

APPROVED
24-2005

Rockville, Maryland
September 13, 2005

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Tuesday, September 13, 2005, at 10:05 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. Sebastian Johnson, Student Board Member
Dr. Jerry Weast, Secretary/Treasurer

Absent: None

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

RESOLUTION NO. 475-05 Re: **RESOLUTION FOR CLOSED SESSIONS**

On recommendation of the Superintendent and on motion of Dr. Haughey seconded by Mrs. Navarro, the following resolution was adopted unanimously by members present:

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 September 13, 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 Monthly Report and Appointments, and Board of Education staff evaluation, 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 September 13, 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.

RESOLUTION NO. 476-05 Re: AN AMENDMENT TO THE AGENDA

On motion of Mr. Abrams and seconded by Ms. Cox, the following amendment was passed unanimously:

Resolved, That the Board of Education add two resolutions to recognize the efforts to help Hurricane Katrina victims by the students at James Hubert Blake and Walt Whitman high schools.

Re: AN AMENDMENT TO THE AGENDA

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

Resolved, That the Board of Education add a discussion on the procurement of prescription drugs from Canada.

RESOLUTION NO. 477-05 Re: APPROVAL OF THE AGENDA

On motion of Ms. Ervin and seconded by Dr. Haughey, the following resolution, as amended, was adopted unanimously:

Resolved, That the Board of Education approve its agenda for September 13, 2005, as amended.

RESOLUTION NO. 478-05 Re: HISPANIC HERITAGE MONTH

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

WHEREAS, On August 17, 1988, the United States Congress by joint resolution authorized the President to proclaim annually the period beginning September 15 and ending on October 15 as National Hispanic Heritage Month; and

WHEREAS, Hispanic Americans or Latinos are the largest, most rapidly growing ethnic group in the United States, and currently represent 20 percent of the overall enrollment of the Montgomery County Public Schools (MCPS); and

WHEREAS, We celebrate today the richness of the diversity and the contributions of the peoples who are recognized as being of Hispanic or Latino culture in the United States; and

WHEREAS, Inspired by the legacy of the extraordinary Hispanic Americans or Latinos who have preceded them, they continue to fulfill their personal and professional potentials in all walks of life and continue to play a major role in contributing to the greatness of this nation; and

WHEREAS, The continued successful educational efforts of Hispanic American or Latino students and partnerships with their parents, staff, and community members contribute to the present and future success of Montgomery County, the State of Maryland, and our nation as a whole; now therefore be it

Resolved, That on behalf of the superintendent, parents, and staff of the Montgomery County Public Schools, the members of the Board of Education hereby declare the period of September 15 to October 15, 2005, to be observed as Hispanic Heritage Month.

RESOLUTION NO. 479-05 Re: **PROJECT BACKPACK**

On motion of Mr. Abrams seconded by Dr. Haughey, the following resolution was adopted unanimously:

WHEREAS, Jackie Kantor, a freshman at Walt Whitman High School, responded to the tragedy of Hurricane Katrina by conceiving, in the middle of the night, the idea of giving backpacks filled with needed supplies to the youngsters who were displaced from their homes and schools; and

WHEREAS, Jackie, with the encouragement and leadership of her parents, Steve and Aileen Kantor, and the support of her sisters, Melissa and Jenna, organized Project Backpack, with the goal of delivering 1,000 backpacks to youngsters housed at the Astrodome in Houston, Texas; and

WHEREAS, Through the collective efforts of numerous individuals within the Whitman cluster and the strong support of the principal of Whitman High School, Alan Goodwin, who offered his school as a drop-off location, Project Backpack far surpassed its goal, to the extent of collecting more than 6,000 backpacks generously donated by members of the community; and

WHEREAS, The success of Project Backpack has allowed for backpacks also to be donated

to evacuees of Hurricane Katrina who have relocated to Montgomery County and enrolled in our school system; now therefore be it

Resolved, That the Board of Education extend its appreciation to Jackie Kantor and the entire Kantor Family for their efforts on behalf of youngsters who have found themselves displaced and uprooted by Hurricane Katrina, demonstrating that one individual can make a difference.

RESOLUTION NO. 480-05 Re: RELIEF CONCERT

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

WHEREAS, The Roaring Bengals Marching Band and the Eubie Blake Jazz Ensemble of James Hubert Blake High School had the honor of performing in the streets of New Orleans in January 2005 and at the Sugar Bowl played in the New Orleans Superdome; and

WHEREAS, Having been the beneficiary of tremendous hospitality by the residents of New Orleans, the students and staff of Blake High School wanted to find some way to reach out to the victims of Hurricane Katrina; and

WHEREAS, Under the leadership of its outstanding principal, Carole Goodman, and its director of instrumental music, Brian Damron, a Sunset Jazz Concert was held on September 11, 2005, by the Blake Dixieland Band and the Eubie Blake Jazz Ensemble, with the hope of raising \$10,000 for the American Red Cross Relief Fund; and

WHEREAS, As a result of an outpouring of support to hear their inspiring sounds, the band and ensemble raised approximately \$23,000, far surpassing the goal; now therefore be it

Resolved, That the Board of Education commend the students of the Dixieland Band and the Jazz Ensemble of Blake High School, along with Brian Damron and Carole Goodman, for their efforts to raise such significant funds for the victims of Hurricane Katrina.

Re: PUBLIC COMMENTS

The following people testified before the Board of Education:

	<u>Person</u>	<u>Topic</u>
1.	Janet Gress	Family Values
2.	Dana Beyer	Sex Education Curriculum
3.	Christine Grewell	Health Education Curriculum
4.	David Fishback	Health Education Curriculum

5. Sharron Barnum Family Values
6. Ruth Jacobs Revised Curriculum
7. Jim Kennedy Health Education Curriculum
8. Rev. Jay Grace Harley Transgender
9. Judy Coleman Health Education Curriculum
10. Mary Beth Hastings Sex Education Curriculum
11. Steina Walter Tolerance in Schools
12. Ben Patton Family Life and Human Dev.
13. Brenda Candland Marriage and Family Relationship Training

Re: **BOARD/SUPERINTENDENT COMMENTS**

Dr. Weast commented that more than 100 students displaced by Hurricane Katrina are attending MCPS schools, and that number is still growing. School staff members are expediting the enrollment of these students. MCPS is committed to providing educational assistance and support to families and students affected by this catastrophe. Staff members have been briefed on enrollment procedures, and personnel from the Department of Student Services are helping to link families to health and social services.

Dr. Weast said that people should look for a new e-mail service, *MCPS QuickNotes*, starting this month. The publication is for parents and others and is available in six languages: English, Spanish, Chinese, Korean, Vietnamese, and French. *QuickNotes* is full of useful information about the school system, including MCPS-sponsored events, Board of Education highlights, testing, and links to other publications and Web sites.

Dr. Weast said that everyone has undoubtedly noticed that the CESC "lawn" is being transformed into a parking lot. MCPS has agreed to let Montgomery College build a 438-space parking area on the land to accommodate its increasing student parking needs and provide a productive use for the space.

Dara Feldman, a kindergarten teacher at Garrett Park Elementary School, was named Outstanding Elementary School Teacher at the annual Disney Teacher Awards. Each year, Disney honors 45 exceptional teachers selected from more than 50,000 nominees. Six teachers receive top awards in specific categories such as elementary, middle, or high school teacher.

Mrs. Navarro was pleased with the students' efforts regarding the hurricane relief. Also, she attended the first community forum, and she encouraged the community to attend. Translation services are available.

Mr. Abrams noted that the opinion letters on prescription drug procurement were made public at this meeting. In the September 26 discussion of prescription drugs, Mr. Abrams would like

information on what Montgomery County is doing in terms of prescription drug procurement, and the opinion from the county's attorney. Lastly, he wanted lawyers for MCPS to comment on the role of civil disobedience for public policy makers.

Ms. Cox asked for a correction in one of the statements in the Reese and Carney opinion.

Ms. Cox commented that she has been involved over the past several months in a group that has become a national coalition to address persistent vacancies in special education and related services providers. At an October 19 meeting in Montgomery County, the superintendent will provide a local perspective on how those vacancies affect children.

Mr. Romero remarked that he represented the Board at the summer school graduation at Quince Orchard High School. It was very colorful since so many schools were represented. Also, he thanked staff for its efforts to provide avenues for leadership for Hispanic teachers.

Regarding Hurricane Katrina rescues, Ms. Ervin said that the issue of race and class in America cannot be glossed over. She drew a connection between that and public schools. There is a need for language translation and access for people of poverty. There is a need to drill down at the school site as much as possible to assure access and get people what they need to participate in their child's education.

Mrs. O'Neill noted that many grandmothers provide homes for children and that not all families come in "traditional" packages. Also, she commented on charter education and the resources for children and parents throughout the community.

**Re: COMPREHENSIVE MASTER PLAN AND BRIDGE
 TO EXCELLENCE**

On recommendation of the Superintendent and on motion of Dr. Haughey seconded by Ms. Cox, the following resolution was placed on the table:

WHEREAS, The General Assembly enacted Senate Bill 856, *The Bridge to Excellence in Public Schools Act* on April 4, 2002, and on May 6, 2002, Governor Parris N. Glendening signed the Act into law; and

WHEREAS, The Act requires local school systems to submit annual updates of their five-year comprehensive master plans to the Maryland State Department of Education by October 17 of each year, to include estimated prior year revenues and expenditures with the annual update; and

WHEREAS, On June 27, 2005, the Board of Education approved *Our Call to Action: Pursuit of Excellence*—The Strategic Plan for the Montgomery County Public Schools 2004–2009;

and

WHEREAS, The strategic plan for the Montgomery County Public Schools contains goals and strategies to promote academic excellence among all students, and to eliminate performance gaps among identified subgroups of students; and

WHEREAS, The strategic plan for the Montgomery County Public Schools incorporates and embeds the five goals of the *No Child Left Behind Act* and six focus areas of the *Bridge to Excellence in Public Schools Act*; and

WHEREAS, The strategic plan is the cornerstone of the Montgomery County Public Schools Comprehensive Master Plan; and

WHEREAS, The Montgomery County Public Schools *Bridge to Excellence in Public Schools Act*—Comprehensive Master Plan fulfills all of the required components, including strategies and supporting documentation; now therefore be it

Resolved, That the Board of Education approve the updated Montgomery County Public Schools *Bridge to Excellence in Public Schools Act*—Comprehensive Master Plan; and be it further

Resolved, That Montgomery County Public Schools staff submit the Comprehensive Master Plan to the Maryland State Department of Education on or before October 17, 2005, as required by the *Bridge to Excellence in Public Schools Act*.

Re: **DISCUSSION**

Dr. Haughey thought this was less oppressive preparation than a couple of years ago. Therefore, this has become more routine as time goes on. However, he was curious as to how much staff effort is required to comply with this annual revision as mandated by the state. Mr. Bowers replied that there are hundreds of hours invested in the production of the document. Dr. Spatz noted that several of the updates contained figures that are required anyway by the state and federal governments. Furthermore, the school system has received a lot of technical support from the state.

Dr. Haughey inquired as to the funding for classrooms to replace temporary structures. Mr. Bowers said the expenditure for portables was \$7 million this year. In general, MCPS would like more funding from the state for a long-term and permanent solution for classroom space.

Ms. Cox thanked staff for the work that went into the master plan. It is a good summary of what MCPS has done and an analysis of what has worked and strategies to improve efforts that

did not work. This is the kind of document that community members have been looking for, especially in discussing the budget. In the reference to Reading First, Ms. Cox inquired about mid-year objectives and whether or not the four schools implementing the program had made annual yearly progress (AYP). Ms. Leleck replied that all schools made AYP.

Ms. Cox was pleased to read about the efforts in special education. She requested feedback on how MCPS ensures that it has the appropriate curriculum for children with specific disabilities, for example dyslexia.

Ms. Cox requested that the following statement be rewritten: A lack of community understanding for the standards-based curriculum required a slower-than-expected implementation of the initiative. She was pleased with the text on highly gifted students since the Code of Maryland requires an assessment in order to provide appropriate instruction.

To increase translation services, Mr. Abrams asked how this is reflected in the master plan, what steps MCPS goes through to make sure it is addressed, and what the time lag is between initiation and inclusion in the budget. Mr. Bowers responded that translation services are included in the Strategic Plan that the Board adopted in the spring. The first phase of a multi-year implementation was included in this year's budget. It is a key part of the feedback and discussions at the recent forums. The upcoming budget will have the continued roll-out of that initiative to provide translation services.

Mr. Abrams noted that in the past the budget was amended to include "great" ideas. However, there will always be a gap between a new initiative, and how it is addressed in the master plan. Once it gets into the Master Plan, it becomes a foundation for budget preparation. How much flexibility does the Board have to accelerate the process, and what would be the implications? Mr. Bowers responded that the Strategic Plan drives the operating budget, and the Board is the decision maker.

Mr. Abrams noted that there were Strategic Plan updates and budget hearings. What can the Board do to align the community input on budget to the process? Is there a way to get a contemporaneous assessment with cluster testimony – in other words, a way to provide a translation mechanism on what is being requested and how that relates to the Strategic Plan and budget? Mr. Bowers stated that there will be a document outlining the budget initiatives with the Board's goals and strategic initiatives within those goals of the Strategic Plan. Mr. Abrams stated that staying on course has led MCPS' success.

Mr. Romero remarked on the accountability aspects of the master plan. Goal 5 of the plan deals with absenteeism in schools, but there was not a timeline for that goal. Mr. Bowers explained that the intent is to meet the goal now. However, for all of the measures, the goals are being driven down to the local school, and each school is monitored.

Mr. Romero noted that the schools in need of attention have either Limited English Proficiency (LEP) or special education students. That is not the case with Silver Spring International Middle School (SSIMS) and asked what was being done to address the SSIMS issue. Dr. Lacey replied that MCPS and state staff met once a month, and the same approach is being used with SSIMS. The team will look at data and student achievement plans.

Mrs. Navarro referred to the table on the Maryland Model for School Readiness and the composite scores that show that from 2002 to 2005, there was either no change in the percentage of students at full readiness, and, in some cases, there was a 10-percent drop of white students at full readiness. Also, there was a significant increase of non-English speaking students in Montgomery County during the 2003-04 school year. There was a decrease in child-care subsidies, which leads to more children in non-regulated care. How is MCPS monitoring this impact on Latino, African-American, and white students?

Mrs. Navarro noted that in the community budget forum one of the areas of questions focused on the number of pre-kindergarten slots that have not been filled. How many vacant slots are there? What is MCPS' strategy to fill these vacancies?

Mrs. Navarro also noted that the Master Plan referred to new or revised strategies for kindergarten and pre-kindergarten implementation in the next year. She referred to the collaboration among MCPS, Health and Human Services, and the Montgomery County Child Care Resources and Referral Center to develop and implement training plans for a target group of community-based child care providers in MCPS' pre-kindergarten curriculum. How are those plans progressing, and what are the outcomes?

Dr. Weast commented that it is not easy to get all participants around the same table on the early childhood issue. He said he was frustrated that the added slots in the budget rely on other agencies to recruit students. However, it has been proven that the children are there, and there needs to be a plan developed to get them into the slots. Even though MCPS does not have the authority or mechanism to seek candidates, the children benefit when they have pre-kindergarten educations.

Ms. Ervin agreed with the discussion, and the Strategy Plan that previous Boards had adopted is fabulous. If a Board member hears or knows that a plan is not being implemented, the Board has an obligation to bring it to the table. She noted that attendance can be linked to parent specialists positions in the schools. Divergent issues are really all connected.

Mrs. O'Neill summed up by stating that the cornerstone of the Master Plan is the Strategic Plan, upon which the operating budget is built. The Board adopted the Strategic Planning Forums to compile information from the community for budgetary items. People wanted input before the budget deliberations, and the forums provide this opportunity. Furthermore, the Master Plan lists the good and the bad; it is a living document on which to base corrective

action.

Ms. Cox suggested that the Research and Evaluation Committee review the processes used and see if any adjustments can be made. Maybe there is a need to change the focus to certain groups of the student population, instead of listing the goals generically.

RESOLUTION NO. 481-05 Re: **COMPREHENSIVE MASTER PLAN AND BRIDGE TO EXCELLENCE**

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

WHEREAS, The General Assembly enacted Senate Bill 856, *The Bridge to Excellence in Public Schools Act* on April 4, 2002, and on May 6, 2002, Governor Parris N. Glendening signed the Act into law; and

WHEREAS, The Act requires local school systems to submit annual updates of their five-year comprehensive master plans to the Maryland State Department of Education by October 17 of each year, to include estimated prior year revenues and expenditures with the annual update; and

WHEREAS, On June 27, 2005, the Board of Education approved *Our Call to Action: Pursuit of Excellence*—The Strategic Plan for the Montgomery County Public Schools 2004–2009; and

WHEREAS, The strategic plan for the Montgomery County Public Schools contains goals and strategies to promote academic excellence among all students, and to eliminate performance gaps among identified subgroups of students; and

WHEREAS, The strategic plan for the Montgomery County Public Schools incorporates and embeds the five goals of the *No Child Left Behind Act* and six focus areas of the *Bridge to Excellence in Public Schools Act*; and

WHEREAS, The strategic plan is the cornerstone of the Montgomery County Public Schools Comprehensive Master Plan; and

WHEREAS, The Montgomery County Public Schools *Bridge to Excellence in Public Schools Act*—Comprehensive Master Plan fulfills all of the required components, including strategies and supporting documentation; now therefore be it

Resolved, That the Board of Education approve the updated Montgomery County Public Schools *Bridge to Excellence in Public Schools Act*—Comprehensive Master Plan; and be it further

Resolved, That Montgomery County Public Schools staff submit the Comprehensive Master Plan to the Maryland State Department of Education on or before October 17, 2005, as required by the *Bridge to Excellence in Public Schools Act*.

Re: **NORTHEAST CONSORTIUM CRITERIA
AMENDMENT**

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

WHEREAS, Board of Education Resolution No. 799-96 included provisions governing assignment of students to Northeast Consortium high schools in accordance with preferred choice and provided for periodic review and updates; and

WHEREAS, By Resolution 37-00, the Board of Education amended Resolution No. 799-96 to adjust the utilization/enrollment criterion; and

WHEREAS, The preferred choice assignment criteria in Resolution No. 799-96 included race/ethnicity as one of the factors to be considered in student assignments; and

WHEREAS, By Resolution 711-99, the Board of Education suspended any consideration of race or ethnicity as a factor in student assignment decisions; and

WHEREAS, Two additional consortia have been created since 1996, both of which include socioeconomic level as identified by the "ever" Free and Reduced-price Meals System (FARMS) participation as one of the factors to be considered in student assignments; and

WHEREAS, It is desirable to employ consistent criteria for student assignment decisions across consortia and to review periodically the effectiveness of the criteria in promoting choice, efficiently utilizing schools, improving achievement, and creating diverse educational environments; now therefore be it

Resolved, That Resolution No. 799-96 be and hereby is amended to include student "ever" FARMS participation as one of the factors that can be considered in the preferred choice student assignment process in the Northeast Consortium.

Re: **DISCUSSION**

Mrs. Navarro stated that it is important to be consistent and align with other consortia. She would support the amendment.

Ms. Cox asked how the decisions are made on this issue. What is the message the school system sends regarding parent involvement? If this amendment is to provide consistency with other consortia, what did staff expect from the community if it did not agree or think it was appropriate? Mr. Lang said there were meetings that presented the history of the consortium, demographic data, and surveyed the parents through the cluster coordinators. However, there

was concern that all stakeholders did not have input.

Ms. Cox did not understand why staff would seek input since the Board's policy went through a public comment process that emphasized the need for socioeconomic balance of the student population within a school. She wanted to know if the school system was fostering an expectation that a negative response would be acceptable. Therefore, staff needs to be clear when it seeks information on process, and when it is up for debate and possible change. Furthermore, staff needs to explain to the community why the Board is taking this action.

Ms. Ervin said she appreciated Dr. Weast's leadership on this issue. There are community leaders who presume to speak for everyone, and the Board sets expectations when seeking input that might not be attainable based on policy and law. It is time to make a decision, and she supported the amendment.

Mr. Abrams added that it was consistent with other consortia, and it is fundamental to the transfer policy. Furthermore, the school system has indicators that show that MCPS education progress is fundamentally tied to its ability to provide a contemporary education.

Ms. Cox thought there needed to be a better understanding between the Board and staff on the meaning of "input" if there is a policy and precedent that guides the request. Dr. Weast agreed and said decisions cannot be made without the community observing the progress.

Mr. Romero quoted from the memorandum that stated, "Research shows that a high concentration of eligible FARMS students in a school has an adverse impact on the academic performance in that school." That is the reason for the amendment, and he supported the amendment.

RESOLUTION NO. 482-05 Re: NORTHEAST CONSORTIUM CRITERIA AMENDMENT

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

WHEREAS, Board of Education Resolution No. 799-96 included provisions governing assignment of students to Northeast Consortium high schools in accordance with preferred choice, and provided for periodic review and updates; and

WHEREAS, By Resolution 37-00, the Board of Education amended Resolution No. 799-96 to adjust the utilization/enrollment criterion; and

WHEREAS, The preferred choice assignment criteria in Resolution No. 799-96 included race/ethnicity as one of the factors to be considered in student assignments; and

WHEREAS, By Resolution 711-99, the Board of Education suspended any consideration of race or ethnicity as a factor in student assignment decisions; and

WHEREAS, Two additional consortia have been created since 1996, both of which include socioeconomic level as identified by the "ever" Free and Reduced-price Meals System (FARMS) participation as one of the factors to be considered in student assignments; and

WHEREAS, It is desirable to employ consistent criteria for student assignment decisions across consortia and to review periodically the effectiveness of the criteria in promoting choice, efficiently utilizing schools, improving achievement, and creating diverse educational environments; now therefore be it

Resolved, That Resolution No. 799-96 be and hereby is amended to include student "ever" FARMS participation as one of the factors that can be considered in the preferred choice student assignment process in the Northeast Consortium.

Re: **LUNCH AND CLOSED SESSION**

The Board of Education recessed from 1:15 to 2:30 p.m. for lunch and closed session.

RESOLUTION NO. 483-05 Re: **PROCUREMENT CONTRACTS OF \$25,000 OR MORE**

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

WHEREAS, Funds have been budgeted and/or identified for the purchase of school buses for the Department of Transportation through Bid No. 7055.7; and

WHEREAS, The acquisition of school buses through lease/purchase arrangements has been reviewed by legal counsel; now therefore be it

Resolved, That the school buses for the Department of Transportation in the amount of \$161,528 be lease/purchased for a six-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:

C-05056	Diesel Fuel—Extension		
	<u>Awardee</u>		
	BP Products North America, Inc.		\$5,000,000
1092.4	Propane Gas—Extension		
	<u>Awardee</u>		
	Suburban Propane Gas Corporation		\$ 48,139
1141.3	Scan Forms—Extension		
	<u>Awardees</u>		
	Data Management Corporation	\$	6,776
	Pearson NCS		20,950
	Printech, Inc.*		<u>43,643</u>
	Total	\$	<u>71,369</u>
4041.3	Boiler Supplies and Associated Materials—Extension		
	<u>Awardees</u>		
	Applied Industrial Technologies	\$	17,799
	The Boiler Store		19,000
	Complete Boiler System		44,091
	Noland Company		139,453
	Thomas Somerville Company		129,491
	Southern Utilities Company, Inc.		<u>33,367</u>
	Total	\$	<u>383,201</u>
4046.4	Flooring Materials—Extension		
	<u>Awardees</u>		
	Capitol Building Supply	\$	35,560
	Continental Flooring Company		<u>7,676</u>
	Total	\$	<u>43,236</u>
4074.3	Plumbing Supplies—Extension		

	<u>Awardees</u>	
	Best Plumbing Specialties, Inc.	\$ 7,878
	Colt Plumbing Company	2,000
	Grainger, Inc.	3,205
	J.A. Sexauer, Inc.	829
	Share Corporation	540
	Thomas Somerville Company	132,715
	Southern Utilities Company, Inc.	1,338
	Superior Specialty Company	46,750
	Wolverine Brass Works	<u>1,125</u>
	Total	\$ 196,380
4090.4	Art and School Papers	
	<u>Awardees</u>	
	AFP Industries, Inc.*	\$ 90,334
	Commercial Art Supply	30,611
	Dick Blick East	1,636
	Integrity School Supplies*	44,219
	National Art and School Supplies	37,442
	Pyramid School Products	88,446
	School Specialty	1,973
	Henry S. Wolkins Company, Inc.*	<u>13,798</u>
	Total	\$ 308,459
4110.3	Overhead Door Repair	
	<u>Awardee</u>	
	Overhead Door Company of Washington, DC	\$ 85,000
4179.1	Mobile Recording System	
	<u>Awardee</u>	
	Codifica	\$ 36,900
7054.7	Purchase of School Buses	
	<u>Awardee</u>	
	American Truck and Bus, Inc.	\$ 161,528
7124.1	Transportation Services for MCPS Students—Extension	

	<u>Awardee</u> Regency Cab, Inc.	\$ 300,000
7155.1	Custom Television Studio for Northwood High School	
	<u>Awardee</u> Professional Products	\$ 60,501
9072.5	Weight Training Supplies and Equipment—Extension	
	<u>Awardees</u> American Fitness and Sport Supply	\$ 1,997
	Destine Fitness, LLC	12,675
	Fitness Resource	205,045
	Gym Source	93,696
	Heartline Fitness Products, Inc.	246,978
	Leisure Fitness, Inc.*	131,964
	Sportime, LLC	<u>4,412</u>
	Total	\$ 696,767
9080.2	Playground Border Boxing and Fibar—Extension	
	<u>Awardee</u> Playground Specialist	\$ 172,525
9096.4	Removal/Disposal and Testing Underground Fuel Tanks—Extension	
	<u>Awardee</u> Apex Environmental, Inc.	\$ 75,000
9124.4	Refrigerators, Freezers and Milk Coolers—Extension	
	<u>Awardees</u> (See note) American Energy Restaurant Equipment	
	Cary Sales and Service	
	Total	\$ 56,320
9153.3	Industrial Hygiene and Laboratory Services	
	<u>Awardee</u> Yoti N.N. and Associates, Inc.*	\$ 175,329

TOTAL PROCUREMENT CONTRACTS OVER \$25,000	\$7,870,654
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* Denotes Minority-, Female-, or Disabled-owned Business

Note: Contract amounts will be based on individual requirements.

RESOLUTION NO. 484-05 Re: **AWARD OF CONTRACT – RICHARD MONTGOMERY HIGH SCHOOL**

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

WHEREAS, On January 13, 2004, the Board of Education authorized staff to utilize a construction management process for the Richard Montgomery High School replacement project; and

WHEREAS, On August 9, 2005, a single bid was received for the heating, ventilation, and air conditioning (HVAC) work; and

WHEREAS, The single bid exceeds the estimated cost for the HVAC work; and

WHEREAS, State procurement statutes allow local education agencies to negotiate for a lower cost if there is only a single bidder for a project; and

WHEREAS, The contractor has agreed to explore ways to reduce the cost of the HVAC work and negotiate a price that is lower than their bid; and

WHEREAS, Staff has recommended that the underground piping portion of the bid be accepted to keep the project on schedule while the final price is being negotiated; and

WHEREAS, The following amount is the value of the underground piping for the Richard Montgomery High School replacement project:

<u>Bidder</u>	<u>Amount</u>
Ronco Mechanical Contractors, Inc.	\$761,502

and

WHEREAS, The Minority Business Enterprise participation will be reported at the completion of all bid activity for this project; and

WHEREAS, Ronco Mechanical Contractors, Inc., has completed similar work successfully for the Montgomery County Public Schools; now therefore be it

Resolved, That a \$761,502 contract be awarded to Ronco Mechanical Contractors, Inc., for the underground piping portion of the mechanical package for the Richard Montgomery High School replacement project, in accordance with drawings and specifications prepared by

SHW Group, LLP.

RESOLUTION NO. 485-05 Re: **PARTIAL CAPITALIZATION OF SELECTED CAPITAL PROJECTS**

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

WHEREAS, The Montgomery County Office of Management and Budget has recommended the capitalization of countywide capital expenditures incurred as of June 30, 2005; and

WHEREAS, Montgomery County Public Schools external auditors concur with this recommendation; now therefore be it

Resolved, That the following projects be partially capitalized in FY 2006:

<u>Project No.</u>	<u>Project</u>	(Amts. in Thousands) <u>Partial Capitalization of Expended Funds</u>
9963	Americans with Disabilities Act (ADA) Compliance	\$ 568
9993	Advance Land Acquisition Revolving Fund (ALARF)	525
9928	Asbestos Abatement	927
9921	Current Modernizations	25,114
9902	Design and Construction Management	3,431
9903	Educational Technology – Global Access	8,023
9959	Energy Conservation	508
9926	Facility Planning	509
9905	Fire Safety Code Upgrades	1,709
9916	Heating, Ventilation, and Air Conditioning (HVAC) Replacement	2,697
9932	Improved Access to Schools	1,782
9950	Indoor Air Quality Improvements	1,103
9915	Planned Life-cycle Asset Replacement (PLAR)	3,222
9968	Relocatable Classrooms	4,742
9942	Roof Replacement	1,488
9911	Rehabilitation/Renovation of Closed Schools (RROCS)	2,068
9943	School Gymnasiums	1,001
9920	School Security Systems	640
9919	Stadium Lighting	6
9907	Technology Modernization	587

RESOLUTION NO. 486-05 Re: **ANNUAL GROWTH POLICY – BOARD OF EDUCATION COMMENT**

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

WHEREAS, A comprehensive review of the Montgomery County Annual Growth Policy (AGP) Policy Element was conducted in 2003, and this review resulted in a tightening of the AGP schools test; and

WHEREAS, The Montgomery County Planning Board has submitted its 2005–2007 Growth Policy Report to the County Council, and no changes are recommended to the schools test or other areas that pertain to schools; now therefore be it

Resolved, That the Board of Education support the current *Annual Growth Policy—Policy Element* and the schools test it contains and recommend that no changes to this test's methodology be considered by the County Council; and be it further

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

RESOLUTION NO. 487-05 Re: **GRANT OF UTILITY EASEMENT AT JAMES HUBERT BLAKE HIGH SCHOOL**

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

WHEREAS, Staff negotiated a Lease Agreement with Omnipoint Communications CAP Operations, LLC (dba T-Mobile), to permit the installation of a telecommunications monopole at James Hubert Blake High School, located at 300 Norwood Road, 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 0.085 acres 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 disruption to the instructional program and at no cost to the Board of Education, 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 0.085 acres to the Potomac Electric Power Company and Verizon Maryland, Inc., at James Hubert Blake High School.

RESOLUTION NO. 488-05 Re: **GRANT OF UTILITY EASEMENT AT ALBERT EINSTEIN HIGH SCHOOL**

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

WHEREAS, Staff negotiated a Lease Agreement with Omnipoint Communications CAP Operations, LLC (dba T-Mobile), to permit the installation of a telecommunications monopole at Albert Einstein High School, located at 11135 Newport Mill Road, Kensington, 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 0.179 acres 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 disruption to the instructional program and at no cost to the Board of Education, 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 0.179 acres to the Potomac Electric Power Company and Verizon Maryland, Inc., at Albert Einstein High School.

RESOLUTION NO. 489-05 Re: **GRANT OF UTILITY EASEMENT AT JOHN F. KENNEDY HIGH SCHOOL**

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

WHEREAS, Staff negotiated a Lease Agreement with Omnipoint Communications CAP Operations, LLC (dba T-Mobile), to permit the installation of a telecommunications monopole at John F. Kennedy High School, located at 1901 Randolph Road, Silver Spring, Maryland, in accordance with the 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 0.179 acres 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 disruption to the instructional program and at no cost to the Board of Education, 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 0.179 acres to the Potomac Electric Power Company and Verizon Maryland, Inc., at John F. Kennedy High School.

RESOLUTION NO. 490-05 Re: **GRANT OF UTILITY EASEMENT AT WHEATON HIGH SCHOOL**

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

WHEREAS, Staff negotiated a Lease Agreement with Omnipoint Communications CAP Operations, LLC (dba T-Mobile), to permit the installation of a telecommunications monopole at Wheaton High School, located at 12601 Dalewood Drive, Silver Spring, Maryland, in accordance with the 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 0.179 acres 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 disruption to the instructional program and at no cost to the Board of Education, 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 0.179 acres to the Potomac Electric Power Company and Verizon Maryland, Inc., at Wheaton High School.

RESOLUTION NO. 491-05 Re: **TRANSITION OF THE REFUGEE TRAINING CENTER TO MONTGOMERY COLLEGE**

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

WHEREAS, The Montgomery County Public Schools and Montgomery College have formed a partnership to transfer program activities for the Refugee Training Center from Montgomery County Public Schools to Montgomery College; and

WHEREAS, The FY 2006 MC/MCPS Partnership Project for the Montgomery County Refugee Training Center will be funded by a grant from the Maryland State Department of Human Resources at an anticipated level of \$116,100; and

WHEREAS, The project will effect a change in grant program administration and support from Montgomery County Public Schools to Montgomery College; and

WHEREAS, This continuum of education and training opportunities will be made more accessible to the student by eliminating a transition between service providers; and

WHEREAS, This program will continue to operate at Northwood High School for the current academic year and will then be housed at Montgomery College's Fenton Street location; and

WHEREAS, For FY2007, Montgomery College will submit the grant application and assume the leadership role in meeting the educational/training needs of adults in Montgomery College; and

WHEREAS, Representatives from the Montgomery County Public Schools and Montgomery College have participated in transition planning to address communications, approvals, budgets, staffing, locations, and obligations of Montgomery County, Montgomery College, and Montgomery County Public Schools; now therefore be it

Resolved, That the superintendent of schools be authorized to transition the Refugee Training Center to Montgomery College, effective July 1, 2006.

RESOLUTION NO. 492-05 Re: UTILIZATION OF THE FY 2006 PROVISION FOR FUTURE SUPPORTED PROJECT FUNDS

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

WHEREAS, The grants qualify 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, 2005; and

WHEREAS, The projects do not require any present or future county funds; and

WHEREAS, Sufficient appropriation is available, within the FY 2006 Provision for Future Supported Projects, to permit the transfers within state categories; now therefore be it

Resolved, That the superintendent of schools be authorized to receive and expend, within the FY 2006 Provision for Future Supported Projects, as specified below:

<u>Project</u>	<u>Amount</u>
Individuals with Disabilities Education Act—Least Restrictive Environment	\$ 163,960
English as a Second Language Program for Refugees	<u>14,091</u>
Total	<u>\$ 178,051</u>

and be it further

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

RESOLUTION NO. 493-05 Re: **RECOMMENDED FY 2006 SUPPLEMENTAL APPROPRIATION FOR THE SMALLER LEARNING COMMUNITIES GRANT**

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

Resolved, That the superintendent of schools be authorized to receive and expend, subject to County Council approval, an FY 2006 supplemental appropriation of \$1,478,846 in grant funds from the United States Department of Education for the Smaller Learning Communities Initiative at James Hubert Blake and Paint Branch high schools in the following categories:

<u>Category</u>	<u>Positions</u>	<u>Amount</u>
1 Administration		\$ 38,178
2 Mid-level Administration		11,000
3 Instructional Salaries	1.7	707,166
4 Textbooks and Instructional Supplies		85,000
5 Other Instructional Costs		473,000
9 Student Transportation		30,000
12 Fixed Charges	_____	<u>134,502</u>
Total	<u>1.7*</u>	<u>\$ 1,478,846</u>

*Positions (Both at Blake HS)

1.7 Teachers

and be it further

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

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

RESOLUTION NO. 494-05 Re: **HUMAN RESOURCES MONTHLY REPORT**

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 the Human Resources Monthly Report dated

September 13, 2005.

RESOLUTION NO. 495-05 Re: **DEATH OF DOROTHY PARK, CAFETERIA MANAGER IV,
DIVISION OF FOOD & NUTRITION SERVICES**

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

WHEREAS, The death on August 6, 2005, of Dorothy Park, cafeteria manager IV in the Division of Food and Nutrition Services at Eastern Middle School, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, Mrs. Park went beyond the call of duty to ensure that the students were provided with proper nutrition and took great pride in working with them and the staff; and

WHEREAS, In the 25 years that Mrs. Park had been with Montgomery County Public Schools, her flexibility and dependability made her a valuable employee; now therefore be it

Resolved, That the members of the Board of Education and the superintendent of schools express their sorrow at the death of Dorothy Park and extend deepest sympathy to her family; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting and a copy be forwarded to Mrs. Park's family.

RESOLUTION NO. 496-05 Re: **DEATH OF ROBERT COLEMAN, JR., BUS OPERATOR
I, DEPARTMENT OF TRANSPORTATION**

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

WHEREAS, The death on August 12, 2005, of Robert Coleman, Jr., bus operator in the Department of Transportation at the Randolph Depot, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, In the eleven years that Mr. Coleman had worked for Montgomery County Public Schools, he was a conscientious employee and took great pride in working with the students and staff; and

WHEREAS, Mr. Coleman was dependable, and his good relationships with fellow workers made him a valuable employee; now therefore be it

Resolved, That the members of the Board of Education and the superintendent of schools express their sorrow at the death of Robert Coleman, Jr. and extend deepest sympathy to his family; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting and a copy be forwarded to Mr. Coleman's family.

RESOLUTION NO. 497-05 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective September 14, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Steven Neff	Special Education Supervisor	Supervisor, Upcounty Field Office, Office of Special Education and Student Services

RESOLUTION NO. 498-05 Re: HUMAN RESOURCES APPOINTMENT

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

Resolved, That the following personnel appointment be approved effective September 14, 2005:

<u>Appointment</u>	<u>Current Position</u>	<u>As</u>
Kent H. Weaver	High School Counselor Specialist	Supervisor, School Counseling Services

Re: ORGANIZATIONAL CULTURE OF RESPECT

Dr. Weast invited the following people to the table: Ms. Bonnie Cullison, president, Montgomery County Education Association (MCEA); Dr. Rebecca Newman, president, Montgomery County Association of Administrative and Supervisory Personnel (MCAASP); Mr. David Rodich, executive director, SEIU Local 500; Mr. Larry Bowers, chief operating officer; Dr. Frieda Lacey, deputy superintendent of schools; Mr. John Q. Porter, deputy superintendent for information and organizational systems; and Mr. Donald Kress, chief school performance officer.

During the 2004–05 school year, the leadership of the three employee organizations, the three deputy superintendents, and the chief school performance officer met on a regular basis to address issues that affect all three employee organizations. The participants discussed areas of focus for the year and determined that the priority area of focus should be the creation of an organizational culture of respect throughout MCPS. This group used an interest-based process to reach consensus, a process that the group continues to use in all of its collaborative work. After identifying the interests of each organization, the group identified options to consider as part of the organizational culture of respect. The next step was to develop a one-text document that meets the interests of all of the parties.

This one-text document or compact was presented at the MCPS Leadership Seminar on May 13, 2005, at Johns Hopkins University. The Executive Leadership Team, representatives of each of the employee organizations, representatives of the Montgomery County Council of Parent Teacher Associations (MCCPTA), and some Board of Education members attended this leadership seminar. Following an overview of the document, the participants provided input to the group that developed the document. The document that the Board is asked to approve includes the input that was received.

The compact represents a description of the culture the parties believe should exist throughout MCPS. The parties are committed to making this description a reality by building strong relationships and working together collaboratively. The partners will collectively resolve problems, address common issues, and identify opportunities for improvement. This takes time, commitment, hard work, and dedication to be successful. It requires building trust, communicating openly and honestly, and being responsible for one's own behavior. And, it requires the partners to act with self-control and show concern for others at all times. MCPS will model how it expects all members of the community to interact.

The compact reflects the values and the behaviors that are expected of all individuals in their interactions with students, other staff, parents, and others who are involved in the school system. These expected behaviors are listed on pages three and four of the document. The document also identifies the ways in which the Board and the school system support the work to create this culture of respect.

The presidents of MCAASP, MCEA, and SEIU Local 500 will submit this compact to their respective boards of directors for approval and commitment. The Executive Leadership Team has reviewed the document, provided input, and is committed to supporting all of the components of the compact. This document will be presented to all MCPS administrators and supervisors at the Superintendent's A&S Meeting on September 14, 2005, for their support. It will be discussed at an MCEA representative assembly meeting and the membership meetings of SEIU Local 500 and MCAASP. The document will be included in the MCPS Strategic Plan, on the Web site, in professional growth system documents, and in new employee orientation meetings. In addition, the group will meet with other partners, including

MCCPTA and other groups representing parents, the National Association for the Advancement of Colored People, business partners, and representatives of other organizations to review the agreement and adopt similar compacts.

Re: **DISCUSSION**

Mr. Johnson thought the culture of respect was a lofty goal, but he was concerned about the method of attainment. How are the school system and managers going to move to mutual respect? Mr. Bowers reported that the professional growth systems will reflect it through diversity and development training. Also, administration will support the collaborative process to nurture and support decision making. Moreover, continuous improvement with the Baldrige process reflects mutual respect.

Mr. Johnson wanted to know how the system will measure success. Mr. Bowers stated that this will be measured through the climate surveys of parents, employees, and students. Plus, there will be informal feedback throughout the year.

Mrs. Navarro thought the document was a wonderful blueprint for behavior that should be obvious. She wanted to add language about the diversity of school-based and non-school based employees to foster respect. She was interested in the expected outcomes of study circles and diversity training.

Ms. Cox was pleased with the document and called it a tremendous step forward with a real commitment and collaboration to be self-aware and positive in dealing with each other. To address continuous improvement, staff are responsible for identifying issues and developing solutions. She called it a wonderful model for students.

Mr. Romero thought this document reflected a lifetime of experiences. Every person has a set of tasks to make the schools operate efficiently. The Strategic Plan has embedded aspects of the document, such as the professional growth systems. Mr. Romero asked if there would be training. Dr. Newman thought there needs to be skill building on how to change behavior with ongoing practice.

Ms. Ervin commented that risk takers are not valued in this culture. Risk taking and psychological safety is the ability to tell the truth without repercussions. The culture of respect is important, and it needs to be present at every level, especially when dealing with students. The words are beautiful, and the intent is powerful. Where is the accountability, and how will the school system know if it is working? Dr. Weast agreed that was the conundrum. In working toward the desired state, staff needs to work together in a culture of truth, respect, and courageous conversations.

Mrs. O'Neill thought the school system should be proud that it is at this point. In the past, the

mind set was that unions worked in an adversarial position with the Board and administration. Everyone working together through a continuous improvement process will support students.

RESOLUTION NO. 499-05 Re: ORGANIZATIONAL CULTURE OF RESPECT

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

WHEREAS, The leadership of the three employee organizations, the three deputy superintendents, and the chief school performance officer developed the compact on creating an organizational culture of respect: and

WHEREAS, This culture is built on the belief that all employees contribute to a successful learning environment; and

WHEREAS, The compact expresses the parties' commitment to shared responsibility and collaborative partnerships to support this organizational culture of respect; and

WHEREAS, This compact identifies the behaviors of all individuals and groups that are expected to create an organizational culture of respect; now therefore be it

Resolved, That the Board of Education is committed to fostering an organizational culture of respect and to making certain that this culture is promoted throughout the school system; and be it further

Resolved, That the Board of Education adopt and support the compact on creating an organizational culture of respect in Montgomery County Public Schools to ensure success for every student.

Re: UPDATE ON THE MARYLAND SCHOOL ASSESSMENT

Dr. Weast invited the following people to the table: Mr. Donald H. Kress, chief school performance officer; Ms. Jody Leleck, associate superintendent for curriculum and instructional programs; Dr. Carey Wright, associate superintendent for special education and student services; Dr. Faith Connolly, acting director for shared accountability; and Dr. Felicia Lanham Tarason, principal, Wheaton Woods Elementary School.

This presentation provides information on the Maryland School Assessment (MSA) and the relationship of this assessment program to MCPS' ongoing initiatives in school improvement, especially elementary school reforms and efforts underway in middle school. The number of students assessing at or above proficient continues to increase each year. Offices are working collaboratively to support the delivery of highly rigorous instructional and support programs for schools. An update on recent changes in the Maryland State Department of Education's (MSDE) accountability program to comply with the mandates of the *No Child Left*

Behind (NCLB) Act of 2001 also is provided.

The school system exceeded the state's proficiency rate at every grade level on the MSA. A total of 98 percent of MCPS elementary schools met Adequate Yearly Progress (AYP), while 69 percent of the middle schools met AYP. In addition, elementary student performance showed that the achievement gap by race and ethnicity was narrowed and improvements were achieved in the performance of students receiving special education services since the inception of the MSA in 2003. Six Title I elementary schools, with student populations highly affected by poverty, exited School Improvement status this year, giving evidence to the effectiveness of the MCPS reform initiatives. Additionally, Highland Elementary, the only county school in Corrective Action status, achieved AYP this year. Middle school student performance improved slightly and underscores the importance of the middle school reform initiatives.

The strong performance by elementary school students on the MSA reflects the continuing success of ongoing academic improvement efforts. These efforts have resulted in closing the achievement gap for African American and Hispanic students in elementary schools. Sustaining these student achievement gains and addressing the needed improvements for middle schools will require support for initiatives to reform middle schools and address the disparities in achievement. In addition to the reform initiatives, support programs, and interventions provided by MCPS, additional community support is essential for long-term student success.

Re: **DISCUSSION**

Dr. Weast commented that he was writing to the state superintendent to remind her that the state has an obligation to 13,000 students with limited English proficiency (LEP) to develop an appropriate examination. He was pleased that 122 out of 125 elementary schools met AYP, especially with 13,000 LEP students. Furthermore, he was concerned about the lack of special education teachers throughout the state.

Ms. Cox asked how students are counted, such as FARMS or LEP. Dr. Connolly replied that at a minimum a student would be counted twice – once in a count for all students/racial ethnic groups and again for any special services being received.

Mr. Romero noted that one of Watkins Mill Elementary School's goals is that every child can succeed, and that rated high with parents. He was pleased that the Baldrige Initiative was permeating the system. How many volunteer opportunities are in there, especially in middle schools? Dr. Lacey replied that staff has just started with the middle school reform, and part of the reform is parental engagement.

Mr. Romero commented that there was still an achievement gap with Hispanics and African-

Americans, but the scores are very close to the average. Dr. Weast replied that options need to be provided and institutional barriers must be removed. The curriculum and high rigor has been established at elementary schools, and that initiative must be continued in secondary schools.

Ms. Cox was impressed with the outreach to families at Wheaton Woods Elementary Schools. She asked about reading support for schools and the alignment of the Reading Language Arts curriculum with the state's curriculum. When the curriculum was approved, staff stated that it was back-mapped for advanced placement for students. Does that align with the state's curriculum or is MCPS preparing for a higher level? Ms. Leleck replied that when staff is addressing elementary and middle school curricula, it is talking about reading readiness. When dealing with the advanced placement of students, this moves from process to access of content.

Ms. Cox stated that the middle school reform will require a new policy from the Board. Staff will need to work concurrently on the reform and the policy. Regarding special education support for students, she asked if staff was looking at data points mentioned in the guide and if they are tracked to provide additional indicators for strategies for success. Dr. Wright replied that this is the first year that the guide was provided to principals, and there is a forthcoming plan to monitor more closely all data from special education classrooms.

Mrs. O'Neill commented that the Bridge to Excellence in Maryland uses a cohort of five students, whereas West Virginia uses 35, Virginia uses 50, and some states are lobbying for 100 students. The smaller number makes the job harder to meet AYP. The theory from the state superintendent is that the smaller number will move all students forward.

Ms. Ervin noticed that the differences in the subgroups is getting smaller. What does it mean? Dr. Connolly replied that through Grade 3, the gap has been reduced in reading as well as in math. Ms. Ervin stated that she understood that it takes extra support and intervention.

Re: DIALOGUE ON CURRENT ISSUES (UPDATE ON SATS)

Dr. Weast presented slides showing that on the 2005 SAT, while the systemwide average score remained above 1100 for the second consecutive year, a historic high for MCPS, significant gaps in student performance continue to exist by race and ethnicity. These gaps, however, can be overcome by increased participation and success in more rigorous courses that provide the preparation students need for success on the SAT, as well as for college and postsecondary careers.

Research has shown that students who complete advanced rigorous courses in English and mathematics routinely receive higher mean scores on the SAT than students who complete

less rigorous courses. The Research Brief, *African American and Hispanic Student SAT Participation and Performance by English and Mathematics Course Taking*, examines SAT participation, performance, and course-taking patterns of African American and Hispanic students in the MCPS Classes of 2001 to 2005. This analysis shows that the number of African American and Hispanic students scoring 550 or higher on the verbal or math sections of the SAT has increased from 2001 to 2005. However, the recent overall increase in SAT participation by African American and Hispanic students was greater among students who completed English 10 or lower or Algebra 1 or lower courses. Because of the increase in under-prepared students taking the SAT, the systemwide mean score has remained flat for the past five years for African American and Hispanic students.

The research clearly shows that African American and Hispanic students who enroll in more advanced English and mathematics courses perform better on the SAT. Students' SAT verbal and math scores increase as students complete increasingly rigorous courses. Enrollment of African American and Hispanic students in more challenging and rigorous courses is increasing, and MCPS must do more to open more opportunities for more rigorous course work.

MCPS teachers and school-based administrators continue to encourage and motivate students to enroll and take advantage of advanced course work, including Honors and Advanced Placement courses. The Office of School Performance provides ongoing supervision to ensure that increased overall rigor and expectations for students are occurring. Monitoring activities include developing focused plans for individual schools to increase PSAT and SAT performance and participation. Parents also are informed through school and cluster meetings of the importance of students taking the most challenging courses possible, beginning in elementary school, to prepare for the rigors and challenges of advanced high school courses. Staff is working to update documentation to communicate more clearly the sequence and level of course work necessary for students to be optimally prepared for success on the SAT and other significant measures of academic attainment.

Preparation for rigorous course work begins in the elementary grades, and the success of the early childhood initiatives in successive grades underscores the importance of raising the bar for high student achievement. The middle school reform efforts will include a strong focus on preparing the vast majority of students to complete Algebra 1 or Geometry by end of Grade 8 in order to be prepared for more advanced course work in high school. Similar efforts will be made in other key subject areas. MCPS is committed to preparing all students to meet the challenges of high academic achievement and future success in college and in the workplace.

Re: DISCUSSION

Mr. Romero commented that in individual schools the participation is up, but the scores are down. However, it is a measure of success that more students are encouraged to take the

test. There is concern for Hispanic and African-American males who continue have lower test scores. Dr. Weast replied that five years of data show the students taking the higher level of courses achieve better on the test.

Mr. Abrams noted that this ties back to the reform efforts of elementary schools. Reading proficiency by third grade is an indicator of success, and the students will continue to achieve because they have a foundation. The next focus was math in elementary school. Dr. Weast replied that there is no need to drop off in middle school. Rigor must continue from early childhood education straight through high school.

Mr. Abrams asked about the new writing component to the SAT. Mrs. O'Neill noted that Algebra II will be included in the new test. The old SATs will not be comparable to the new SAT. Verbal skills are learned over a lifetime, and it is critical that all students are good readers. Dr. Weast replied that the increased rigor helps students acquire good skills to increase their educational opportunities, not just prepare for a test.

Dr. Haughey noted that MCPS is taking children that are not challenged currently and asking them to accept rigorous courses. Where is MCPS going to get the teachers to raise performance at the upper levels of math? Dr. Weast replied that it will be done through professional development. The elementary children can do the higher level work, and now the secondary level must perform equally as well so students can succeed in college and employment. Next, the curriculum must be enhanced as well as taught. Furthermore, all teachers must have content knowledge. Dr. Haughey remarked that teachers have not had the opportunity to take Algebra II, and the system has to provide teachers with opportunities so that they are able to teach math at higher levels.

Ms. Cox commented that this is the result of many sequenced efforts, and the recognition that the system is setting expectations higher for all students. Through the Grading and Reporting Policy, all children can be successful and supports will be provided to that end.

Mrs. O'Neill reminded the Board that the High School Assessments were looming on the horizon, and it is imperative that all students achieve a diploma.

RESOLUTION NO. 500-05 Re: CLOSED SESSION RESOLUTION

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Dr. Haughey, 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, September 26, 2005, in Room 120 of the Carver Educational Services Center to meet from 6:00 to 6:30 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. 501-05 Re: REPORT OF CLOSED SESSION

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

On August 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 August 25, 2005, from 8:30 to 10:30 a.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: 2005-12, 2005-13, 2005-14, 2005-15, 2005-17, NEC-2005-27, DCC-2005-28, DCC-2005-30, DCC-2005-31, T-2005-32, T-2005-33, NEC-2005-34, NEC-2005-35, NEC-2005-36, DCC-2005-38, NEC-2005-39, NEC-2005-42, T-2005-43, and NEC-2005-47.
2. Reviewed and considered 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*): 2005-18, 2005-21, 2005-23, 2005-24, T-2005-13, T-2005-14, T-2005-15, DCC-2005-16, NEC-2005-17, T-2005-19, NEC-2005-20, DCC-2005-21, T-2005-22, T-2005-23, T-2005-24, and DCC-2005-26.
3. Reviewed the Superintendent's recommendation for Human Resources Monthly Report and Appointments, subsequent to which the vote to approve was taken in open session.
4. Received legal advice as permitted under Section 10-508(a)(7) of the *State*

Government Article.

5. 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, Patrick Clancy, Brian Edwards, Valerie Ervin, Charles Haughey, Roland Ikheloa, Sebastian Johnson, Don Kress, Frieda Lacey, George Margolies, Kevin Maxwell, Darlene Merry, Pat O'Neill, Brian Porter, John Q. Porter, Lori Rogovin, Glenda Rose, Maree Snead, Matt Tronzano, Jerry Weast, and Carey Wright.

RESOLUTION NO. 502-05 Re: **APPOINTMENTS TO THE SPECIAL EDUCATION CONTINUOUS IMPROVEMENT ADVISORY COMMITTEE**

On recommendation the Ad Hoc Special Education Committee, the following resolution was adopted unanimously:

WHEREAS, By Resolution No. 621-03, enacted on December 8, 2003, the Board of Education established the Board of Education Special Education Continuous Improvement Advisory Committee, to serve in an advisory capacity to the Board and to replace the Continuous Improvement Team that has served since 1999; and

WHEREAS, Resolution No. 621-03 sets forth the three-fold charge to this ad hoc committee, to comprise between 20 and 25 members; and

WHEREAS, The Board desires to appoint three individuals to fill identified vacancies on the committee; now therefore be it

Resolved, That the following individuals be appointed to serve a term effective September 13, 2005, and extending for the life of the committee, expected not to extend beyond June 30, 2006:

School-based staff (two vacancies):

Ursula Poetzschke – Special Education Resource Teacher, Montgomery Blair High School

Sarah Sirgo – Assistant Principal, Sequoyah Elementary School

Central Office Administrators (one vacancy):

Heath Morrison – Director of School Performance

RESOLUTION NO. 503-05 Re: **MINUTES**

On motion of Ms. Ervin and seconded by Dr. Haughey, the following resolution was adopted

unanimously:

Resolved, That the Board of Education approve its minutes for the June 14, 2005, meeting.

RESOLUTION NO. 504-05 Re: **MINUTES**

On motion of Mr. Romero and seconded by Dr. Haughey, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its minutes for the June 26, 2005, meeting.

RESOLUTION NO. 505-05 Re: **MINUTES**

On motion of Mr. Johnson and seconded Dr. Haughey, the following resolution was adopted unanimously:

Resolved, That the Board of Education approve its minutes for the July 5, 2005, meeting.

RESOLUTION NO. 506-05 Re: **MINUTES**

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

Resolved, That the Board of Education approve its minutes for the July 6, 2005, meeting.

RESOLUTION NO. 507-05 Re: **MINUTES**

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

Resolved, That the Board of Education approve its minutes for the July 27, 2005, meeting.

RESOLUTION NO. 508-05 Re: **MINUTES**

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

Resolved, That the Board of Education approve its minutes for the August 25, 2005, meeting.

Ms. Cox requested a report from the Board Office on the process for reviewing minutes including a recommendation as to whether to not it should be revised.

RESOLUTION NO. 509-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2005-18, early entrance to kindergarten, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to affirm; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

RESOLUTION NO. 510-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Ms. Ervin, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2005-21, early entrance to kindergarten, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to reverse; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

RESOLUTION NO. 511-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Ms. Ervin, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2005-23, early student discipline, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to affirm; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

RESOLUTION NO. 512-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Ms. Ervin, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Decision and Order in Appeal 2005-24, admission to a magnet program, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to affirm; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

RESOLUTION NO. 513-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Order in Appeal T-2005-49, student transfer, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to reverse; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

RESOLUTION NO. 514-05 Re: **APPEAL**

On motion of Dr. Haughey and seconded by Mr. Abrams, the following resolution was adopted unanimously:

Resolved, That the Board of Education adopt its Order in Appeal NEC-2005-50, early student placement, reflective of the following vote: Mr. Abrams, Ms. Ervin, Dr. Haughey, Mr. Johnson, and Mrs. O'Neill voting to reverse; Ms. Cox, Ms. Navarro, and Mr. Romero were absent when this case was adjudicated.

Re: **MAIN ENTRANCE TO THE CARVER
EDUCATIONAL SERVICES CENTER**

The following previous new business item was withdrawn by Ms. Ervin because the work to improve the east lobby has commenced:

WHEREAS, Carver High School and Junior College opened in September of 1951, during the time the school system was segregated, as the first senior high school built for black children, bearing the designation of a Montgomery County school named after a black scientist, Dr. George Washington Carver; and

WHEREAS, Carver High School's Class of 1960 was its last graduating class before the school closed its doors on June 13, 1960, as the last steps of desegregation were carried out in the wake of the Supreme Court's decision of *Brown v. Board of Education*; and

WHEREAS, Carver Educational Services Center, housing the central administration of the school system, has occupied the building in the intervening forty-five years, employing thousands of employees, few of whom are mindful of the significant and meaningful history of those who attended and taught at the segregated Carver High School and Junior College; and

WHEREAS, Except for a limited display on one wall inside the main entrance to the building, the lobby is otherwise strewn with newspapers and highlighted by stray postings that distract from the historical significance of George Washington Carver, the man and the school; now therefore be it

Resolved, That the Superintendent of Schools direct appropriate staff to design the main entrance to Carver Education Services Center, in an aesthetically pleasing manner, the design to be both educationally and historically true and accurate, in acknowledging the rich contributions of George Washington Carver and the significant role of the students and staff of Carver High School and Junior College who blazed a path followed by many who improved themselves and society; and be it further

Resolved, That the main entrance design be implemented promptly.

Re: **NEW BUSINESS**

There was no new business.

Re: **ITEMS OF INFORMATION**

The following items were available for information:

1. Legal Fees Report
2. Construction Progress Report

RESOLUTION NO. 515-05 Re: **ADJOURNMENT**

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

Resolved, That the Board of Education adjourn its meeting of September 13, 2005, at 5:00 p.m.

PRESIDENT

SECRETARY

JDW:gr

MONTGOMERY COUNTY BOARD OF EDUCATION SUMMARY SHEET

September 13, 2005

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