

APPROVAL  
19-2012

Rockville, Maryland  
July 17, 2012

The Board of Education of Montgomery County held a business meeting at the Carver Educational Services Center, 850 Hungerford Drive, Rockville, Maryland, on July 17, 2012, beginning at 9:05 a.m.

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

Absent: None

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

With a quorum present, the Board of Education met in open session at 9:05 a.m.

RESOLUTION NO. 339-12      Re:    **RESOLUTION FOR CLOSED SESSION**

On recommendation of the superintendent and on motion of Mr. Mannes seconded by Mr. Kauffman, 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 July 17, 2012, in Room 120 of the Carver Educational Services Center, 850 Hungerford Drive, Rockville, Maryland, from 9:00 to approximately 10:00 a.m.; and be it further

Resolved, That the Board receive legal advice as the Board adjudicates appeals, which is a quasi-judicial function outside the purview of the *Open Meetings Act* and as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

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

Resolved, That the Board of Education discuss an appointment to the Policy Committee, with a subsequent vote in open session, which is an administrative function outside the purview of the *Open Meetings Act* and, to the extent any individual is discussed, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the superintendent of schools brief the Board on the Monthly Human Resources and Development Report, with a subsequent vote in open session, which is an administrative function outside the purview of the *Open Meetings Act* and, to the extent any individual employee is discussed, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the superintendent of schools brief the Board on an individual candidate for an appointment, with a subsequent vote in open session, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the superintendent of schools provide the Equal Employment Opportunity Quarterly Report to the Board which is an administrative function and outside the purview of the *Open Meetings Act*, and be it further

Resolved, That the Board members discuss compensation for the superintendent of schools for FY 2013, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

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

Re: **OPEN SESSION**

The Board of Education met in closed session from 9:06 to 10:31 a.m. After a break, the Board of Education reconvened in open session at 10:34 a.m.

To view specific sections or the entire meeting, please watch at  
<http://www.montgomeryschoolsmd.org/boe/meetings/archive/2012/2012-0717.shtm>

Re: **PLEDGE OF ALLEGIANCE**

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

RESOLUTION NO. 340-12 Re: **APPROVAL OF THE AGENDA**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously:

Resolved, That the Board of Education approved its revised agenda for July 17, 2012.

RESOLUTION NO. 341-12      Re:    **RECOGNITION OF THE MONTGOMERY  
COUNTY PUBLIC SCHOOLS EDUCATIONAL  
FOUNDATION, INC. SCHOLARSHIP  
AWARDS**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:

WHEREAS, The Montgomery County Public Schools Educational Foundation, Inc. (the Foundation) is committed to provide opportunities for Montgomery County Public Schools graduating students by awarding scholarships; and

WHEREAS, The Foundation is committed to provide opportunities for Montgomery County Public Schools graduates who otherwise would not be able to attend college without this financial assistance; and

WHEREAS, The Foundation recently concluded its selection process for the 2012–2013 academic year scholarship program, awarding more than \$388,000 in scholarships to financially needy Montgomery County Public Schools graduates; and

WHEREAS, With the help of state delegates and senators representing Montgomery County, the Foundation awarded 164 scholarships to graduating high school students and second-year college students in need of financial assistance; and

WHEREAS, The Foundation has awarded more than \$1,727,500 in scholarships to financially needy Montgomery County Public Schools graduates; now therefore be it

Resolved, That the Board of Education congratulates the Foundation on another successful scholarship campaign this year awarding scholarships to Montgomery County Public Schools graduates in need of financial assistance to attend college; and be it further

Resolved, That on behalf of the superintendent of schools, staff members, students, and parents, the members of the Board of Education extend their congratulations to this year's Montgomery County Public Schools Educational Foundation, Inc. scholarship award winners, including the following nine students who graduated from Montgomery County Public Schools in June 2012, each of whom was awarded a \$2,500 scholarship from the Dr. Paul L. Vance Scholarship Fund.

- Anmer E. Ayala, Gaithersburg High School
- Gerardo Carranza, Gaithersburg High School
- Karin Y. Lemus Hernandez, Sherwood High School
- Dong Can Lin, Gaithersburg High School
- Irene Luna, Walter Johnson High School

- Nur Z. Mowlana, Gaithersburg High School
- Max D. Tatiefio, Col. Zadok Magruder High School
- Prabuddi U. Weerasinghe, Bethesda-Chevy Chase High School
- Qimeng Zhao, Richard Montgomery High School

RESOLUTION NO. 342-12      Re:    **IN APPRECIATION OF LOIS O. STONER**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Barclay, the following resolution was adopted unanimously:

WHEREAS, The Montgomery County Board of Education is saddened by the death on July 13, 2012, of Ms. Lois O. Stoner, who retired from the Montgomery County Public Schools after twenty years as the Board's legislative aide; and

WHEREAS, In 2000, the Board honored Ms. Stoner with a Distinguished Service Award in recognition of her keen understanding of the intricacies of the legislative process and her tireless and skillful advocacy for legislation that benefited Montgomery County's children; and

WHEREAS, Ms. Stoner was an active participant and facilitator of the Green Street Coalition—a collaboration among legislative aides representing Maryland's boards of education—where she worked with the Maryland Association of Boards of Education to give Maryland's school districts a stronger voice in the legislative arena and to support their efforts to become more effective advocates before the Maryland General Assembly; and

WHEREAS, Among her many achievements as legislative aide, Ms. Stoner was instrumental in facilitating adoption of legislation increasing state aid for both school construction and English for Speakers of Other Languages (ESOL) and in helping promote increased authority for the student member of the Board of Education; and

WHEREAS, Ms. Stoner also served the community as president and vice president of her local PTA and Board member and delegate to the county PTA, as well as various positions on the League of Women Voters of Maryland, including president of the League of Women Voters of Maryland from 1977 to 1981, and president of the League of Women Voters of Montgomery County from 1975 to 1977; now therefore be it

Resolved, That the Board of Education honors the life of Ms. Lois O. Stoner for her remarkable dedication to serving the students of Montgomery County, her legislative skill, her passion in advocating for the needs of every child, and her unwavering commitment to service; and be it further

Resolved, That a copy of this resolution be sent to the family of Ms. Lois O. Stoner.

**Re: PUBLIC COMMENTS**

The following people commented before the Board of education:

<u>Person</u>	<u>Topic</u>
1. Tom Hearn	Sports Concussions
2. Patty Winters	Substance Abuse Prevention
3. Mara Ponce	Spanish Immersion at Burnt Mills Elementary School
4. Dea Keen	Brickyard Educational Farm
5. Sophia Maravell	Brickyard Educational Farms

**Re: DISCUSSION**

Mrs. O'Neill asked for an update on the drug recovery programs in MCPS, especially the Phoenix Programs. What are the future plans?

**Re: BOARD/SUPERINTENDENT COMMENTS**

Mr. Starr briefed the Board of the school system's response to the recent storm (derecho). There was a major impact on operations with facilities losing power and communications. There was no major damage, but there was a need for clean up. The staff had a debriefing and things were identified for review and remedy.

Mrs. O'Neill thanked the staff for their dedication in facilitating repairs. She pointed out the need for schools as shelters, since Richard Montgomery High School served as a cooling center.

Mr. Barclay requested information regarding recovery from the recent storm. He wanted to know about the data center, back-up power sources, cloud technology, online instruction, and which vendors were not responsive. Mr. Kauffman wanted to know the estimated costs to the system.

Ms. Berthiaume was concerned about the emergency plan when school is in session. Please share the emergency preparedness plan with the Board.

Dr. Docca welcomed Mr. Mannes as the new student Board member, and she noted that Montgomery County is very proud of its student Board members.

Mr. Durso agreed with Dr. Docca, and he asked that Mr. Xie be invited to an event where the Board could express their appreciation for his work on the Board since the swearing in was cancelled due to the storm.

Mr. Mannes thanked the volunteers who worked on the Drive for Supplies. He thought the dedication of students and adults was amazing.

Mr. Barclay welcomed Dr. Kimberly Statham to the table for her first meeting as the

Deputy Superintendent for Teaching, Learning and Programs.

Ms. Brandman stated that she wanted to recognize those who worked so hard on the Drive for Supplies. Also, she stated that she represented the Board at PELP, and there will be an update on what was learned at Harvard.

Dr. Starr commented on the Drive for Supplies, the Maryland School Assessment Results, Final Round of National Merit Scholarships, and he welcomed Mr. Mannes and Dr. Statham to the table.

RESOLUTION NO. 343-12            Re:    **CONTRACTS OF \$25,000 OR MORE**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:#

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

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

001B24 00308	Vehicles for Safety and Security	
	<u>Awardee</u> Criswell Chevrolet, Inc.	\$ 63,385
060B98 00015.1	Two-way Radio Accessories, Repair, and Preventive Maintenance—Extension	
	<u>Awardee</u> Teltronic, Inc.	\$100,000
093-11	Job Order Contracting Services**	
	<u>Awardee</u> CDCI, Inc.*	\$500,000
1002792	Time and Materials Painting Services**	
	<u>Awardee</u> Colossal Contractors, Inc.*	\$100,000
S10-092	Fuel Site Inspection, Maintenance, and Repair—Extension	
	<u>Awardee</u>	

	L.A. Fritter and Son*	\$ 65,000
4026.5	Paint and Paint Sundries	
	<u>Awardees</u>	
	McCormick Paint Works Company	\$ 13,512
	Metco Supply, Inc.	855
	PPG Architectural Finishers, Inc.	38,739
	The Sherwin Williams Company	<u>17,776</u>
	Total	\$ 70,882
4091.6	Art and School Papers—Extension	
	<u>Awardees</u>	
	AFP Industries, Inc.*	\$ 22,288
	DGS Educational Products*	59,727
	Integrity School Supplies*	213,188
	Pyramid Paper Company	48,040
	School Specialty, Inc.	<u>1,840</u>
	Total	\$345,083
4097.5	Science Equipment Repair Service	
	<u>Awardee</u>	
	Bridge Path, LLC	\$ 45,000
4142.3	Purchase of Uniforms—Extension	
	<u>Awardee</u>	
	Classic Custom Products*	\$130,000
4329.1	AVID License and Implementation	
	<u>Awardee</u>	
	AVID Center	\$ 27,260
4330.1	Home/Hospital School Tuition Reimbursement—Extension	
	<u>Awardee</u>	
	National Institutes of Health Clinical Center	\$300,000
4331.1	Special Education Software Upgrade	
	<u>Awardee</u>	
	Envision Technology	\$266,200

4332.1	Consulting Services	
	<u>Awardee</u>	
	Perry and Associates, Inc.	\$ 75,000
7066.5	Vehicle Maintenance, Repair, and Inspection—Extension	
	<u>Awardees</u> (See note)	
	General Automotive Servicenter, Inc.	
	J&M Truck Repairs	
	K. Neal International Trucks, Inc.*	
	Middleton & Meads Company, Inc.	
	Vector Fleet Management, LLC	
	Total	\$ 30,000
7070.9	Printing Supplies—Extension	
	<u>Awardees</u>	
	E.H. Walker Supply Company	\$ 1,000
	G.E. Richards Graphic Supplies	32,234
	Keystone Printing, Inc. Company	15,720
	Presstek, Inc.	9,496
	Printer Services, Inc.	<u>14,024</u>
	Total	\$ 72,474
7112.4	Lawn Maintenance Equipment—Extension	
	<u>Awardee</u>	
	BMR, Inc.	\$ 90,411
	Gaithersburg Equipment Company	52,205
	Mid Atlantic Turf Equipment, LLC*	<u>7,500</u>
	Total	\$150,116
7194.1	Projectors for Classroom and Auditoriums—Extension	
	<u>Awardees</u>	
	CDW Government, LLC	\$ 44,445
	Nicholas P. Pipino Associates, Inc.	<u>63,719</u>
	Total	\$ 108,164
7214.1	Television Studio/Media Production Facility for Paint Branch High School	
	<u>Awardee</u>	
	Levin Professional Services, Inc.	\$ 277,757



7218.1	WriteOnLine Software	
	<u>Awardee</u> Crick Software, Inc.	\$ 44,185
9135.5	Frozen Cookie Dough	
	<u>Awardee</u> Glennco, Inc.	\$ 126,960
9434.1	Pump, Clean, and Inspect Grease Interceptors—Extension	
	<u>Awardee</u> Apex Companies, LLC	\$ 60,000
9505.1	Pedometer Digital 5 Function—Extension	
	<u>Awardee</u> Walk4Life, Inc.	\$ 35,964
TOTAL PROCUREMENT CONTRACTS OVER \$25,000		\$2,993,430

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

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

Note: Contract amounts will be based on individual requirements.

RESOLUTION NO. 344-12      Re:    **CONTRACT APPROVAL FOR BID NO.  
7094.4, AFTERMARKET AUTOMOTIVE  
PARTS—EXTENSION**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:#

WHEREAS, Funds have been budgeted for the purchase of aftermarket automotive parts through Bid No. 7094.4; now therefore be it

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

7094.4	Aftermarket Automotive Parts—Extension	
	<u>Awardees</u> Academy Ford Sales*	\$ 35,000
	American Bus Sales and Service	600,000
	Best Battery Company, Inc.	10,000

Fleetpride, Inc.	10,000
J.G. Parks and Son, Inc.	845,700
Johnson and Towers, Inc.	180,300
Johnson Truck Center, LLC	235,000
K. Neal International Trucks, Inc.*	1,400,000
Kingmor Supply, Inc.	174,000
Looper Servicenter, Inc.	40,000
Northern Virginia Supply, Inc.	90,000
Parts Authority Southern, LLC	150,000
R&S Auto and Truck Spring Works, Inc.	25,000
Uni-Select USA, Inc.	<u>5,000</u>
Total	\$3,800,000

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

RESOLUTION NO. 345-12      Re:    **CONTRACT APPROVAL FOR BID NO.  
7133.9, CAFETERIA DISPOSABLE  
SUPPLIES—EXTENSION**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously: #

WHEREAS, Funds have been budgeted for the purchase of cafeteria disposable supplies through Bid No. 7133.9; now therefore be it

Resolved, That having been duly advertised, the following contracts will be extended with the low bidders meeting specifications as shown below:

7113.9      Cafeteria Disposable Supplies—Extension

Awardees

Acme Paper and Supply Company, Inc.	\$ 28,107
Calico Industries, Inc.	11,280
Dade Paper and Bag Company	61,042
Eastern Bag and Paper Company, Inc.*	13,761
Flavorseal, LLC	24,603
Form Plastics Company	458,247
FPC Holdings	8,222
Par-Pak, Inc.	32,719
Preferred Packaging Sales and Service	8,728
Riverside Paper Supply	187,873
S. Freedman and Sons, Inc.	711,196
Transilwrap Company, Inc.	<u>154,222</u>
Total	\$1,700,000

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

RESOLUTION NO. 346-12      Re:    **AWARD OF CONTRACT—EMORY GROVE  
CENTER SITE IMPROVEMENTS**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:#

WHEREAS, The following sealed bids were received on May 31, 2012, for the Emory Grove Center site improvements project:

<u>Bidder</u>	<u>Amount</u>
O'Leary Asphalt, Inc.	\$69,056
Finley Asphalt and Sealing	99,292

and

WHEREAS, There are limited opportunities for Minority Business Enterprise subcontracting on this project; and

WHEREAS, O'Leary Asphalt, Inc. has completed similar work successfully for Montgomery County Public Schools; now therefore be it

Resolved, That a \$69,056 contract be awarded to O'Leary Asphalt, Inc. for the Emory Grove Center site improvements project, in accordance with drawings and specifications prepared by Macris, Hendricks & Glascock, P.A.

RESOLUTION NO. 347-12      Re:    **UTILIZATION OF THE FY 2013 PROVISION  
FOR FUTURE SUPPORTED PROJECTS**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:#

WHEREAS, The above-noted grants qualify for a transfer of appropriation from the Provision for Future Supported Projects, pursuant to the provisions of County Council Resolution No. 17-444, approved May 24, 2012; and

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

WHEREAS, Sufficient appropriation is available within the Fiscal Year 2013 Provision for Future Supported Projects to permit the above-noted transfers within state categories; now therefore be it

Resolved, That the superintendent of schools be authorized by the Montgomery County

Board of Education to receive and expend \$94,690 within the Fiscal Year 2013 Provision for Future Supported Projects, as specified below:

<b>Project</b>	<b>Amount</b>
Further Education and Career Projects	\$ 29,797
Project Lead the Way—Biomedical Sciences Program	<u>64,893</u>
Total	\$ 94,690

and be it further

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

RESOLUTION NO. 348-12      Re:    **OFFICE OF HUMAN RESOURCES AND DEVELOPMENT MONTHLY REPORT**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:

WHEREAS, The educators and others who are employed by Montgomery County Public Schools are key partners in the important work and achievements of the school system; now therefore be it

Resolved, That the Board of Education approves the monthly Human Resources and Development Report with its listings identifying new employees, employee resignations, and other employee status updates; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting.

RESOLUTION NO. 349-12      Re:    **DEATH OF MR. GETACHEW GEDA, BUILDING SERVICE MANAGER ON PERSONAL ILLNESS LEAVE, GREENCASTLE ELEMENTARY SCHOOL**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Kauffman, the following resolution was adopted unanimously:

WHEREAS, The death on June 16, 2012, of Mr. Getachew Geda, building service manager on personal illness leave from Greencastle Elementary School, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, During the 13.5 years with Montgomery County Public Schools, Mr. Geda was well liked and respected for his hard work, efficiency, and professionalism; and

WHEREAS, Mr. Geda was caring and worked to ensure that all staff and students worked and studied in a clean and pleasing environment; 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 Mr. Geda 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. Geda's family.

RESOLUTION NO. 350-12      Re:    **APPOINTMENT**

On recommendation of the superintendent and on motion of Mrs. O'Neill seconded by Mr. Barclay, the following resolution was adopted unanimously:

Resolved, That the following personnel appointment be approved effective July 18, 2012:

Carl Bencal, currently principal intern, Herbert Hoover Middle School, as principal, Seven Locks Elementary School

RESOLUTION NO. 351-12      Re:    **CLOSED SESSION RESOLUTION**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, 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, July 30, 2012, in Room 120 of the Carver Educational Services Center, 850 Hungerford Drive, Rockville, Maryland, to meet from 5:30 to approximately 6:00 p.m.; and be it further

Resolved, That the Board of Education anticipates that the closed session will include a discussion of personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article* and Section 4-107(d) of the *Education Article*; the review and adjudication of appeals in its quasi-judicial capacity; consultation with counsel to obtain legal advice on those appeals, as permitted under Section 10-508(a)(7) of the *State Government Article*; a discussion of matters constituting an administrative function outside the purview of the *Open Meetings Act* (Section 10-502(b) of the *State Government Article*); and the Board will publish a more detailed Resolution for Closed Session when particular topics for discussion are identified; and be it further

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

RESOLUTION NO. 352-12            Re:    **REPORT OF CLOSED SESSION**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously:

On June 25, 2012, the Board of Education voted unanimously by members present to conduct a closed session as permitted under the *Education Article* Section 4-107(d) and *State Government Article* Section 10-508(a), et seq., of the *Annotated Code of Maryland*.

The Board of Education of Montgomery County met in closed session on June 25, 2012, from 5:30 to 5:48 p.m. in Room 120 of the Carver Educational Services Center, 850 Hungerford Drive, Rockville, Maryland, and:

1. Received legal advice and adjudicated the following appeals involving a student transfer and a student placement: T-2012-15 and DCC-2012-19, as permitted under Section 10-508(a)(7) of the *State Government Article* and in its quasi-judicial capacity outside the purview of the *Open Meetings Act*, with a subsequent vote in open session.
2. Received a briefing by the superintendent and discussed qualifications of individuals for appointments to administrative and supervisory positions in central office and principals in schools, as permitted under Section 10-508(a)(1) of the *State Government Article*, with a subsequent vote in open session.
3. Received a briefing by the superintendent of schools on the staffing of interns in his office, which is an administrative function outside the purview of the *Open Meetings Act*.

In attendance at the 5:30 p.m. closed session were Shirley Brandman, Judy Docca, Michael Durso, Phil Kauffman, Patricia O'Neill, Alan Xie, Ikhide Roland Ikheloa, Suzann King, Glenda Rose, Laura Steinberg, and Pat Clancy. At 5:40 p.m., Pat Clancy left the meeting and the following staff joined the meeting: Larry Bowers, Brian Edwards, Frieda Lacey, Joshua Starr, Beth Schiavino-Narvaez, and Dana Tofig.

RESOLUTION NO. 353-12            Re:    **APPOINTMENT OF STUDENT MEMBER OF THE BOARD TO THE POLICY COMMITTEE**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously:

WHEREAS, On November 13, 2001, the Board of Education formally established a Policy Committee when it adopted revisions to Policy BFA (*Policysetting*); and

WHEREAS, The Policy Committee consists of not less than three members serving staggered terms of three years each; and

WHEREAS, Pursuant to Policy BFA, the Board may appoint the student member to serve as a fourth full member of the committee; and

WHEREAS, Mr. Alan Xie's term expired on June 30, 2012; now therefore be it

Resolved, That Mr. John B. Mannes III, student member, be appointed to serve as a member of the Board of Education's Policy Committee until the expiration of his term of office on June 30, 2013.

RESOLUTION NO. 354-12      Re:    **APPEALS**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously:

WHEREAS, The Board of Education has met in closed session and deliberated on appeals brought before its members acting in its quasi-judicial capacity under Section 10-508(a) of the State Government Article of the Annotated Code of Maryland; now therefore be it

Resolved, That the Board of Education hereby decides the following appeals reflective of the Board members' votes in closed session, the disposition of which will be recorded in the minutes of today's meeting:

<u>Appeal Number</u>	<u>Type</u>	<u>Disposition</u>
T-2012-23	Student Transfer	Affirmed
DCC-2012-24	Student Placement	Affirmed
DCC-2012-25	Student Placement	Affirmed
T-2012-26	Student Transfer	Withdrawn
T-2012-28	Student Transfer	Affirmed
NEC-2012-29	Student Placement	Affirmed
NEC-2012-32	Student Placement	Affirmed
2012-8	Magnet Program	Affirmed

RESOLUTION NO. 355-12      Re:    **PREVIOUS NEW BUSINESS ITEM:  
REDUCING MCPS' CARBON FOOTPRINT**

On recommendation of the superintendent and on motion of Mr. Barclay seconded by Mr. Kauffman, the following resolution was adopted unanimously:#

Resolved, That the superintendent of schools shall develop and recommend to the Board of Education a plan to reduce the system's carbon footprint; and be it further

Resolved, That each year, starting in the 2012-2013 school year, the administration

shall report on the progress of this project to the Board of Education.

Re: **NEW BUSINESS**

There was no new business.

Re: **ITEMS OF INFORMATION**

The following items was available:

1. Legal Fees Report
2. Construction Progress Report

Re: **LUNCH**

The Board of Education recessed for lunch from 12:02 to 12:50 p.m.

Re: **BOARD'S OPERATING BUDGET INTERESTS**

The Board of Education and superintendent reviewed the following list of Operating Budget Interests in order to focus on priorities:

### **Board of Education Budgetary Interests Brainstorming List**

- Secondary literacy---Address student performance
- Appropriately tailoring instruction so each child can learn at his/her own pace in each subject---Meet the needs of each individual child
- Maintain commitment to equitable distribution of resources
- Continue to reduce variability of performance
- Environmental stewardship
- Opportunities for African-American and Latino students, including access to higher level courses---Ensure all students, regardless of race, have equity of access to appropriate and higher level courses
- Retain and support staff
- Offer adequate access to technological immersion for the changing world--- Enable graduates to be globally competitive
- Review our Professional Growth Systems---Ensure systems have integrity; are fair, valid, and successful; provide equitable capacity- building and support
- Ensure local school culture is such that every child feels safe at school every day---Provide safety for students, feeling and being safe
- Protect classroom resources---Make sure staff have what they need to do the job they're asked to do; Minimize adverse impact on the classroom in difficult budget decisions
- Begin sustainable restoration---Sustainability
- Improve instruction in the middle years and prepare middle school students for



- high school---Pay attention to areas of great need, in particular middle school
- Continue to support our challenging academic programs---Focus on all students
  - Provide remediation to struggling students---Focus on all students
  - Offer innovative feedback to students, parents, teachers, and administrators---adequate communication to ensure all levels of the system capably function together
  - Diversity in hiring, promotions, and retention---Recognize that diverse backgrounds and a diverse workforce strengthen us
  - Support physical development of our students including nutrition, exercise, and safe athletic instructional practices
  - Support the whole child through programs that support social and emotional well-being
  - Develop a strategic plan to deploy technological resources
  - Continue to make sure the community has information about college and career program
  - Review position allocations that have not kept up with enrollment
  - Promote discovery and exploration into extra-curricular and other opportunities for students
  - Address problems of concussions
  - Support whole child development through continued investment in music and art instruction
  - Expand and support community engagement in our schools
  - Invest in innovation
  - Maximize schools as community assets
  - Make sure we know what works
  - Maintain and improve our special education programs
  - Promote hands-on and other out of the box curriculum delivery strategies
  - Review the validity of credit recovery and high school plus
  - Continue to support and expand career pathways and career and technical education

After a discussion, the superintendent decided to bring the list back to the Board on July 30, 2012, after the topics had been grouped by topic and identified as a position or interest.

RESOLUTION NO. 356-12

Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mr. Kauffman seconded by Mrs. O'Neill, the following resolution was adopted unanimously:

Resolved, That the Board of Education adjourn its meeting of July 17, 2012 at 1:57 p.m.

---

PRESIDENT

---

SECRETARY

JPS:gr

APPROVED  
20-2012

Rockville, Maryland  
July 17, 2012

The Board of Education of Montgomery County held a work session on Strategic Plan Core Values, Carver Educational Services Center, Rockville, Maryland, on July 17, 2012, from 2:05 to 5:42 p.m.

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

Staff: Mr. Larry Bowers  
Dr. Beth Schiavino-Narvaez  
Dr. Kimberly Statham  
Mr. Brian Edwards  
Mr. Ikhide Roland Ikheloa  
Ms. Suzann King  
Mrs. Glenda Rose  
Ms. Samantha Cohn  
Ms. Kimberly Yearns

Facilitators: Dr. Larry Leverett  
Mr. George Perry

#### OBJECTIVES:

- Consensus on core value definition and purpose(s) of core values in MCPS
- Increased knowledge of ways high-performing organizations have used core values to achieve desired results
- Identify and commit to action steps that result in draft set of MCPS core values
- Launch Board member involvement in generating a "working draft" of MCPS core values

PART ONE: Maximizing the Impact/Influence of MCPS Core Values as Drivers for Focusing as a High-performing Organization

Those present agreed to the listed discussion norms:

- Begin on time and end on time.
- Be honest and candid and put "elephants" on the table.
- Participate actively, ask questions, and seek clarity when necessary

- Be prepared to give and receive feedback.
- Stay on task.
- Share airtime.
- Build on what others say, respect viewpoints and ways of expressing thoughts or ideas.
- Be prepared to work at and between meetings.
- Invoke the “red flag” rule when thinking or emotion clouds your ability to listen.
- Discussions are “Blackberry free zones.”
- Speak your truth.

There was a brief discussion on the use and effectiveness of the Core Values adopted in 2009. The list included:

- Do we think about our core values when we make a decision?
- Just words on paper.
- Beliefs vs. actions/behaviors.
- Core values = how we will behave and accountability.
- Elephant > we don’t act within a culture of respect.
- Connect interests to core values.
- Are the core values too specific?
- Professional growth system embedded the values (hiring for equity, training and evaluation, differentiated, and equitable practices.
- Concern is about the breath of implementation.
- Do not align to Board decisions making.
- Purpose, signal importance.

In developing or replacing the core values, the Board and staff were asked to list there “hopes” and “fears.”

#### HOPES

- Inspire.
- Stand the test of time.
- Propel forward.
- Resonate with staff, students, and community.
- Employees will readily buy-in.
- Board/staff use as a lens for decisions.
- Staff will use as a lens for actions.
- Culture.
- Guiding impact on organization/culture.
- Behaviors.
- Refining, patterning, reflecting, and defining.
- Internal/external “tension”
- Simplify.
- Values articulate expected behavior.
- Honoring existing culture, but pushing system to next level of intentionality.

- Easy to communicate and understand.
- Employees held accountable, no compromises.
- Help meet needs of all students.

## FEARS

- Need to reach consensus and less meaningful.
- Too long a list.
- That we lose values if too vague or too specific.
- Divide us rather than unite us.
- Ambiguous and not embraced.
- Does not reflect character of MCPS.
- Not followed by MCPS.
- Aspirational vs. deeply held beliefs.
- As “exercise” and does not really change how we do things.
- Arbitrary accountability.
- Fear of “cynically” dismissed.
- Fail to be meaningful guide for decision-making.
- “Here we go again” syndrome.
- Fear/indecision to reach agreement on process.
- Clarification of Board and superintendent roles in a core values environment.
- We will not be attentive/explicit enough to focus on both adult behaviors and student performance.
- Maybe we have focused on student outcomes.
- Must be measurable; compare “past” to “present.”
- Alignment of evaluation and accountability process to core values.
- Will be a “top-down” core values approach work?

## PART TWO: “Getting to Yes” on the MCPS Definition and Purpose(s) of Core Values

The following three definitions of core values were developed:

1. A small set of principles that define the culture of the organization and guides the behavior and action of employees.
2. Attitudes, beliefs and behavior thought to uniquely pattern a culture.
3. A principle that reflects the organization’s enduring character and guides the culture and relationship with the external world.

The following core purposes were offered by those present:

1. Purpose to honor and relentlessly cultivate the potential of all MCPS students.
2. To enable social justice and sustain the quality of life in Montgomery County.
3. To prepare all students to participate and contribute to a global society by providing an education based on high academics, standards, skills, and success.
4. To prepare children for their best futures.

## PART THREE: Generating a Working Draft of MCPS Core Values

Three groups reported out their list of core values:

- Equity.
- Excellence.
- Collaboration.
- Continuous improvement.
- Perseverance.
- Responsibility.
  
- Respect.
- Collaboration.
- Social justice.
- High expectation.
- Integrity.
- Responsibility.
- Innovation.
- Serve a public good.
  
- Every child matters.
  - ✓ Equity and excellence
  - ✓ Accountability
- Learning organization
  - ✓ Collaboration
  - ✓ Diversity
  - ✓ Respect
- Continuous improvement
  - ✓ Efficiency
  - ✓ Innovation
  - ✓ Service
  - ✓ Transparency
  - ✓ Sustainability

## PART FOUR: Work Plan for Advancing the MCPS Core Values Development/Implementation Process

Ms. Brandman wrapped up the work session by stating that a small group of the Board and staff will work together to formulate a recommendation for the Board. On July 25, 2012, the Board will have another work session to continue the work on core values.

### WORK GROUP

- Develop a core value definition using the suggestions and testing against the criteria.
- Develop a core purpose using the suggestions and testing against the criteria.

- Develop a list of core values.
- Recommend a process for adopting care values.

## RETREAT EVALUATION

### What worked:

- Materials
- Pre-planning
- Engaging
- Criteria
- Staff pre-work
- Multi-angle approach and facilitation

### What did not work:

- Not enough time
- Room
- Long day
- Start late

---

PRESIDENT

---

SECRETARY