music Sales Center, Inc.	45,699
	Steve Weiss Music, Inc.	17,667
	Wenger Corporation	<u>60,443</u>
	Total	\$343,863
4100.3	Fire Alarm Parts	
	<u>Awardees</u>	
	ADI*	\$ 24,227
	Alarmax Distributors, Inc.	12,196
	SPC, Incorporated	925
	System Supply Corporation*	<u>468</u>
	Total	\$ 37,816
4171.1	On-line Help Authoring Software for Staff Development Training	
	<u>Awardee</u>	
	ResulTech, Inc.	\$374,820
7145.1	Commercial Food Preparation Equipment for the Division of Food and Nutrition Services	
	<u>Awardees</u>	
	J.E. Grote Company	\$ 33,000
	Koch Equipment, LLC	15,463
	Tipper Tie, Inc.	<u>4,950</u>
	Total	\$ 53,413

7147.1	Laser Printing System, Maintenance, and Services	
	<u>Awardee</u>	
	Xerox Corporation	\$800,310
7148.1	Purchase of New Tires	
	<u>Awardee</u>	
	Service Tire Truck Center	\$224,185
7150.1	Diesel Retrofit Devices and Services for Buses	
	<u>Awardees</u>	
	Cummins Power Systems, Inc.	\$ 69,674
	Kingmor Supply, Inc.	40,672
	J. Price International Truck, Inc.	<u>35,113</u>
	Total	\$145,459
7152.1	Repair and Parts for Compactor Trash Truck for the Division of Maintenance—Emergency	
	<u>Awardee</u>	
	Criswell Chevrolet, Inc.	\$ 65,857
9096.6	Softball Supplies and Equipment	
	<u>Awardees</u>	
	Anaconda Sports, Inc.	\$ 15,852
	Baden Sports, Inc.	335
	Cannon Sports, Inc.*	1,956
	DVF Sporting Goods Company	180
	Bill Fritz Sports Corporation	7,685
	Passon's Sports	5,163
	S & S Worldwide	196
	Sports Stop, Inc.	19,765
	The Athletic Equipment Source	<u>2,430</u>
	Total	\$ 53,562
9103.7	Groceries and Staples	
	<u>Awardees</u>	
	Carroll County Foods, Inc.*	\$ 17,117

	Dori Foods, Inc.	290,723
	Eastern Imports, Inc.*	154,101
	Interstate Gourmet Coffee Roasters, Inc.	19,113
	Mr. Enterprises, Inc.*	23,091
	Sysco Food Services of Baltimore, LLC	<u>212,981</u>
	Total	\$ 717,126
9106.5	Corrugated Boxes—Extension	
	<u>Awardee</u>	
	Cantwell-Cleary Company	\$ 33,575
9159.2	Metal Doors, Frames, Windows, and Accessories—Extension**	
	<u>Awardee</u>	
	Metro Metal Services, Inc.	\$150,000
9163.2	Tennis Court Color Coating and Accessories—Extension**	
	<u>Awardee</u>	
	American Tennis Courts*	\$ 45,334
9340.2	Hot Mix Asphalt Replacement**	
	<u>Awardee</u>	
	Craig Paving, Inc.	\$ 546,926
9343.1	Replacement of Exterior Trim Clad at Various Locations—Extension **	
	<u>Awardee</u>	
	3G Contractors, Inc.	\$ 51,000
9345.2	Portable Classroom Re-roofing at Various Locations—Extension**	
	<u>Awardee</u>	
	J. E. Wood and Sons	\$ 64,484
9387.1	Re-roofing at Silver Spring International Middle School**	
	<u>Awardee</u>	
	J. E. Wood and Sons	\$ 732,502

9388.1	Re-roofing at Watkins Mill Elementary School**	
	<u>Awardee</u>	
	R. D. Bean, Inc.	\$ 310,799
9390.1	Kitchen Serving Line Modifications at Wheaton High School**	
	<u>Awardee</u>	
	Ashland Equipment, Inc.	\$ 104,132
TOTAL PROCUREMENT CONTRACTS EXCEEDING \$25,000		\$5,205,163

\* Denotes Minority-, Female-, or Disabled-owned Business

\*\* Planned Life-cycle Asset Replacement Bid (PLAR)

**RESOLUTION NO. 227-05 Re: AWARD OF CONTRACT – NORTHEAST ELEMENTARY SCHOOL**

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

WHEREAS, The following sealed bids were received on April 26, 2005, for the Northeast Consortium Elementary School #16 (Brookview) project:

<u>Bidder</u>	<u>Base Bid</u>	<u>Four Classrooms</u>	<u>Gymnasium and Six Classrooms</u>
Roy Kirby & Sons, Inc.	\$14,879,000	\$1,290,000	\$910,000
Tuckman-Barbee Construction Company, Inc.	15,097,000	1,318,000	835,000
Scheibel Construction	15,344,000	1,320,000	874,000

and

WHEREAS, Roy Kirby & Sons, Inc., has submitted 36-percent Maryland Department of Transportation-certified Minority Business Enterprise participation, of which 32.4 percent is African American, 0.3 percent is female-owned, and 3.4 percent is other minority; and WHEREAS, Roy Kirby & Sons, Inc., has completed similar work successfully for other jurisdictions; and

WHEREAS, The lowbid exceeds the funds available in the project budget because of higher-than-anticipated construction material prices; and

WHEREAS, Roy Kirby & Sons, Inc., has agreed to hold its alternate prices for the gymnasium and classroom addition until additional funds are approved; and

WHEREAS, Northeast Consortium Elementary School #16 is needed to relieve overcrowding; now therefore be it

Resolved, That a \$14,879,000 contract be awarded to Roy Kirby & Sons, Inc., for the Northeast Consortium Elementary School #16 project, in accordance with drawings and specifications prepared by McKissack & McKissack of Washington, Inc.; and be it further

Resolved, That a FY 2005 special appropriation in the amount of \$2,900,000 be requested for the Northeast Consortium Elementary School #16 project; and be it further

Resolved, That a FY 2006 amendment to the FY2005-2010 Capital Improvements Program be requested in the amount of \$910,000 for the Northeast Consortium Elementary School #16 project for a classroom addition to provide permanent space for reduced class-size initiatives; and be it further

Resolved, That the award of a change order for the gymnasium and classroom addition be approved contingent upon County Council approval of additional funds; and be it further

Resolved, That the county executive be requested to recommend approval of this resolution to the County Council.

RESOLUTION NO. 228-05 Re: **CONTRACT EXTENSION – ENVIRONMENTAL SAFETY TESTING SERVICES**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Romero, the following resolution was adopted unanimously by members present:#

WHEREAS, On April 8, 2004, the Board of Education awarded an extension to the annual on-call contract to Science Applications International Corporation for work associated with time-sensitive and critical facilities-related engineering/health-related issues; and

WHEREAS, Staff recommends an extension to the contract for the lead remediation program; now therefore be it

Resolved, That the annual on-call contract with Science Applications International Corporation for time-sensitive and critical facilities-related engineering/health-related issues be extended to June 30, 2006, for an amount not to exceed \$200,000.

RESOLUTION NO. 229-05 Re: **DISPOSITION OF THE FORMER SILVER SPRING INTERMEDIATE SCHOOL SITE**

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

WHEREAS, The Maryland-National Capital Park and Planning Commission (M-NCPPC) transferred 2.1 acres from the Woodacres Local Park to the Board of Education in 2003 to expand the Wood Acres Elementary School site as part of the modernization project, with the understanding that they would receive a similar sized parcel in exchange; and

WHEREAS, M-NCPPC intends to convey 0.10 acre from the Broadacres Local Park to the Board of Education that will allow site expansion for the construction of an addition and core improvements to Broad Acres Elementary School; and

WHEREAS, The former Silver Spring Intermediate School site (SSI), located at 615 Philadelphia Avenue in Takoma Park, was closed in 1973; and

WHEREAS, The SSI building was demolished in 1991 and the 3.75-acre site is currently maintained and operated as a local park by the M-NCPPC and no longer is needed for educational purposes; and

WHEREAS, SSI is a candidate for exchange to the M-NCPPC in return for the two parcels at Broad Acres and Wood Acres elementary schools that were approved for transfer to the Board of Education by the M-NCPPC; and

WHEREAS, The M-NCPPC, in its general meeting on April 14, 2005, agreed to accept the former Silver Spring Intermediate School site in exchange for the parkland conveyed from Broadacres and Woodacres local parks; now therefore be it

Resolved, That the former Silver Spring Intermediate School site is no longer needed for school purposes and, with the approval of the state superintendent of schools, shall be conveyed to the Montgomery County Government with the recommendation that it be conveyed to the Maryland-National Capital Park and Planning Commission.

RESOLUTION NO. 230-05 Re: **GRANT OF UTILITY EASEMENT AT NORTHWOOD HIGH SCHOOL**

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

WHEREAS, Staff negotiated a Lease Agreement with Cingular Wireless to permit the installation of a telecommunications monopole at Northwood High School, located at 919 University Boulevard, Silver Spring, Maryland, in accordance with Board of Education Policy ECN, *Telecommunication Transmission Facilities*; and

WHEREAS, The Lease Agreement is contingent on an easement grant to the local utility and telecommunications companies to provide service to their equipment; and

WHEREAS, The Potomac Electric Power Company and Verizon Maryland, Inc., have jointly requested a grant of a 10-foot-wide utility easement consisting of 3,449 square feet to install, operate, and maintain electric power, distribution, and underground communication facilities to serve the proposed telecommunications monopole; and

WHEREAS, The easement will not affect any land that could be used for school programming and recreational facilities; and

WHEREAS, All construction, restoration, and future maintenance will be performed without disrupting the instructional program and at no cost to the Board, with Potomac Electric Power Company and Verizon Maryland, Inc., and their contractors assuming liability for all work; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a grant of utility easement and right-of-way of 3,449 square feet to the Potomac Electric Power Company and Verizon Maryland, Inc., at Northwood High School.

RESOLUTION NO. 231-05 Re: **CHANGE ORDER EXCEEDING \$100K – JOHN T. BAKER MIDDLE SCHOOL**

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

WHEREAS, The existing rooftop heating, ventilation, and air conditioning (HVAC) equipment that serves the music classroom at John T. Baker Middle School has exceeded its life expectancy and needs to be replaced; and

WHEREAS, The contractor for the addition that is currently under way at John T. Baker Middle School has submitted a cost proposal to replace the music room HVAC equipment; and

WHEREAS, The project architect and Department of Facilities Management staff have reviewed the proposal and feel it is more cost effective to do this work as part of the current construction project; now therefore be it

Resolved, That the Board of Education approve a change order to the contract with Keller Brothers, Inc., in the amount of \$152,330 for the replacement of the rooftop heating, ventilation, and air conditioning equipment that serves the existing music room at John T. Baker Middle School.

**RESOLUTION NO. 232-05 Re: UTILIZATION OF THE FY 2005 PROVISION FOR FUTURE SUPPORTED PROJECT**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Romero, the following resolution was adopted unanimously by members present:#

WHEREAS, The grant qualifies for a transfer of appropriation from the Provision for Future Supported Projects, pursuant to the provisions of County Council Resolution No. 15-631, approved May 27, 2004; and

WHEREAS, The project does not require any present or future county funds; and

WHEREAS, Sufficient appropriation is available, within the FY 2005 Provision for Future Supported Projects, to permit the transfer within state categories; now therefore be it

Resolved, That the superintendent of schools be authorized to receive and expend, within the FY 2005 Provision for Future Supported Projects, as specified below:

<u>Projects</u>	<u>Amount</u>
Advanced Placement: Great Expectations	<u>\$ 32,234</u>
Total	<u>\$ 32,234</u>

and be it further

Resolved, That a copy of this resolution be sent to the county executive and County Council.

**RESOLUTION NO. 233-05 Re: RECOMMENDED FY 2005 THIRD QUARTER CATEGORY AND OBJECT TRANSFERS REQUEST**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Romero, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to effect FY 2005 categorical transfers of \$258,797 in the following categories:

**Advanced Placement: Great Expectations**

	<u>Category</u>	<u>From</u>	<u>To</u>
3	Instructional Salaries	\$ 5,484	
4	Textbooks and Instructional Supplies		\$ 3,000
5	Other Instructional Costs	_____	<u>2,484</u>
	Total	<u>\$ 5,484</u>	<u>\$ 5,484</u>

**Individuals with Disabilities Education Act/Least Restrictive Environment**

	<u>Category</u>	<u>From</u>	<u>To</u>
6	Special Education		\$ 1,219
12	Fixed Charges	<u>\$ 1,219</u>	_____
	Total	<u>\$ 1,219</u>	<u>\$ 1,219</u>

**Individuals with Disabilities Education Act/Transition, Dropout, and Graduation Gap**

	<u>Category</u>	<u>From</u>	<u>To</u>
6	Special Education		\$ 1,440
12	Fixed Charges	<u>\$ 1,440</u>	_____
	Total	<u>\$ 1,440</u>	<u>\$ 1,440</u>

**Gaithersburg Judy Hoyer Early Care and Education Center**

	<u>Category</u>	<u>From</u>	<u>To</u>
2	Mid-level Administration	\$ 1,100	
5	Other Instructional Costs		\$ 7,100
12	Fixed Charges	<u>6,000</u>	_____
	Total	<u>\$ 7,100</u>	\$ 7,100

**Refugee Children School Impact**

	<u>Category</u>	<u>From</u>	<u>To</u>
1	Administration	\$ 1,452	
3	Instructional Salaries	78,315	
4	Textbooks and Instructional Supplies		\$ 131,999
5	Other Instructional Costs	25,430	
9	Student Transportation	16,200	
12	Fixed Charges	<u>10,602</u>	<u>          </u>
	Total	<u>\$ 131,999</u>	<u>\$ 131,999</u>

**Title I**

	<u>Category</u>	<u>From</u>	<u>To</u>
3	Instructional Salaries		\$ 11,922
5	Other Instructional Costs	\$ 12,876	
12	Fixed Charges	<u>          </u>	<u>954</u>
	Total	<u>\$ 12,876</u>	<u>\$ 12,876</u>

**Title V Innovative Education Program Strategies**

	<u>Category</u>	<u>From</u>	<u>To</u>
3	Instructional Salaries	\$ 90,498	
4	Textbooks and Instructional Supplies	8,181	
5	Other Instructional Costs		\$ 5,700
12	Fixed Charges	<u>          </u>	<u>92,979</u>
	Total	<u>\$ 98,679</u>	<u>\$ 98,679</u>

and be it further

Resolved, That a copy of this resolution be sent to the county executive and County Council.

RESOLUTION NO. 234-05 Re: **APPOINTMENT OF MCPS EMPLOYEES' RETIREMENT AND PENSION SYSTEM INVESTMENT TRUSTEE**

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

WHEREAS, The Board of Education by Resolution No. 344-95 authorized the establishment of a trust to be used for the purpose of funding the Montgomery County Public Schools Employees' Retirement and Pension System benefits; and

WHEREAS, The trustees are a committee composed of the chief operating officer; the chief financial officer; the director of management, budget, and planning; the director of benefits strategy and vendor relations; and the controller; and up to, but no more than, four additional members to be appointed by the Board of Education; and

WHEREAS, The appointed terms of Mr. Lamont E. Tarbox and Dr. Kenneth K. Muir as trustees will end June 30, 2005; and

WHEREAS, Mr. Tarbox and Dr. Muir have expressed a willingness to serve for an additional three-year term; now therefore be it

Resolved, That Mr. Lamont E. Tarbox and Dr. Kenneth K. Muir be appointed as trustees for a three-year term ending June 30, 2008.

RESOLUTION NO. 235-05 Re: **HUMAN RESOURCES MONTHLY REPORT**

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

Resolved, That the Board of Education approve the Human Resources Monthly Report dated May 10, 2005.

RESOLUTION NO. 236-05 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
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Vickie Strange-Moscoso	Director, Division of Preschool Special Education, Special Schools, and Related Services	Director, Department of Special Education Operations
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**RESOLUTION NO. 237-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Gwendolyn Mason	Director, Division of School- Based Special Education Services	Director, Department of Special Education Services

**RESOLUTION NO. 238-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Tamera Sherr	Principal, Glenn Dale ES Prince George's County	Principal, Bethesda ES

**RESOLUTION NO. 239-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Beth Brown	Principal Intern, Fallsmead ES	Principal, Beverly Farms ES

**RESOLUTION NO. 240-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Raymond Myrtle	Consultant, American Institute for Research	Principal, Highland ES

RESOLUTION NO. 241-05 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Bertram Generlette	Principal Intern, Piney Branch ES	Principal, Piney Branch ES

RESOLUTION NO. 242-05 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
John Ewald	Principal Intern, Georgian Forest ES	Principal, Westbrook ES

RESOLUTION NO. 243-05 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Victoria Parcan	Assistant Principal, Cabin John MS	Principal, Silver Spring International MS

RESOLUTION NO. 244-05 Re: **HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
James Koutsos	Assistant Principal, Seneca Valley HS	Principal, Clarksburg Area HS

**RESOLUTION NO. 245-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Andrei Ghelman	Assistant Principal, Thomas S. Wootton HS	Principal, Colonel Zadok Magruder HS

**RESOLUTION NO. 246-05 Re: HUMAN RESOURCES APPOINTMENT**

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

Resolved, That the following personnel appointment be approved effective July 1, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
James Virga, Jr.	Principal, Viers Mill ES	Director, School Performance Initiatives

**Re: MONTHLY FINANCIAL REPORT**

Mr. Bowers stated that this report reflects the projected financial condition through March 31, 2005, based on program requirements and estimates made by primary and secondary account managers. At that time, revenues had a projected surplus of \$2,094,680 while expenses had a projected surplus of \$10,500,000.

**Re: NAMING OF QUINCE ORCHARD MIDDLE SCHOOL #2**

On motion of Mr. Abrams and seconded by Ms. Ervin, the following resolution was placed on the table:

Resolved, That the Board name the school building heretofore known as Quince Orchard Middle School #2 as Roscoe Nix Middle School.

**Re: DISCUSSION**

Mr. Abrams pointed out that he had asked for this item to be deferred. He was troubled by comments made about the deliberation of the naming committee, especially as it related to Mr. Nix. The comment was made that Mr. Nix was not considered because he was still politically active. However, a giant in the community is in his twilight years, and it would be appropriate for this Board to exercise grace and recognize him for his contributions. No one had a greater impact on Montgomery County on the issues of desegregating a public school system, especially as a past Board member. Mr. Abrams understood the issues raised by the City of Gaithersburg, but the community is named Lakelands and the name Lakelands Park, which was suggested by the community, adds nothing to the history of the school. His second concern was the role of the advisory committees since their recommendations were not binding on the Board. The Board has the authority, duty, and privilege of naming schools.

Ms. Ervin remarked that there was a similar conversation with the naming of A. Mario Loiederman Middle School. She was with Mr. Abrams when he spoke about honoring people within the community who had helped to better the lives of the residents. She stated that Mr. Nix is her friend and mentor. However, she would hate to vote to name a school after him since the community selected another name. There will come a time to name a school after Mr. Nix.

Mrs. O'Neill said she agreed that a school should be named after him, but this is not the time or the school. Furthermore, the City of Gaithersburg asked the Board to consider Lakelands Park when it helped MCPS procure the land.

Dr. Haughey thought Mr. Nix's name stood for grace, commitment, and wisdom, and he would like to see that happen in the future. In this case, the Board has the recommendation of the community and a tentative commitment to the City of Gaithersburg.

**Re: NAMING OF QUINCE ORCHARD MIDDLE SCHOOL #2**

On motion of Mr. Abrams and seconded by Ms. Ervin, the following resolution failed with Mr. Abrams voting in the affirmative; Ms. Cox, Ms. Ervin, Dr. Haughey, Mrs. O'Neill, Mr. Romero, and Mr. Sanghvi voting in the negative:

Resolved, That the Board name the school building heretofore known as Quince Orchard Middle School #2 as Roscoe Nix Middle School.

Re: **NAMING OF QUINCE ORCHARD MIDDLE SCHOOL #2**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mr. Sanghvi, the following resolution was placed on the table:

WHEREAS, The School Naming Advisory Committee has submitted to the Board of Education a report, dated April 29, 2005, ranking the following names in order of preference:

1. Lakelands Park Middle School
2. Lakelands Middle School or Otis Beall Kent Middle School

The following names did not receive final votes: Roscoe Nix Middle School and Joseph Lindemayer Middle School; and

WHEREAS, The School Naming Advisory Committee reached consensus on the recommendation to name the facility Lakelands Park Middle School; and

WHEREAS, Pursuant to Regulation FFA-RA, *Naming Schools*, the final responsibility for officially naming a school building rests with the Board of Education; now therefore be it

Resolved, That the Board name the school building heretofore known as Quince Orchard Middle School #2 as follows: Lakelands Park Middle School.

Re: **DISCUSSION**

Mr. Romero pointed out that this was the committee's preference. However, he thought it was time to name schools after people who are/were role models. It would embed character into the life of the school, and the name could be used as a teaching tool for children. However, he was going to defer to the community's choice.

Mr. Sanghvi agreed with the role model. However, naming a school for the area still involves inspiration. Role models come from the people who work in the building.

RESOLUTION NO. 247-05 Re: **NAMING OF QUINCE ORCHARD MIDDLE SCHOOL #2**

On recommendation of the Superintendent and on motion of Mrs. O'Neill seconded by Mr. Sanghvi, the following resolution was adopted with Ms. Cox, Ms. Ervin, Dr. Haughey,

Mrs. O'Neill, Mr. Romero, and Mr. Sanghvi voting in the affirmative; Mr. Abrams voting in the negative:

WHEREAS, The School Naming Advisory Committee has submitted to the Board of Education a report, dated April 29, 2005, ranking the following names in order of preference:

1. Lakelands Park Middle School
2. Lakelands Middle School or Otis Beall Kent Middle School

The following names did not receive final votes: Roscoe Nix Middle School and Joseph Lindemayer Middle School; and

WHEREAS, The School Naming Advisory Committee reached consensus on the recommendation to name the facility Lakelands Park Middle School; and

WHEREAS, Pursuant to Regulation FFA-RA, *Naming Schools*, the final responsibility for officially naming a school building rests with the Board of Education; now therefore be it

Resolved, That the Board name the school building heretofore known as Quince Orchard Middle School #2 as follows:

Lakelands Park Middle School

RESOLUTION NO. 248-05 Re: **FINAL APPROVAL OF POLICY GAA, POSITIVE WORK ENVIRONMENT IN A SELF-RENEWING ORGANIZATION**

On recommendation the Policy Committee, the following resolution was adopted unanimously by members present:

WHEREAS, Policy GAA, *Positive Work Environment in a Self-renewing Organization*, articulates the Board's commitment to professional growth systems for all employees and to promoting an environment of high expectations and mutual respect; and

WHEREAS, The draft of Policy GAA, *Positive Work Environment in a Self-renewing Organization*, was tentatively adopted by the Board of Education on February 8, 2005, and sent out for public comment; and

WHEREAS, The Board of Education has received the Policy Committee's recommendation; now therefore be it

Resolved, That the Board of Education take final action to adopt Policy GAA, *Positive Work Environment in a Self-renewing Organization*, as revised.

## **Positive Work Environment in a Self-renewing Organization**

### **A. PURPOSE**

The Board of Education is committed to professional growth systems for all employees to support professional growth and employee success in improving the teaching, learning, and management processes, and to promoting an environment of collaboration, high expectations, and mutual respect for all in a nondiscriminatory manner in accordance with local, state, and federal law.

### **B. ISSUE**

A positive work environment in a self-renewing organization requires systems to support the success of all employees and recognize the contribution of all employees to the success of all MCPS students.

### **C. POSITION**

There must be effective systems in place to attract, recruit, mentor, develop, recognize, and retain high-performing staff; evaluate employees based on standards of performance; and provide peer assistance and review. The school system supports professional growth systems for all employees that are based upon fair treatment, honesty, openness, integrity, and respect. The school system also supports a positive work environment that values ongoing professional development as an essential component of a high-quality, world-class educational system. Therefore, the school system must:

1. Attract personnel by providing opportunities to learn about the responsibilities, roles, and benefits of a position
2. Actively recruit a highly qualified workforce that reflects the diversity of our community, and encourage and mentor them to apply for specific positions
3. Mentor employees through collegial support systems that meet the needs of individual employees throughout their careers to foster their success, as measured by the performance standards of the evaluation system
4. Develop personnel through a variety of experiences to enhance and improve knowledge, skills, abilities, practices, and beliefs that support successful performance on established standards

5. Evaluate employees on established standards of performance and provide feedback and professional growth
6. Attract leaders by creating a professional learning community that provides opportunities for engagement, leadership, and is committed to ensuring success for every student through excellence
7. Recognize employees who devote their time, skills, and energy to support and improve the teaching and learning process to increase student achievement
8. Retain high-performing employees through professional growth systems to support their success; opportunities to improve skills, knowledge, practices, and abilities while providing competitive salary and benefits
9. Foster and support employee attitudes that demonstrate the belief that all students can be successful and that all employees: have and communicate high expectations for themselves and for students' performance; support students and each other in efforts to improve the teaching and learning process; work to increase student participation and achievement
10. Build collaborative partnerships with MCPS employee organizations to foster a positive work environment in a self-renewing organization that supports the teaching and learning process to improve student achievement
11. Maintain systems that support and improve employee effectiveness in partnership with MCPS employee organizations
12. Cultivate and support a school system that is predicated upon the highest ethical standards
13. Support employee well-being through provision of an employee assistance program
14. Allocate human resources in the most effective, efficient manner to support and promote increased student achievement

#### D. DESIRED OUTCOME

A highly qualified workforce and a positive, collaborative work environment in a self-renewing organization, where the highest quality staff is in every position in the Montgomery County Public Schools leading to excellence in teaching, learning, and the operation of the school system

## E. REVIEW AND REPORTING

This policy will be reviewed in accordance with the Board of Education policy review process.

### Re: **MENTAL HEALTH TASK FORCE REPORT**

Dr. Weast invited the following people to the table: Dr. Carey M. Wright, associate superintendent, Office of Special Education and Student Services; Mr. Kevin Dwyer, chair, Montgomery County's Blue Ribbon Task Force on Mental Health; Ms. Ronnie Biemans, special projects manager, Behavioral Health and Crisis Services, Montgomery County Department of Health and Human Services; Mr. Matthew Kamins, supervisor, Psychological Services; and Ms. Lisa Warren, parent of a student at Gaithersburg Middle School.

The purpose of this memorandum is to present the report and the recommendations of the Mental Health Task Force (MHTF) and vigorously discuss how MCPS, in collaboration with community partners, will promote the mental wellness of children. Research clearly indicates that when students are mentally healthy their academic productivity accelerates.

The goal of the MHTF is *“to recommend strategies that will create an environment that supports healthy child development within a safe and caring community that provides the maximum opportunity for all children to learn.”* The work of this task force is in alignment with, and specifically supports the MCPS Strategic Plan, *Our Call to Action: Pursuit of Excellence*. Goal 1 states that MCPS will *“ensure success for every student.”* The recommendations of the MHTF build on strategies that MCPS already has in place and expand existing mental health programs and services through enhanced collaborative efforts with partners in the community.

The MHTF represents an unprecedented level of collaboration among MCPS, county agencies, and private organizations. It was created in February 2004 and co-chaired by Mr. Matthew Kamins, supervisor of psychological services, Office of Special Education and Student Services; and Ms. Ronnie Biemans, special projects manager, Behavioral Health and Crisis Services, Montgomery County Department of Health and Human Services (DHHS). To ensure multiple perspectives, effective coordination, and cross-agency resource utilization, 55 stakeholders representing the organizations and agencies in Montgomery County that provide mental health services to children participated. Participants also included selected MCPS staff, family members, community leaders, and advocacy groups.

The MHTF report contains five recommendations that specifically focus on raising community awareness of the critical link between mental health and academic success. The recommendations strengthen an understanding of the connections between academic achievement and mental wellness for all students and are supported and documented by

research in the safe schools and mental health literature. Timely school and community intervention will help remove barriers to achievement, prevent mental health problems, and support social and emotional development. The next step in the process is to provide the report to the MCPS staff members and community partners who will be responsible for implementing these recommendations.

**Re: DISCUSSION**

Ms. Ervin thought the report was on target. In the African-American community, there is a barrier or stigma in recognizing mental health issues. Parents must be educated to be able to distinguish between disease and behavior. Where do students go to seek help? Also, she noticed the part about bullying, and she asked if the legislation passed on data collection for bullying. Mr. Kamins responded that every employee in the system recognizes the need to understand that the flip side of academic achievement is mental wellness. There are counselors in every school as well as psychologists, pupil personnel workers, and social workers. In the bullying legislation, everyone is a victim, and there is a need to address all aspects of this issue. Dr. Weast explained that the CAP initiative would help staff diagnose mental health issues in order to seek remedies. Also, he was searching for a way to document bullying.

Mr. Romero noted that the definition of bullying has to be ascertained prior to data collection. Mr. Kamins remarked that there are ideas and the core of the CAP program is to define behavior in order to observe and collect data. MCPS needs to know the definitions to understand why bullying is happening and then create interventions and monitor. Ms. Madden added that data will help staff know when and how to intervene.

Ms. Cox thought it was confusing because there is not a common definition. The bill states that if a parent or student perceives an incident to be bullying, it can be reported. There needs to be a review of reported incidents to determine whether or not intervention is required. Dr. Wright stated that MCPS will put together a resource manual on bullying so that staff can find resources and know how to address incidents.

Ms. Cox asked if staff was looking at policies to see what other districts are doing. Mr. Kamins stated that staff had benchmarked several jurisdictions across the country, but there is no one model that could be replicated in MCPS. Staff has started to review policies to determine if a revision is necessary.

Mr. Romero asked if there were provisions to provide access to MCPS' diverse population. Mr. Kamins thought one of the impediments was the lack of staff who could cross the language barrier with families. He compared the number of bilingual school psychologists in MCPS with the national average, and MCPS is ahead of the average. MCPS will continue to recruit

bilingual staff. Ms. Madden reported that there are resources in the community and that MCPS serves as a conduit to find those resources.

Mr. Abrams asked about the design and development of a multi-agency resource locator. Mr. Kamins replied that this effort is spearheaded by the Collaboration Council because there is no way for families and service providers to connect. Therefore, a Web-based resource locator will be developed and will be populated by those who provide mental health services.

Mr. Abrams pointed out that there is an effort to keep medical records in one place on the Web, and there could be a link as part of the tool. Mr. Kamins thought it was a good idea, and there is a need for confidentiality and attention to legal aspects.

Dr. Haughey wanted to know what the time frame would be for implementation. Mr. Kamins responded that there will be a plan developed to address all aspects of the recommendations. Dr. Wright stated that some of the recommendations will be addressed more quickly than others based on work that is in process.

Mr. Sanghvi commented that he recently learned that the suicide rate for teenagers is the highest in the springtime. Mental health ties into stress management, especially for high school students.

Ms. Cox noted the next steps because the majority of the recommendations are joint initiatives. She was concerned about who will be in charge. Dr. Wright stated that the heads of the agencies meet on a regular basis, and that is a great partnership. Each agency with the most expertise in a particular area will take the lead for recommendations concerning that area.

Ms. Cox commented on bilingual service providers. Ms. Madden stated that is a hiring priority within MCPS.

Mrs. O'Neill noticed that there have been discussions about the higher percentage of suspensions among African-American students. Will CAP make a difference? Mr. Kamins believed that CAP will make a difference because prevention will allow staff to assess students before their behavior escalates to the point of a suspension or expulsion.

Ms. Ervin asked for information about the mental health issues when students are placed in an alternative center. What does the data show?

Mrs. O'Neill suggested that there be a discussion on the alternative centers at a future Board meeting.

Re: **DIALOGUE ON CURRENT ISSUES: COUNTY COUNCIL BUDGET DELIBERATIONS (OPERATING AND CAPITAL)**

Dr. Weast stated that MCPS is trying to do everything to preserve the budget at the level sent to the County Council. There has been an adjustment of \$6 million based on a lower projection of student enrollment.

Mr. Abrams noted that the Board is caught up in a community that talks about the value of education and the quality of life in Montgomery County. Every politician has made that pitch in talking to the public. The county uses education to pull the rest of the train, and the school system has to carry the freight. What is not fully appreciated is the sacrifice that everyone made to get MCPS where it is within the context of the budget. He stated that he had been a critic of spending in excess of the growth index generally on the sustainability aspects. MCPS is not violating the growth index, but comments from the Council do not show appreciation of accountability. It is time for promises made to become promises kept. The failure of the Council to fully fund the education budget does not keep the covenant with the citizens of Montgomery County.

Mrs. O'Neill asked about the next steps regarding the budgets at the Council. Mr. Bowers replied that the school system is scheduled to meet with the full Council on Thursday. The Council will have the Education Committee's recommendations on the capital and operating budgets. The Council will complete the review on Friday, and the Council will reconcile the budgets on May 19.

Mrs. O'Neill was concerned about recommendation of the Education Committee to delete \$6 million. However, she was hearing that there were a couple of Council members who are suggesting \$2 - 3 million more in reductions. What would that mean to MCPS? Mr. Bowers suggested that there would be different options, including initiatives, staff development, and textbooks.

Ms. Cox noted that the majority of initiatives were in the category of instructional salaries. Mr. Bowers stated that the reductions are mostly in categories 3 (Instructional Salaries), 4 (Instructional Materials), and 6 (Special Education).

Ms. Cox asked what \$3 million equates to in teacher positions. Mr. Bowers stated that it would be 60 teacher positions.

Ms. Cox remarked that there already was a reduction by MCPS based on projected enrollment. If the enrollment figures are low, the class-size reduction initiative would not be as effective as anticipated. Mr. Bowers stated that system plans to maintain the elementary school class-size reductions, but there will be less flexibility with teachers in reserve.

Mrs. O'Neill pointed out that it was not too late to contact the Council on budgets. The message needs to get out to PTAs and other citizens.

Ms. Cox mentioned the charter limit, and she agreed with Mr. Abrams. If the school system is meeting its obligation and education is the economic engine of Montgomery County, it would behoove the Council to look elsewhere for reductions to meet the charter limit. It concerned her when the Council President was looking for a \$20-million reduction in the MCPS budget after saying that a budget is a moral document. Given the importance of special education and the need to address Annual Yearly Progress, MCPS cannot afford to take any steps backward. Using best practices, MCPS must continue to improve education. To provide teachers with the equipment they need to get real-time data is a student-centered model to assure diagnostic assessments can drive interventions as early as possible. Furthermore, the class-size reduction initiative is important to the citizens as well as the teachers. If MCPS is demanding higher student achievement, teachers need to have time in the classroom. Finally, she thought it was distressing to hear that the efforts of MCPS in being responsible stewards of the public dollar were described as "smoke and mirrors" by a Council member. MCPS should not be punished for fiscal responsibility.

Mr. Romero asked if the class-size reduction was \$9.8 million. Therefore, \$2 - 3 million is a sizeable reduction. Also, teachers appreciate the hand-held data gathering since it gives them precious time. Dr. Weast noted that there are many issues in the school system and in the community. If all of the budgets increased by the same amount, all budgets could be cut equally. However, there is a disproportionate effect when there is a range of increases in agencies' budgets. Mr. Abrams pointed out there has to be a priority in funding. Furthermore, data-driven results should be applied to all agencies.

Ms. Cox reiterated that MCPS balances its budget every year without supplemental requests to the Council. Is there data on who and how much is requested through supplementals by other agencies? Mr. Romero asked if there are others that provide savings through fiscal management. Mr. Bowers was not sure about other agencies and said supplementals are usually for county government departments.

Ms. Cox asked what the percentage of increase was for the county government. Dr. Spatz replied that the county government is asking for a 12.4-percent increase and MCPS has requested 7-percent increase.

Mr. Abrams wanted to know if other budgets had scrubbed out the obligations that are created in future years by only funding a portion in this year's budget. Dr. Spatz replied that staff is reviewing what impact current expenditures will have on future years. Mr. Abrams was not hearing the same standard applied across the board.

Mrs. O'Neill moved the discussion to the capital budget. Mr. Denis had made a request, and she asked Mr. Bowers to explain it. Mr. Bowers stated that the Education Committee wanted to ask the Board to review the priority order of capital projects based on the increase in construction costs. The question was whether to switch the Farmland and Seven Locks projects. Dr. Weast replied that there is always a willingness to revisit any decision. Mr. Hawes commented that projects are ranked by utilization, and if there is a switch, the basic rationale would be put aside. The Board decided to retransmit the rationale to the Education Committee.

Re: **BOARD/SUPERINTENDENT COMMENTS**

Dr. Weast commented that on the AP scores reported in the *Baltimore Sun*, Montgomery County was not mentioned. MCPS has 17 percent of the high school population in Maryland, but MCPS students took 62 percent of all AP exams administered and accounted for 75 percent of the children scoring a three or better. This is a tribute to the rigorous instruction in MCPS.

Twenty-three MCPS high schools have been recognized by *Newsweek* magazine as among the best in the United States for the high number of students taking Advanced Placement and International Baccalaureate tests. The rankings confirm what this community already knows—that high school students in Montgomery County attend some of the best high schools in the country. The *Newsweek* list, which includes all 23 Montgomery County high schools with a Grade 12 class in 2004, places the schools in the top 3 percent of the nation's 27,468 high schools.

East Silver Spring Elementary School is one of five schools in the nation profiled in a new report from the Council of Chief State School Officers. The publication, *Summer Learning Opportunities in High-Poverty Schools*, showcases effective academic summer programs in schools with a significant level of poverty and a diverse student body.

Dr. Haughey reported that he attended the graduation ceremony for the George B. Thomas Learning Center at Gaithersburg High School. It was encouraging and heartwarming to see the satisfaction of the students, parents, and faculty.

Mr. Romero said he attended the National Conference for Latino Elected Officials. The week was dedicated to the affirmation of a sustainable community, and he was impressed with the strides made in Montgomery County. Some members of the Board met with the Washington Area Boards of Education, and they shared communications efforts. Mr. Romero congratulated Northwest High School's chess team for being in the finals.

Ms. Ervin remarked that she attended a mother/daughter dinner at Magruder High School sponsored by Sisters. She also attended the graduation ceremony for the George B. Thomas Learning Center at Kennedy High School.

Mr. Sanghvi welcomed the newly elected student Board member, Sebastian Johnson.

Mrs. O'Neill commented that this spring had been busy with cluster meetings – Magruder, Wootton, Wheaton, Poolesville, Kennedy, and Churchill. Next, the Board will be busy with graduations.

**RESOLUTION NO. 249-05 Re: CLOSED SESSION RESOLUTION**

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

WHEREAS, The Board of Education of Montgomery County is authorized by the Education Article and State Government Article of the Annotated Code of Maryland to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a closed session on Monday, May 23, 2005, in Room 120 of the Carver Educational Services Center to meet from 7:00 to 7:30 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the State Government Article; consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the State Government Article; review and adjudicate appeals in its quasi-judicial capacity; and discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the State Government Article); and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

**RESOLUTION NO. 250-05 Re: REPORT OF CLOSED SESSION**

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

On April 25, 2005, by unanimous vote of members present, the Board of Education voted to conduct a closed session as permitted under the Education Article § 4-107 and State Government Article § 10-501, et seq., of the Annotated Code of Maryland.

The Montgomery County Board of Education met in closed session on April 25, 2005, from 7:00 to 7:20 p.m. in Room 120 of the Carver Educational Services Center, Rockville, Maryland, and

1. Reviewed and adjudicated the following appeals in its quasi-judicial capacity outside the purview of the Open Meetings Act (Section 10-503(a) of the State Government Article) with a subsequent vote to approve in open session: 2005-5 and T-2005-1.
2. Reviewed the Superintendent's recommendation for Human Resources Monthly Report and Appointments, subsequent to which the vote to approve was taken in open session.
3. Discussed matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the State Government Article).

In attendance at the closed sessions were: Steve Abrams, Aggie Alvez, Larry Bowers, Sharon Cox, Valerie Ervin, Charles Haughey, Roland Ikheloa, Mark Kelsch, Kristen Koger, Don Kress, Frieda Lacey, George Margolies, Susan Marks, Nancy Navarro, Pat O'Neill, Brian Porter, John Q. Porter, Lori Rogovin, Gabe Romero, Glenda Rose, Sagar Sanghvi, Frank Stetson, Matt Tronzano, and Jerry Weast.

**RESOLUTION NO. 251-05 Re: MINUTES OF THE MARCH 21, 2005, MEETING**

On motion of Ms. Ervin and seconded Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its minutes for the March 21, 2005, meeting.

**RESOLUTION NO. 252-05 Re: MINUTES OF THE APRIL 12, 2005, MEETING**

On motion of Mr. Sanghvi and seconded Ms. Cox, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its minutes for the April 12, 2005, meeting.

**Re: NEW BUSINESS**

Mrs. O'Neill moved and Ms. Cox seconded the following new business item:

Resolved, That the Board of Education amend its previous action of April 12, 2005 to name the Downcounty MS #9/Wheaton Cluster MS #2 as "A. Mario Loiederman Middle School" to read, instead, as follows: "Belt Middle School with the A. Mario Loiederman Academy for the Performing Arts."

Re: **ITEMS OF INFORMATION**

The following items were available:

1. Legal Fees Report
2. Construction Progress Report
3. Minority-, Female-, or Disabled-owned Business Procurement Report for the Third Quarter of FY 2005

RESOLUTION NO. 253-05 Re: **ADJOURNMENT**

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

Resolved, That the Board of Education adjourn its meeting of May 10, 2005, at 4:30 p.m. and move into closed session.

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PRESIDENT

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SECRETARY

JDW:gr

# MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

May 10, 2005

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