

REPORT OF THE WORK SESSION ON THE
MASTER PLAN PROGRESS REPORT

Tuesday, April 27, 2004
Greenwood

The work session was called to order by President James R. Sasiadek at 7:30 p.m. In addition to President Sasiadek, the following Board members were present: Miss Francesca Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas Grzymiski, Mr. John A. Hayden, III, Dr. Warren C. Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, and Mr. James E. Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, staff members, as well as media were present.

PLEDGE OF ALLEGIANCE

The work session commenced with the Pledge of Allegiance to the Flag, which was led by Miss Francesca Cirincione, Student Board member, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Sasiadek reviewed the purpose of tonight's meeting and provided a brief summary of the progress to the Master Plan. Staff was thanked for its work in preparing the information being presented tonight.

Dr. Hairston welcomed the Board and public to the work session. He asked the Executive Directors of Schools to share with the Board and public progress to date on the Master Plan.

Dr. Scott Gehring, Executive Director of Schools for the Northwest Area provided a brief introduction noting that tonight's report is one of many opportunities to communicate progress that schools are making in meeting the needs of all students on the rigorous expectations outlined in the *Blueprint for Progress*, the Master Plan, and the *No Child Left Behind* legislation. Tonight's work session will highlight 14 activities that are directly related to results. Dr. Gehring noted that on several slides there would be asterisks indicating fewer than 5 students in a given subgroup participated and data would not be presented. Next, Dr. Gehring presented results and progress to date on the Master Plan within the Northwest Area of Baltimore County Public Schools.

Ms. Ettinger noted that additional data would be helpful in the following areas:

- The total population of each school
- Breakdown by grade
- Percentage of the population the data was referring to
- Percentage of how close the school(s) were to not achieving AYP by subgroup and category

With regards to Ms. Ettinger's question concerning Old Court Middle School, Dr. Gehring stated the number of students taking reading next year will increase. He noted that the majority of the Math Department staff would be returning next school year, which will have a positive impact at the school. Ms. Ettinger inquired of the needs of students at the elementary levels and adjusting those needs in the secondary level. Dr. Gehring responded one elementary school did not meet AYP on multiple levels. Ms. Jane Lichter, Coordinator for Language Arts-Elementary Programs, responded that a reading coach would be hired to assist in the professional development of teachers at Scotts Branch Elementary School. She also noted one school is targeted for the reading grant program. Ms. Linda Schoenbrodt, Coordinator of Math-Elementary Programs stated all teachers have attended quarterly training. Ms. Ettinger asked whether an alternative plan would be in place to fit the needs of specific populations. Ms. Kathleen McMahan, Executive Director of Elementary Programs, responded that student assessments would occur three times a year and that any inconsistency would be monitored closely.

Mr. Hayden commented on tracking of parent/teacher conferences and the additional work it could place on teachers.

Mr. Kennedy asked for additional information on 10-month employment and correlation between high test scores.

Mr. Walker inquired about the free and reduced meals subgroup. Dr. Gehring responded that it is duplication and an additional category is being explored by staff.

Mr. Sasiadek stated this data will help the system drill down to individual students. He expressed the importance of every child finding success in the system.

Dr. Hayman commented on the high turnover rate in students at Scotts Branch Elementary School. In regards to the report, he stated the data does not provide all the information needed to answer the questions. Dr. Hayman was also disturbed that 3 out of 5 elementary schools have fewer students enrolled in the gifted/talented (GT) program. He believes that every school should offer the GT program and have an increase in numbers. Dr. Hayman noted the report conveys what is happening, however, it does not provide recommendations to correct the situations. He asked about the correlation between professional development and the needs in various schools. Ms. McMahan noted that page 93 of the Curriculum and Instruction section provides a list of professional development activities that have occurred. Dr. Gwen Grant, Executive Director of Secondary Programs, stated that data is reviewed and professional development is adjusted based on the data. Dr. Hayman stated this data does not address the needs of individual schools. He reiterated that the progress report needs to focus on the issues, why the issues are occurring, and recommend solutions to tackle the issues.

Ms. Ettinger expressed concerns about potential fiscal implications in funding and staffing the reading program suggested by Ms. Lichter. In regards to staff development, Ms. Ettinger suggested refining or redefining the department chair models and the development of a

grade-level chair model at the elementary school level to help staff receive job-embedded development.

Mr. Lawrence responded to Dr. Hayman's question relating to Gifted/Talented information. He said the information is reported and shared with the GT office on a quarterly basis. Mr. Lawrence noted the participation rate in the presentation is incorrect and the correct information would be made available to the Board.

Ms. Ettinger reminded the Board that an end of school year report with GT achievement data would be available. Ms. Jeanne Paytner, Gifted Education/Magnet Program Coordinator, stated walk-throughs would be conducted in every middle school GT class. Once the walk-throughs are completed, the data would be compiled and become part of the final GT report.

Dr. Kim Whitehead, Executive Director of Schools, Central Area, presented results and progress to date on the Master Plan within the Central Area of Baltimore County Public Schools.

Ms. Ettinger raised concerns over the SAT data at Hereford High School for verbal and math. Dr. Whitehead stated there are 35 African-American students and seven are in the 12th grade. She mentioned that a discussion with the principal will occur to review the discrepancy. Ms. Ettinger commented that trend data needs to be reviewed and determined whether this is an apparition.

With regards to AP courses in the Central area, Ms. Murray asked about the enrollment disparity between African-American students and white students. Dr. Grant responded that the school system looked at the PSAT scores to make sure students are in high level courses. This year there was a new initiative by the College Board targeting minority students and teachers. She noted that several teachers in Baltimore County attended training sessions to help motivate African-American students to move into high level courses. Each high school received 500 AP booklets explaining the importance of taking AP exams. Ms. Murray reiterated the significant gap in the AP course enrollment and expressed concern over the monitoring of minority students and white students.

Regarding Hereford High School SAT scores, Dr. Hayman expressed concern over the 300-point total score difference in performance between African-American and white students. He inquired as to how the school system is preparing students for taking the SAT next year.

Responding to a question from Mr. Walker, Dr. Whitehead stated that Ridge Ruxton and White Oak Schools utilize the IMAP.

Mr. William Lawrence, Executive Director of Schools, Northeast Area, presented results and progress to date on the Master Plan within the Northeast Area of Baltimore County Public Schools.

Mr. Grzynski asked how teaching staff of schools not meeting AYP in special education compare to those schools achieving AYP. Mr. Lawrence responded that at the elementary school

level, special education teachers are certified. He stated that under the *No Child Left Behind Act*, the “highly qualified teacher” concern would be corrected. In terms of SAT scores, Mr. Grzymiski inquired about comparison of student data. Mr. Lawrence responded that the data is monitored. He also noted that over the last three years, BCPS has been able to increase SAT participation and scores.

Dr. Hayman expressed concern that students do not take the SAT early enough. Mr. Lawrence responded that over 80% of 10th grade students took the PSAT. Dr. Grant stated the 9, 10, and 11 grade levels would be able to participate in the PSAT.

Regarding attendance, Dr. Hayman stated that no discrepancy existed in attendance between African-American and white students.

Ms. Ettinger reiterated Dr. Hayman’s comments on students taking the SATs. With regards to reading, Ms. Ettinger asked if groups with specific learning disabilities receive accommodations on their IEP. Mr. Boone responded that accommodations are on the IEP. Ms. Ettinger commented that students need to have continual exposure to testing including those with specific disabilities.

Mr. Walker asked how will the issue of Northeast area schools not meeting AYP in special education will be addressed. Mr. Lawrence responded the Special Education Office along with the Northeast Area Office are working together to address the issue. Mr. Boone stated diploma-bound students should have the same curriculum and instruction as other students.

Mr. Robert Kemmery, Executive Director of Schools, Southeast Area, presented results and progress to date on the Master Plan within the Southeast Area of Baltimore County Public Schools.

Mr. Hayden raised concern with the AP program in Chesapeake and Sparrows Point High School. He proposed drawing parents into the process. Mr. Kemmery noted that the Maryland State Department of Education has a grant entitled “Great Expectations” which is working with Deep Creek Middle School and Chesapeake High School on a delivery system to get more students enrolled in the AP program. Mr. Hayden suggested adding another column to the report to see progress of implementation plans to address the issues.

Ms. Jung stated it is important to look at teacher qualifications at the low-performing schools. She remarked that attitude, expectation, and knowledge of teachers are extremely important.

With regards to the GT program in the Southeast area, Ms. Ettinger suggested working closely with community colleges to help provide planning needs and opportunities for the families and students. Mr. Kemmery stated the challenge is for all schools to increase their GT program participation.

Mr. Walker asked whether reading was a stand-alone subject taught at Chesapeake High School. Mr. Kemmery responded that 65% of the ninth graders at the school scored basic on reading; however, there are significant gaps needing to be addressed. He mentioned that 90% of the students at Chesapeake High School scored basic in geometry. Mr. Kemmery stated there is a need to get students to where they should be in reading and math.

Mr. Hayden raised the concern that no data was available on Sollers Point High School. He stated that having the information for the school would be a useful reference tool for students. Mr. Kemmery responded the Office of Information Technology is working on producing a report card for Sollers Point High School.

Dr. Richard Milbourne, Executive Director of Schools, Southwest Area, presented results and progress to date on the Master Plan within the Southwest Area of Baltimore County Public Schools.

Mr. Walker was pleased to see significant improvement at Catonsville High School. Dr. Milbourne stated expectations are high at the school. SAT performance is the responsibility of all, not just the reading and math teachers. Dr. Milbourne noted there is a need to ensure students are proficient in the primary grades and that interventions at the secondary level should be reviewed.

Responding to a question by Mr. Kennedy regarding Woodlawn Middle School, Dr. Milbourne noted several variables, which include concentrating on the issues identified at this work session.

With regards to GT data at the elementary and middle school levels, Ms. Ettinger noted the need to identify meaningful numbers of students in schools. It appears that numbers have changed significantly over a period of time. Dr. Milbourne stated GT is a priority with principals and the numbers must be accurate. Ms. Ettinger stated the school system must recognize the importance of reading and math instruction beyond the elementary level into the secondary level. Dr. Christine Johns, Deputy Superintendent of Curriculum and Instruction, requested revisiting this issue in the next report. Dr. Johns stated MSA data would be received at the beginning of July. Ms. Ettinger stated GT and AYP data should be reviewed before the next school year.

Dr. Hayden stated the necessity to address issues at the elementary level. He reemphasized looking at the root cause of each problem and putting corrective and preventive actions in place.

Dr. Hairston commented that the work session was to provide information so that an assessment of the next steps in decision-making process can be achieved. He noted that the report reinforces the *Blueprint for Progress*. Dr. Hairston stated that a refined, updated report would be provided to the Board. Dr. Hairston thanked the Board for their questions and recommendations.

ADJOURNMENT

At 10:22 p.m., Mr. Hayden moved to adjourn the open session. The motion was seconded by Mr. Grzymiski and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 11, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 5:47 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Miss Francesca Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzyski, Mr. John Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

Mr. Sasiadek reminded Board members of upcoming functions for May and June 2004.

Mr. Sasiadek announced MABE's Summer Leadership Conference would be held in June. Board members interested in attending are to contact Ms. Stiffler.

Dr. Hayman entered the room at 5:50 p.m.

Mr. Sasiadek also announced CUBE's Issue Seminar to take place June 25-27 in Baltimore, Maryland.

Mr. Walker entered the room at 5:54 p.m.

Mr. Charles Herndon, Acting Director, Office of Communications, provided an update to the Board on the Randallstown High School shooting that occurred on Friday, May 7th. Mr. Herndon noted that an informational meeting has been scheduled for parents of children attending Randallstown High School for Wednesday, May 19, 2004.

Ms. Murray entered the room at 6:05 p.m.

Mr. Arnold complimented staff for their quick response to the incident.

Ms. Jung asked what the SRO's work day is relating to school functions. Mr. Herndon responded SRO's are not required to be at the school after school hours. He noted that the schedule for SRO's at Randallstown High School has been modified to address concerns.

Ms. Ettinger noted the importance of ensuring camera equipment is operational throughout the school system. Mr. Herndon responded that interior and exterior cameras installed last spring at Randallstown High School are state of the art.

Dr. Hayman expressed concern over the confusion for the informational meeting date. Mr. Herndon responded that a press release was issue this afternoon.

OPEN SESSION MINUTES (cont)

Dr. Hairston commended the police department, fire department, and critical response team for their diligence in handling the situation.

At 6:30 p.m., Mr. Hayden moved the Board go into closed session to discuss personnel matters and to conduct matters related to the negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(9). The motion was seconded by Mr. Kennedy and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

Mr. Grimsley and Mr. Dan Capozzi, Manager of Human Resources, reviewed with Board members matters relating to negotiations with the bargaining units.

Dr. Hayman left the room at 6:50 p.m.

At 6:51 p.m., Mr. Kennedy moved the Board adjourn for a brief dinner recess. The motion was second by Ms. Murray and approved by the Board. The Board hosted members of the Baltimore County Student Council Executive Board for dinner.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:49 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Miss Francesca Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzymiski, Mr. John A. Hayden, III, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, Ms. Joy Shillman, and Mr. James Walker. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Kyle Broderick, student at Franklin High School, and a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Mr. Sasiadek welcomed Dr. Nancy Grasmick, State Superintendent of Schools.

Dr. Hairston noted one adjustment to the agenda for this evening's meeting. Under section VII, New Business, Dr. Hairston added item F, Resolution on High School Assessments (HSA).

MINUTES

Hearing no additions or corrections to the Open and Closed Minutes of March 23, 2004. Mr. Sasiadek declared the minutes approved as presented on the website.

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

SUPERINTENDENT'S REPORT

Dr. Hairston noted the Student Council Association of Perry Hall High School was awarded the Felix Simon Award for Leadership and Services by the Maryland Association of Student Councils at the State Convention held in Ocean City, Maryland in April. This was the first time that a Baltimore County school has achieved this prestigious award.

Dr. Hairston announced that Baltimore County Public Schools has been named one of the Best 100 Communities for Music Education in America for 2004. This prestigious honor is based on the curricular offerings, student enrollment in music, enrichment programs, and community involvement in music education in the school system. Dr. Hairston commended Ms. Christine Johns, Deputy Superintendent of Curriculum and Instruction and Ms. Jamie Tucker, Music Coordinator, for this outstanding accomplishment.

Dr. Hairston also reported that Miss Shawtair Thompson, Dundalk High School and Sollers Point Technical School senior, has been selected to receive the Women of Tomorrow Award by the Maryland Commission for Women, the Girl Scouts of Central Maryland, and the American Association of University Women. Miss Thomas received this award based on her outstanding performance and service to the community.

Dr. Hairston remarked that the Cal Ripken, Sr. Foundation Team supported BCPS with a donation of softball and baseball equipment. He thanked the Foundation for its generous donation in support of education.

Other recent activities attended by the Superintendent include TABCO Awards and Retirement Program, Career & Technology Awards Program, and the Baltimore County Chamber of Commerce Award of Excellence Program.

Dr. Hairston noted his attendance at the Baltimore County Student Council Annual Bull Roast on Friday, May 7th.

COMMENTS BY DR. NANCY GRASMICK

Dr. Hairston welcomed Dr. Nancy Grasmick, State Superintendent of Schools, to this evening's meeting. Joining Dr. Grasmick was Dr. Gary Health, Technical Expert with the Maryland State Department of Education. Dr. Grasmick commended this Board for their goals including overcoming student achievement gaps. She provided background information on the proposed high school assessment (HSA) graduation requirements. Dr. Grasmick announced the public hearing on May 25, 2004 from 1:00 to 6:00 p.m. at the State Department of Education.

COMMENTS BY DR. NANCY GRASMICK (cont)

Dr. Grasmick announced she would be meeting with the College Board President, Gaston Caperton and Governor Ehrlich to improve participation and performance in the Advanced Placement (AP) testing program. She noted achievement acceleration by minorities in advance placement classes was 41% in one year. Students are achieving 3, 4, and 5 on advanced placement. Dr. Grasmick stated the school system needs to see students articulate in high school and be enabled to move forward onto higher education. She noted the technical documentation for the HSA is available on the MSDE website. Dr. Grasmick also remarked that the State Board has adopted a resolution to convene a task force to examine comparable alternative assessment and report out by September 2007. The State Board has projected the linkage to occur for the first students in 2009. She noted that the State Board would reexamine the data in 2008. At the conclusion of the report, Dr. Grasmick commented that the State received \$326 million this year for public education with a projected \$390 million next year.

Mr. Walker asked for clarification on closing the achievement gap. Dr. Grasmick responded the referencing of advanced placement classes, examinations and passage of those examinations. She noted the focus on African-American students and overcoming the achievement gap. Mr. Walker expressed the concern of parents regarding the HSA. He stated the assumption of parents is minority students would be placed farther behind. Dr. Grasmick responded intervention opportunities must be offered to students to improve their performance. She noted that students' work must be examined; a student's work reveals how the student has processed instruction. Regarding the alternate assessment, Dr. Grasmick responded the alternate assessment is primarily for special education.

Mr. Grzymski asked about the status of other states in the HSA requirement process. Dr. Grasmick responded the State of Massachusetts has linked the HSA to the diploma and found in the first round that a number of students did not pass. She noted that once students took the test seriously and interventions were put in place, the number diminished tremendously.

Mr. Hayden stated that during the first round of assessment testing, less than half of the students and less than a quarter of African-American students passed the assessment tests. He noted the value of the assessment program would provide direction in areas that need to be addressed. Mr. Hayden raised the concern that the assessments are focused on four subject areas. The concern is around a tier of students that are not college bound. Students are provided course work in 21 areas yet are focusing on four areas. Mr. Hayden asked whether the State Board has considered more than four subject areas to require students to broaden into other areas. Dr. Grasmick responded the goal would be to increase the standard as well as increase the number of assessments. She noted that the State will begin with four subject areas for the assessment at the high school level to maintain competence for the high school diploma.

Mr. Kennedy inquired about reliability and validity of the assessment tests. Dr. Heath responded that the first piece is to ensure that the test measures the content. He noted that an outside vendor would look at core learning goals and tests, then verify whether the tests validate the contents. Dr. Heath commented on the amount of data available to back up validity and reliability. Mr. Kennedy asked about item analysis. Dr. Heath responded the analysis is

COMMENTS BY DR. NANCY GRASMICK (cont)

available and published on the MSDE website. He also noted the MSDE is looking at formative tools that are aligned with summative tools to produce specific item analysis or data. Dr. Heath noted that sub scores for this year have been published. In regards to the availability of the formative tool, Dr. Heath responded the data could be available as early as the fall of 2004.

Mr. Sasiadek inquired about the timelines for the release of the technical manual. Dr. Heath responded the technical manual is accessible on the website at www.marylandpublicschools.org and click on "Division."

Ms. Ettinger asked for clarification on linkage should the State Board approve the assessments in 2008 for seniors in 2009. Dr. Grasmick responded the assessment would affect current 7th graders. Ms. Ettinger inquired about the availability of the formative tool in 2004 for all four subject areas. Dr. Heath responded that test forms have been released for 2000 through 2003. The issue is placing the information into a management tool by a vendor for school systems to review the data. Dr. Grasmick stated the tools would be in place for grades 3 to 8 and high school level so that teachers would benefit from the data as early as possible. In regards to a comparable alternative assessment, Dr. Grasmick responded the State Board adopted a resolution and will report out in 2007.

Ms. Ettinger noted a State Board resolution #99-1 that referenced the linkage between the availability of funding for intervention and linkage of the diploma to testing. She asked how much money the State Department and LEA's received that year. Dr. Grasmick responded it was probably less than \$30 million. Ms. Ettinger asked what has been made available in the intervening years between 1999 and 2003-2004 school years. She stated that had school systems received monies in 1999, students would be well prepared to take the assessment tests. Dr. Grasmick responded that the *Bridge to Excellence* legislation provided the additional funding beginning in 2003-2004. She stated there have been increases in public education since 1999.

Ms. Ettinger inquired about drop-out and drop-out prevention. She raised the concern that students would have difficulty in passing these assessment tests and receiving a diploma. Dr. Grasmick responded that Thornton money would be used for interventions. She noted that individual student profiles and data would provide the necessary information to put interventions in place.

Mr. Arnold asked how often the assessment tests would change going forward. Dr. Grasmick responded the tests would be calibrated against the curriculum. Any shift in the curriculum would require a re-alignment of the tests.

Mr. Sasiadek thanked Dr. Grasmick and Dr. Heath for coming this evening.

RECOGNITION OF ADMINISTRATIVE APPOINTMENT OF MARCH 23, 2004

Mr. Grimsley recognized Ms. Hope C. Baier, whose appointment to Assistant Principal at Seventh District Elementary School was approved at the April 20th meeting.

REPORTS

The Board received the following reports:

Report on Proposed 2005-2006 School Calendar (First Reading) – Dr. George Poff, Assistant to the Superintendent, Governmental Relations, reviewed the process behind the development of the school calendar. Dr. Poff commented that the official calendar as noted in Exhibit B and the School Information Calendar (also known as the “refrigerator calendar”) are different. He noted the official calendar addresses dates when schools are opened or closed. The informational calendar deals with a broad and comprehensive range of information, such as advisory council meetings and various religious holidays. Dr. Poff stated the official calendar meets the legal requirements of both days and hours and instructional time and reflects school closings. BCPS builds its school calendar with seven inclement weather days added to the schedule. When these days are not needed for inclement weather, up to five days are deducted from the school calendar.

Dr. Poff stated that the observances of high-holy days are noted in the School Information Calendar. He indicated that students would be informed through social studies instruction of the rich and various cultures and practices observed by their many schoolmates in Baltimore County.

Finally, Dr. Poff stated that Superintendent’s Rule 5120 reflects to the word COMAR regulations of observance of religious holidays as lawful and excusable absence for those students.

In response to a question by Mr. Walker, Dr. Poff responded there are three full staff professional development days for teachers.

Mr. Kennedy inquired about kindergarten closure times for teachers to meet with parents. Dr. Poff responded these are two days and they are indicated on the calendar.

Ms. Murray noted that the Muslim community had attended previous Board meetings to recognize two Muslim holidays. She inquired as to whether the policy has been communicated to the schools in addressing this issue. Dr. Poff responded that adherence to Rule 5120, which speaks to lawful absence coding, notes that a legal absence is indeed the observance of a religious holiday. He noted that the school system needs to ensure this rule is being routinely administered across all schools in Baltimore County.

REPORTS (cont)

Ms. Ettinger asked whether lawful and excusable absences count against perfect attendance. Dr. Poff responded his office is looking into the process to see if the phrase “perfect attendance” exists in policy. He commented that “perfect attendance” appears to be more practice than policy. Ms. Ettinger inquired whether action would need to be taken on this issue at the State level. Dr. Poff responded there has been dialogue with the State Department noting the State is willing to discuss this issue further.

Ms. Jung noted two religious terms used on the official calendar. She asked if holidays can be incorporated onto this calendar without reference to religions. Dr. Poff responded the calendar could state “schools closed.” He stated the same standard was utilized as in previous Board calendars, which were based upon the fact that the absence rate was high among student population. Ms. Jung requested the calendar committee consider removing the two religious terms on the calendar.

Mr. Sasiadek voiced his concern about the number of times BCPS does not have a full week of school.

Mr. Walker asked if the “refrigerator” calendar includes the Muslim holidays. Dr. Poff responded affirmatively. Mr. Walker inquired about the recognition of Muslim holidays. Dr. Poff responded the dialogue began with recognition of two Muslim holidays. The recognition then changed to requesting these two holidays be observed and added to the school calendar. He stated the calendar committee recommended to the Superintendent not adding the holidays at this time in order to meet the number of days and hours required by the state.

Mr. Sasiadek announced that public comment on the calendar would take place on May 25th, with a Board vote on June 8th.

PERSONNEL MATTERS

On motion of Ms. Ettinger, seconded by Mr. Grzyski, the Board approved the personnel matters as presented on Exhibits C, D, E, and F. (Copies of the exhibits are attached to the formal minutes.)

NEGOTIATIONS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved the negotiated master agreement with CASE as presented on Exhibit G.

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved items 2, 3, 4, 5, 8, 9, 12, 13, 14 and 15 (Exhibit H). Mr. Kennedy separated items 1 and 6. Ms. Shillman separated items 7, 10, and 11.

2. Computer Assisted Real Time (CART)
3. Contracted Services—MD K-12 Digital Library Project – Purchasing Consortium
4. Contracted Services—Food Service Kitchen Equipment Maintenance
5. Contracted Services—*Maryland Students Online Consortium* (MSOC) – Purchasing Consortium
8. Food Service—Produce
9. Gizmos, Internet Library of Science and Mathematics Activities
12. Scholastic *ReadingLine Vocabulary Kit* Curriculum Materials
13. Supply Contract—Various Airedale HVAC Repair and Replacement Parts
14. Supply of Electrical Energy (Advanced Authorization)
15. Toro Infield Pro Model 2020 Groomer

Item 1

Mr. Kennedy asked who selects the substituted position. Mr. Johnnie Jackson, Personnel Officer, responded a teacher can identify a specific person for a job assignment by using PIN numbers that are assigned to each substitute.

On motion of Mr. Kennedy, seconded by Mr. Walker, the Board approved item 1.

1. Automated Substitute Teacher Notification System

Item 6

Dr. Krempel explained this item is an extension of an existing contract for the intercom systems used in various schools. This state-of-the-art audio system would be used to communicate to every classroom in every school.

In regards to a question from Mr. Hayden, Dr. Krempel responded installation would take place in stages over a five-year period replacing existing units.

Ms. Jung requested a copy of the priority list for replacement of intercom systems in various schools.

CONTRACTS (cont)

On motion of Mr. Kennedy, seconded by Ms. Murray, the Board approved item 6.

6. Equipment Contract—Intercom/Telephone Systems

Item 7

Ms. Shillman asked whether the 4% shipping charge was correct with Mr. Nichols responding affirmatively.

On motion of Mr. Kennedy, seconded by Ms. Shillman, the Board approved item 7.

7. *Fast Track* Intervention Materials for Designated Elementary Schools

Item 10

Ms. Shillman inquired whether parents would receive a report for their child. Dr. Jerry Dalton, Director of Accountability, Research, and Testing, responded the *No Child Left Behind Act* mandates that parents be notified of their child's progress on an annual basis. Due to the increasing amount of student testing and the number of man-hours it would take to distribute the report, it is more efficient to use an automated system.

On motion of Mr. Kennedy, seconded by Ms. Murray, the Board approved item 10.

10. Maryland State Assessment Home Report Distribution

Item 11

Ms. Shillman asked if the printing was for new student handbooks. Dr. Jean Satterfield, Executive Director of Student Support Services, responded every year parents and students must be apprised of their rights and our responsibility as a school system.

On motion of Mr. Kennedy, seconded by Ms. Murray, the Board approved item 11.

11. Printing—Student Handbooks

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-6 (Exhibits I through N). The Board approved these recommendations. Mr. Arnold abstained from voting on item 5 (Exhibit M).

1. Award of Contract – Window Replacement at Riverview Elementary School
2. Award of Contract – Drywall Package at Woodholme Elementary School
3. Award of Contract – Lighting Upgrades at Franklin Elementary, Old Court Middle, and Randallstown High Schools
4. Award of Contract – Parking Lot Lighting at Battle Grove Elementary and Dumbarton Middle Schools
5. Fee Acceptance – Construction Management Services at Windsor Mill Middle School
6. Declare Property Surplus – Farmland Tenant House

BUDGET APPROPRIATION TRANSFER

On motion of Mr. Arnold, seconded by Mr. Kennedy, the Board approved a Budget Appropriation Transfer in the amount of \$5,095,000.

RESOLUTION ON HIGH SCHOOL ASSESSMENT

On motion of Mr. Arnold, seconded by Ms. Ettinger, the Board voted to adopt the High School Assessments resolution.

Mr. Hayden noted this resolution is aimed at measuring the performance of each school and not particular students at its early stages of implementation. He was delighted to hear Dr. Grasmick's comment that there is consideration of increasing the number of tests to be administered to students over a period of time. He would be anxious to hear how the State Board will develop the concept in the days and weeks ahead. Mr. Hayden suggested deleting the section referencing the technical manual since Dr. Grasmick noted the information has been released and accessible on the MSDE website. Mr. Sasiadek stated he would like to verify the information before removing this section from this resolution.

Mr. Hayden raised the concern that school systems will narrow the focus on the four core subject areas. He also voiced the concern that it appears constituent groups are not fully aware of what is happening. Mr. Hayden desires to have the State continue to explore this area and seek communication opportunities with constituent groups and other boards of education.

RESOLUTION ON HIGH SCHOOL ASSESSMENT (cont)

Mr. Kennedy stated Dr. Grasmick answered a number of his questions and he is comfortable with the process.

Ms. Ettinger stated forward movement has taken place in addressing some of the concerns that have been raised over the years. It is high stakes for school systems but higher stakes for students.

Mr. Grzynski stated he was delighted to see communication has been part of the resolution. He also noted there are parents who are unaware of the HSA and the requirements that will be imposed on their children.

INFORMATION

The Board received the following as information:

- A. Revised Rule 6104 – INSTRUCTION: Field Trip and Foreign Travel
- B. Policy and Procedures for Interscholastic Athletics
- C. Manual of Procedures for Public Charter Schools in Baltimore County

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- On Thursday, May 13, 2004, the Board will hold its annual recognition program for National Merit Semifinalists and Ethic Award winners at Cockeysville Middle School at 7:00 p.m.
- The Southeast Area Educational Advisory Council will meet on Tuesday, May 18, 2004 at Chesapeake Terrace Elementary School at approximately 7:30 p.m.
- Maryland State Board of Education has announced that the public hearing on the proposed High School Graduation Requirements will be held on Tuesday, May 25, 2004 starting at 1:00 p.m. at the State Education Building, 7th Floor Board Room.
- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, May 25, 2004, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.

ANNOUNCEMENTS (cont)

- The Baltimore County Board of Education will meet for a public hearing to seek public input about FY2006 Capital Budget needs in Baltimore County Public Schools on Thursday, June 10, 2004 at 7:00 p.m. in the ESS Building. Sign-up for the public to comment will begin at 6:00 p.m.

Mr. Sasiadek reminded speakers to refrain from discussing any matters that might come before the board in the form of an appeal, as well as any personnel matters.

STAKEHOLDER GROUPS

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, applauded the resolution adopted by the Board this evening. She noted her thoughts and prayers are with the Randallstown High School community. Ms. Kennedy thanked Ms. Kelli Nelson for graciously leading the meeting with the County Council representatives. She noted that on March 29th the coalition members traveled to Annapolis to meet with the delegation in support of the retired/rehired program. Ms. Kennedy invited Mr. Tony Armiger to speak. Mr. Armiger, President of the Loch Raven High School PTSA, stated effective teachers need to be knowledgeable in their subject and click with their students. He noted that retired/rehired educators click with the students and are extremely knowledgeable. Mr. Armiger offered two proposals: 1) offer part-time positions to retired/rehired educators, or 2) hire full-time retired/rehired educators. The goal is to retain as many highly qualified educators within the system as possible.

Mr. Chris Castillo, Parliamentarian of the Baltimore County Student Councils (BCSC), thanked the Board for dinner this evening. He also thanked Dr. Hairston for swearing in BCSC's new officers at the recent bull roast. Chris shared some of the recognitions announced at the event. Mr. Castillo thanked the county advisors and principals for their continued support and dedication to BCSC.

Ms. Jasmine Shriver, a representative of the Citizens Advisory Committee for Special Education, commented that she was one of the two parents on the committee who assisted with the special education staffing plan. The main objective of this staffing plan was to make it as parent friendly as possible. Ms. Shriver thanked Ms. Christina Connelly from the Office of Special Education who was instrumental in the preparation of the plan. She noted that on May 3rd, three additional community meetings were held so parents could provide input on the plan. Most of the parents did not address the staffing plan with the exception of the 9 to 1 autism ratio. Ms. Shriver stated this staffing plan is the result of genuine and meaningful communication and collaboration between parents and the Office of Special Education.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, reminded Board members and the public about the first elementary science fair to be held May 21-22 at New Town High School. She thanked Dr. H.B. Lantz, Ms. Connie Flowers, and Mr. David Copenhaver for their outstanding work in preparation for the science fair. Ms. O'Hare stated every student would receive a clear plastic button with a microscope emblem on it and a package would be distributed to parents with the schedule of events. Ms. O'Hare also noted her recent attendance at the Essex, Middle River, White Marsh Chamber of Commerce breakfast.

STAKEHOLDER GROUPS (cont)

Ms. Abby Beytin, Chair of the Northwest Area Educational Advisory Council, noted the recent advisory council meeting on April 27th with the topic being High School Assessments. She stated that Mr. Rex Shepard, Supervisor of Secondary Social Studies, provided a thorough, thoughtful presentation with many facts, figures, and information about the high school assessment program. Ms. Beytin mentioned that parents with elementary age children are not aware of the changes being proposed for their children's high school graduation requirements. She spoke of the need to disseminate information to the parents at the elementary level so they can be informed for the future.

Mr. Michael Franklin, President of the PTA Council of Baltimore County, noted that the PTA council hosted its annual celebration of the arts on April 29th. He thanked Board member Jung for her attendance at the celebration. Mr. Franklin announced the annual awards ceremony "A Night of Shining Stars" to be held on May 20th. In regards to the Randallstown incident, Mr. Franklin thanked Principal Thomas Evans and the emergency personnel in the county for their quick response to the school. He stated that the counselors were also a tremendous help to the students.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, thanked the Board for their attendance at TABCO's reception last week. She noted that at the recent Retirement/Recognition Dinner, Ms. Ettinger was honored. Ms. Bost reviewed the many events that took place this past week honoring teachers. She stated that TABCO sends their thoughts and prayers to victims and families in the Randallstown community and is confident staff will do what it takes to handle the situation. Ms. Bost commended the faculty and students at Randallstown High School for showing the community the strength to go back to school. In closing, Ms. Bost congratulated Ms. Sharon Grimes for being named Teacher of the Year for 2004.

PUBLIC COMMENT ON THE PROPOSED SPECIAL EDUCATION STAFFING PLAN FOR
2004-2005 (Second Reading)

No one signed up to speak on the proposed staffing plan.

PUBLIC COMMENT

Mr. Greg Franke, freshman at Loch Raven High School, expressed his concern over the sunset date for retired/rehired teachers. He noted the positive impact his Spanish teacher and principal have made at the school. Greg commented on the teacher's enthusiasm and love for teaching. As a member of the Future Educators of America club, Greg stated it is important that educators be given the opportunity to teach where and when they want to teach.

Mr. Tony Armiger, President of the Loch Raven High School PTSA, stated his intent is to offer support to the Board and offer the teachers full time instead of part time. Mr. Armiger expressed his concern that retired/rehired educators would transfer to other counties, whereby BCPS would suffer the loss of highly qualified teachers.

PUBLIC COMMENT (cont)

Mr. Preston Reeves, Senior Class President at Loch Raven High School, urged the Board to consider Mr. Armiger's proposal. He noted that Loch Raven High School would also lose the principal of Lock Raven High School as well as the department chairpersons in World Language and Science. Preston noted the principal has always provided a friendly, approachable atmosphere for students around the school.

Ms. Janice deConge, a parent of a student at Randallstown High School, spoke about the Randallstown High School incident that occurred on May 7th. She noted that students at the high school come from surrounding communities such as Pikesville and Owings Mills. Ms. deConge thanked Board member Walker for coming to the school on Monday for the parent meeting. Parents and families are hurting from this tragedy. Ms. deConge stated parents are asking for communication. She requests that cameras be fixed and a high security level be maintained until the end of the school year. Ms. deConge also commented on an injured student's remark that he was not being academically challenged in the school. Students need to be more academically challenged. She requested the Board to put resources where there is a need when preparing the budget.

ADJOURNMENT

At 10:37 p.m., Mr. Arnold moved to adjourn the open session. The motion was seconded by Mr. Hayden and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

bls

TENTATIVE MINUTES

BOARD OF EDUCATION OF BALTIMORE COUNTY, MARYLAND

Tuesday, May 25, 2004

The Board of Education of Baltimore County, Maryland, met in open session at 4:37 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Miss Francesca Cirincione, Mr. Thomas G. Grzymiski, Mr. John Hayden, III, Dr. Warren Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

President Sasiadek reminded Board members of upcoming functions for May and June 2004. He also announced the NFUSSD Conference, which would be held in October 2004. Board members interested in attending are to contact Ms. Stiffler.

Mr. Hayden entered the room at 4:42 p.m.

Ms. Ettinger entered the room at 5:06 p.m.

At 5:18 p.m., Mr. Kennedy moved the Board go into closed session to discuss personnel matters and to conduct matters related to the negotiations pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and (a)(7). The motion was seconded by Ms. Murray and unanimously approved by the Board.

CLOSED SESSION MINUTES

Mr. Nevett Steele, Jr. provided information to Board members on a matter dealing with contract language.

Mr. Arnold entered the room at 6:03 p.m.

Mr. Randy Grimsley, Executive Director of Human Resources, reviewed with Board members personnel matters to be considered this evening.

At 6:44 p.m., Ms. Murray moved the Board go into executive session to discuss the Superintendent's evaluation, a personnel matter pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1). The motion was seconded by Mr. Hayden and unanimously approved by the Board.

At 7:08 p.m., Mr. Grzymiski moved the Board adjourn for a brief dinner recess. The motion was second by Ms. Shillman and approved by the Board.

OPEN SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in open session at 7:48 p.m. at Greenwood. President James R. Sasiadek and the following Board members were present: Mr. Donald L. Arnold, Miss Francesca Cirincione, Ms. Phyllis E. Ettinger, Mr. Thomas G. Grzyski, Mr. John A. Hayden, III, Dr. Warren Hayman, Ms. Jean M. H. Jung, Mr. Michael P. Kennedy, Ms. Janese Murray, and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and staff members were present.

PLEDGE OF ALLEGIANCE

The open session commenced with the Pledge of Allegiance to the Flag, which was led by Spencer Schultz, Cockeysville Middle School student, followed by a period of silent meditation for those who have served education in the Baltimore County Public Schools.

Dr. Hairston requested clarification on the public comment process for this evening's meeting. Due to the number of speakers for tonight, Mr. Sasiadek stated that both constituent groups and public speakers would be allotted three-minutes to address the Board. He also noted the change of order regarding public comment. Those individuals who signed up on the "public comment" sheet would speak first, followed by the public comment, or second reading, on the 2005-2006 Proposed School Calendar.

MINUTES

Hearing no additions or corrections to the Open and Closed Minutes of April 20, 2004. Mr. Sasiadek declared the minutes approved as presented on the website.

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

SUPERINTENDENT'S REPORT

Dr. Hairston announced that on April 23rd, the Office of English and Reading in collaboration with the Community College of Baltimore held their 18th Annual Creative Writing Forum. Nationally recognized poet this year was Mr. Greg Williamson from Johns Hopkins University. Students participated in creative writing workshops, open microphone reading, and poetry reading and book signing by Mr. Williamson. Dr. Hairston acknowledged Board member Michael Kennedy, who attended the forum.

Dr. Hairston also reported that on May 4th, the English Department held its annual reception at Cockeysville Middle School to honor those who won the annual writing contest. This event is sponsored by The Baltimore Sun. The reception honored student winners from 11 high schools.

SUPERINTENDENT'S REPORT (cont)

Dr. Hairston announced that on May 22nd the first annual BCPS Elementary School Science Fair was held at New Town High School. Dr. Hairston recognized Dr. H. B. Lantz and the Office of Science for their support. He also commended parents for their enthusiasm and support of the children.

Finally, Dr. Hairston shared with the Board that as a result of the legislative act, the Master Plan would be updated to be fully aligned with accountable measures with regards to funding. The review would be a five-year comprehensive analysis to determine how boards of education and their budget align with the goals and objectives and strategies for improving student achievement, established processes and procedures to collect budget information. Dr. Hairston stated the expectation is to ensure funds are used to meet the goals, objectives, and strategies. He noted updates to the Master Plan are needed to include the required information. Revisions to the Master Plan including full accounting measures must be completed by August 2004.

SPECIAL ORDER OF BUSINESS

On motion of Ms. Ettinger, seconded by Mr. Hayden, the Board adopted a Resolution honoring Miss Cirincione for her service as student member of the Board for 2003-2004. She was presented with the Resolution and flowers from her colleagues on the Board. Francesca's parents were present for the recognition.

OLD BUSINESS

On motion of Mr. Kennedy, seconded by Ms. Jung, the Board approved the Special Education Plan for 2004-2005.

Dr. Hayman raised concerns regarding the disproportionate number of African-Americans in general, in particular African-American males, who are in the Special Education program. He noted this disproportionate number could be the inability to differentiate between behavior and special needs. He noted the need to address the issues in this area to reduce the disparity.

Ms. Ettinger inquired about staffing needs in areas where there is an increase in population. Mr. Boone responded the staffing plan is a set of recommendations that is based on a snapshot of enrollment from October 31. He briefly reviewed the process, which is similar to the population issues process used in regular education. Ms. Ettinger asked what happens when resources are limited and the need still exists. Mr. Boone responded that leadership has made available those resources when needed for special education classes. Ms. Ettinger expressed the importance of communicating to parents so they understand the system's approach and process. Mr. Boone indicated a meeting has been scheduled with citizen advisory groups to discuss the special education staffing plan.

When asked about staffing needs in special subject areas, Mr. Boone stated the process is similar to regular education.

REPORTS

The Board received the following reports:

- A. **Report on Special Education** – Dr. Lou Barber of Lou Barber and Associates commended Dr. Hairston and his staff for undertaking this study. Dr. Barber provided a brief summary of the independent evaluation of Baltimore County Public Schools' Special Education Program. He noted that site visits were made at 20 high schools, middle schools and elementary schools, as well as the four special education sites. Approximately 40 focus groups were held, 4 parent input meetings were held, and approximately 100 documents were reviewed. The report includes a comprehensive listing of commendations and recommendations related to the areas of inquiry.

Various commendations from Dr. Barber included:

- ③ Providing a high level of staffing in the areas of support from school psychologists, school nurses, and counselors.
- ③ Development of an excellent Staffing Plan, which details the programs to be provided by the school system.
- ③ Excellent communication with parents.

Dr. Barber highlighted various areas of recommendations:

- ③ Align special education with general education -- special education should be part of general education and not a separate system.
- ③ Compliance issues -- over-representation of African-American males in special education classes; and the use of cluster programs to provide services to children with disabilities in placements outside of the home school.
- ③ Implement strong accountability for carrying out school-based plans.
- ③ LRE Supports and Services – Develop and systemically implement a Comprehensive LRE Implementation Plan across the school system.
- ③ Certain schools did not meet AYP because of special education – BCPS needs to bring about aggressive changes to improve the achievement outcomes for students with disabilities.
- ③ Professional development activities are based upon a comprehensive needs assessment of all personnel.
- ③ Foster home placements – Changing demographics and an influx of children living in foster care. Study the impact of foster home placement and develop recommendations on how these students should be made to feel welcome within their home school. Foster placement could require more time, more resources, and is costly.
- ③ Continue to improve the recruitment process for employing highly qualified special education personnel.

REPORTS (cont)

- ③ Records do not follow students
- ③ Although the school environment at many schools was clean, neat, and inviting, other schools exhibited an environment that was not welcoming.

Ms. Ettinger expressed appreciation to Dr. Barber for the time taken to speak with parents and staff to complete the study.

Mr. Grzymiski inquired about the number of outside placements and monies spent on those placements. Since there are control agencies beyond BCPS who control staff, Dr. Barber recommended BCPS project the needs of children who's IEPs may change during the school year. He suggested conducting a trend analysis on resources and develop a report based on those analyses. BCPS has 509 students in non-public placement as of October 31, 2003. Mr. Grzymiski asked in what particular areas the school system should focus. Dr. Barber responded autism looks like an area that could grow and expand. He commended BCPS on its Infant and Toddlers Program.

Mr. Kennedy asked whether some students in special education classes could not be mainstreamed. Dr. Barber responded some children may need more support than in a general education classroom.

Mr. Kennedy expressed his concern that movement to mainstream schools could have an affect on safe school environment. Dr. Barber responded the first item that must be provided to students is a safe school. He emphasized that real data is key to learning the concerns and addressing those concerns.

In regards to group homes, Dr. Barber recommended taking a look at matching the student to the staff support, program, and counselor when determining which school to place children from group homes. Dr. Barber suggested BCPS get some assistance from the legislature.

Mr. Hayden inquired of Dr. Barber the cost associated with changing the structure from cluster focus to home schools. Dr. Barber responded the school system should not move children without adequate preparation and planning. He stated there would be some initial higher cost in the beginning; however, it would be more cost effective in the long run. The school system needs to look at those programs that are successful and maintain those successes.

Ms. Ettinger asked Dr. Barber his perspective regarding class size. Dr. Barber responded BCPS resources are scarce. He noted the system needs to use its resources wisely; for example larger class sizes for core programs. Dr. Barber stated teachers need to be prepared to handle the children with whom they are working.

REPORTS (cont)

Dr. Hayman summarized the recommendations discussed this evening:

- ③ Over-representation of African-American males as well as over-representation of white males.
- ③ Systemic issues with special education as well as general education
 - Change needed in culture and attitude
 - Demographic changes
 - Professional development program does not meet the needs of teachers and students
 - Records do not follow students
 - Group home issues

Dr. Hayman asked the Board where we go from here. He commended the special needs community for bringing the issues to the table and advocating for all the children. Dr. Hayman stated the Baltimore County Public Schools is a great school system for some students but a terrible system for a lot of students. Dr. Hayman also thanked Dr. Barber for echoing his concerns. Dr. Barber responded that BCPS has a great system and the leadership and staff to succeed.

- B. **Report on Proposed Policy 1270 (First Reading)** – Ms. Arlene Fleischmann, Director of Professional Development, noted the policy revisions bring the language in alignment with State requirements that all schools have a parent/guardian/family involvement policy, and federal regulations under *No Child Left Behind* require schools to have a parent/involvement policy for Title I funding. She also noted the changes are aligned with goals 6 and 7 of the *Blue Print for Progress* and the Master Plan. Ms. Fleischmann recognized parents, citizen advisory group members, and staff that worked on the revisions.

Regarding item 5 under the guidelines, Dr. Hayman would like to amend the words “schools decision-making” to include more than involvement on school improvement teams. He also recommended separating decision-making and advocacy.

Dr. Hayman asked if there was an Office of Parent and Community Involvement. Ms. Fleischmann responded the Department of Professional Development has parent/support services, which is a parent development component of professional development. Dr. Hayman suggested the system consider an Office of Parent and Community Involvement for a direct line of communication.

- C. **Report on Proposed Policy [4144] 3143 (First Reading)** – Ms. Barbara Burnopp, Executive Director of Fiscal Services, noted the policy revisions bring the language up-to-date and placed the policy in the correct section of the manual.

REPORTS (cont)

- D. **Report on Proposed Changes to Policy 5550 (First Reading)** – Ms. Jean Satterfield, Executive Director of Student Support Services, noted two changes to the policy: moving bomb threat from a Category II to Category III, and added “exchange of money for counterfeit purposes” under Category II entitled “Offense.”

PERSONNEL MATTERS

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

CONTRACT AWARDS

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved items 1 - 14 (Exhibit K). Mr. Kennedy pulled item 15.

1. Consultant for EEO and Employment Law Professional Development
2. Contracted Services – Auctioneering Services
3. Contracted Services – Interpreter For The Deaf and Hard of Hearing
4. Contracted Services – Lease Renewal for Pulaski Park Drive
5. Contracted Services – Programming Services (extension)
6. Audio-Visual Equipment
7. Financing – School Buses
8. Food Service – Food Products
9. Food Service – Paper Products
10. Food Service – Small Wares
11. Food Service – Uniform Shirts
12. Printing – School Calendars
13. Snack Vending
14. Software – Computerized Maintenance Management System (CMMS)

CONTRACT AWARDS (cont)

Item #15

Mr. Kennedy asked for clarification of this item. Mr. Fannon responded the contract is for replacement and repair of telephone equipment in administrative offices in schools. Mr. Kennedy suggested conducting a study of the number of phone lines in the schools. He voiced his concern about not having phones in each classroom.

On motion of Mr. Kennedy, seconded by Dr. Hayman, the Board approved item 15.

15. Telephone Supplies and Equipment (extension)

BUILDING COMMITTEE

The Building Committee, represented by Mr. Kennedy, recommended approval of items 1-8 (Exhibits L through S). The Board approved these recommendations.

1. Award of Contract – Science Room Renovations at Loch Raven High School
2. Award of Contract – Science Room Renovations at Perry Hall High School
3. Award of Contract – Science Room Renovations at Pikesville High School
4. Award of Contract – Science Room Renovations at Woodlawn High School
5. Award of Contract – Roofing Replacement and Masonry Repair at Food Services Warehouse
6. Award of Contract – Boiler Replacement at Western School of Technology
7. Award of Contract for the Hazardous Material Abatement at Sparrows Point Middle/High Schools
8. Award of Contract – Fire Alarm Systems Upgrades at Cockeysville Middle School, Loch Raven Academy, and Western School of Technology

Regarding the new road at Featherbed Elementary School, Dr. Hayman expressed his disappointment that construction had just begun and the work would not be completed this school year. Mr. Cassell stated the project would be completed when students return in the fall. Dr. Hayman requested an update on major construction projects.

DELETION OF POLICIES 6164.6 AND 6164.7

Mr. Boone noted that both policies were adopted on November 21, 1968 and the language is antiquated. It is very important to note that the deletion of these policies in no way implies or involves any change in the level or quality of hearing and speech services to our students. In fact, these services are guaranteed in other more current BCPS policy and/or in federal and/or state laws, making policies 6164.6 and 6164.7 redundant and unnecessary, as well as outdated.

On motion of Mr. Kennedy, seconded by Ms. Ettinger, the Board approved the deletion of Policies 6164.6 and 6164.7, INSTRUCTION: Speech and Hearing.

INFORMATION

The Board received the following as information:

Revised Rule 1270 – Community Relations: Parent/Family Involvement

ANNOUNCEMENTS

Mr. Sasiadek made the following announcements:

- The next regularly scheduled meeting of the Board of Education of Baltimore County will be held on Tuesday, June 8, 2004, at Greenwood. The meeting will begin with an open session at approximately 5:00 p.m. After the Board adjourns to meet in closed session, followed by a brief dinner recess, the open meeting will reconvene at approximately 7:30 p.m. The public is welcome at all open sessions.
- The Baltimore County Board of Education will meet for a public hearing to seek public input about FY2006 Capital Budget needs in Baltimore County Public Schools on Thursday, June 10, 2004 at 7:00 p.m. Sign-up for the public to comment will begin at 6:00 p.m.

STAKEHOLDER GROUPS

Mr. Sasiadek reminded speakers to refrain from discussing any matters that might come before the board in the form of an appeal, as well as any personnel matters. Mr. Sasiadek clarified that all speakers will be allotted three minutes to speak.

Ms. Maggie Kennedy, Chair of the Baltimore County Education Coalition, shared with the Board the number of students who will be attending college in the fall. The coalition will host a summer retreat to develop the goals and plans for next year.

STAKEHOLDER GROUPS (cont)

Mr. Michael German introduced himself as the new President of the Baltimore County Student Council for the 2004-05 school year. Michael is a junior at Perry Hall High School.

Ms. Kelli Nelson, Chair of the Citizens Advisory Committee on Special Education, expressed her objection to the allotted time difference without prior notice. Ms. Nelson introduced newly elected Vice Chair, Mr. Carl Bailey, and newly elected chair Ms. Jasmine Shriver beginning in September 2004. She noted there was nothing surprising in the special education report presented this evening. Ms. Nelson expressed concern over the LRE information and the support needed to meet federal compliance. She commented the recommendations must be embraced by everyone in the system.

Ms. Vicki Schultz-Unger, Coordinator of the Area Educational Advisory Councils, announced her attendance at the meeting last week at Randallstown High School. She commended the principal for an excellent job in presenting the challenges and assets of that school. Ms. Schultz-Unger noted the joint area educational advisory councils met to discuss the issues brought out in the special education audit. Finally, she noted the June meetings would involve elections and planning for next year. Ms. Schultz-Unger recognized Meg O'Hare and Boyd Crouse who would be stepping down from their job as chairs.

Mr. Michael Moore, Chair of the Central Area Educational Advisory Council, noted his attendance at the Randallstown High School meeting. He trusts that something practical and long term comes out of the meeting. Mr. Moore shared his concern over the achievement gap that exists in the central area.

Mr. Boyd Crouse, Chair of the Southeast Area Educational Advisory Council, thanked Mr. Crum for representing the Southeast Area throughout the year. He shared with the Board themes that came out of the recent area educational advisory council meetings. One theme was the revitalization of the Southeast area communities. Mr. Crouse stated the school system needs to maintain the quality of service while the communities are going through change. The second theme was overcrowding of high schools. He stated the community is concerned and is looking for a resolution that would maintain integrity of schools and programs. Mr. Crouse asked the Board for guidance and help in approaching this issue.

Ms. Meg O'Hare, Chair of the Northeast Area Educational Advisory Council, stated she has enjoyed serving the children of Baltimore County as chair. Ms. O'Hare noted she would continue to serve as a member on the advisory council. She stated there has been positive growth in Baltimore County.

Dr. Ella White Campbell, Chair of the Minority Achievement Advisory Group (MAAG), applauded the school system for its support at the meeting held at Randallstown High School. She stated additional support for the schools in the Randallstown area would fall under the umbrella of the UDAT Education Steering Committee. This committee would involve Baltimore County, BCPS, and Northwest Hospital. Dr. Campbell announced the next meeting of MAAG on May 27th with the topic of discussion being agency-placed students. Dr. Campbell introduced Mr. Nick Aquino, member of the Minority Achievement Advisory Group, who thanked the Board for working with all communities. Mr. Aquino is working with children all over the United States through JOBCORP.

STAKEHOLDER GROUPS (cont)

Mr. Michael Franklin, President of the PTA Council of Baltimore County, recognized various schools and staff members who received awards at the PTA Council's Annual Awards Ceremony. On behalf of the PTA Council, Mr. Franklin thanked these schools for their participation and hard work.

Ms. Cheryl Bost, President of the Teachers Association of Baltimore County, noted the special education report was very informative. She was pleased to hear that Dr. Barber spoke to teachers and brought to light some of the areas of concern teachers have placed continually. In regards to new appointments and transfers, Mr. Bost noted teachers set high expectations for leaders. A leader engages teachers and parents and shares decision making; works with teachers and parents to maintain consistent behavior expectations; provides teachers with adequate resources to perform their jobs; seeks input to design appropriate professional development; treats all staff members with compassion, respect and a sense of professionalism; utilizes the talents of the professionals and staff in their community, and seeks parent involvement. Teachers are eager to work with their new leaders. She also congratulated Francesca Cirincione for an excellent job this past year.

PUBLIC COMMENT

Mr. Gordon Watkins, a Baltimore County resident and a Baltimore County Community College teacher in the continuing education department, stated racist attitudes with BCPS staff have occurred five times in a three-year period. He noted these attitudes handicap his ability to complete his task of educating the students. Mr. Watkins stated no action has taken place to correct this issue. He stated that unless action is taken, a lawsuit would be filed.

Ms. Cheryl Vourvoulas, a teacher at Norwood Elementary School, addressed the Board about schools not having air conditioning. She noted students have valiantly endured the heat by working in the dark with shades pulled shut and completing work by sitting on the cool floors. Ms. Vourvoulas stated her classroom registered 89° before noon with the heat index being 95°. For security reasons, the new school's windows can be opened only four inches and ground level doors must stay closed. Ms. Vourvoulas requested the Board formulate a reasonable heat index policy that is healthy for teachers and students.

Ms. Jan Thomas, a representative of the Citizens Advisory Committee on Special Education, noted the Special Education Staffing Plan references the *Blue Print for Progress* and Master Plan. It assumes knowledge by the reader that may or may not be there. She requested a synopsis be placed in the appendix of the staffing plan to help guide individuals to the specific pages within the Master Plan. She voiced her concern that the special education staffing plan does not reflect occupational therapists, physical therapists, speech language, hearing impaired, cluster leaders, and central office. Ms. Thomas noted there are 1800 employees in the operating budget for special education; however, only 1600 are reflected in the plan. She is dismayed this plan does not reflect as much data as in past plans. Ms. Thomas also stated the plan is missing a year-to-year analysis of the success of previous plans.

PUBLIC COMMENT ON THE PROPOSED SCHOOL CALENDAR 2005-2006
(Second Reading)

Ms. Mary Pat Kahle, a member of the calendar committee, stated she was not in favor of the proposed school calendar. She voiced her opinion that BCPS should not continue its practice of countywide days off in honor of the Jewish holidays. These days are not state holidays or state school holidays. Ms. Kahle noted it was reported to the calendar committee these two holidays are not in Baltimore County policy. As the diverse immigrant population increases in Baltimore County, Ms. Kahle stated it behooves BCPS to remain faithful only to those holidays designated by the State of Maryland. She noted there should be great tolerance and a liberal attendance policy for any student who feels compelled to be absent in order to celebrate their religious holidays. Ms. Kahle also expressed her concern over the number of half days for elementary and middle school students and the interruption of instruction time. In her opinion, these half days exist only because they can. She stated continuing this practice is foolish and that parents are tired of it. In closing, Ms. Kahle suggested that the calendar committee be ongoing throughout the year.

Ms. Rushdam explained the two Muslim holidays to Board members. These days would help children in their spiritual and moral development. She requested the Board recognize these holidays so students would not miss tests or be marked absent.

Ms. Nagat reiterated what the previous speaker had stated. She stated if other religious holidays are identified on the calendar then Muslim holidays should also be recognized.

Mr. Nael Al-Abdulla believes strongly in the importance education. He requests on behalf of his children that the Board consider placing the two Muslim holidays on the school calendar as official holidays. As individuals the community needs to work together to build a peaceful and wonderful society. Recognizing Muslim holidays is how we start.

Mr. Mustafa Shabazz stated a benefit for moving from Howard County to Baltimore County is the diversity of people in the community and within the school system. Ms. Shabazz stated that adding the Muslim holidays could help teach children about diversity. In regards to calendar scheduling, Mr. Shabazz referenced an article that appeared on the Anti-Defamation League website. He noted there are miscellaneous days on the calendar and suggested scheduling and coinciding these miscellaneous days with the Muslim holiday.

Ms. Nabiea Rahamar, a student at Johns Hopkins University, questioned why the Muslim holidays cannot be considered an official holiday on the school calendar while other religious groups are recognized. She is asking the Board to consider placing the two Muslim holidays on the calendar.

Dr. Bash Pharoan stated the issue is of fairness and equity. Dr. Pharoan voiced his opinion that the decision made under a previous administration was wrong and needs to be corrected. He requests the Board to treat both communities fairly and equally. Dr. Pharoan asked the Board to vote "yes" to return the calendar back to the calendar committee and add the Muslim holidays.

PUBLIC COMMENT ON THE PROPOSED SCHOOL CALENDAR 2005-2006 (cont)

Ms. Zainab Makhzoumi, a former BCPS student, stated the decision would impact every student in the school system. She stated the recognition of religious holidays is two-fold. First you give children the day off to respect their spirituality and religion. Second, it allows other students to realize that Muslims are part of the community and society.

ADJOURNMENT

At 10:20 p.m., Mr. Arnold moved to adjourn the open session. The motion was seconded by Dr. Hayman and approved by the Board.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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