

APPROVED REPORT

REPORT OF THE BOARD OF EDUCATION WORK SESSION

Tuesday, May 1, 2007
Greenwood

The Board of Education of Baltimore County, Maryland, met in open session at 7:00 p.m. at Greenwood. President Donald L. Arnold and the following Board members were present: Ms. Frances A. S. Harris, Mr. John Hayden, III, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. JoAnn C. Murphy, Ms. Mary-Margaret O'Hare, Mr. H. Edward Parker, Jr., and Ms. Joy Shillman. In addition, Dr. Joe A. Hairston, Superintendent of Schools, staff members, and representatives from the media were present.

Mr. Arnold opened the meeting by stating that the work session would permit the public to witness the work of the Board.

Mr. Arnold asked Board members to submit questions/points for Recommendation Number 3 to Ms. Stiffler by May 10, 2007 for the next work session.

REVIEW OF AUDIT RECOMMENDATION NUMBER 2

Dr. Sonia Diaz, Chief Academic Officer, and Ms. Verletta White, Coordinator, Department of Professional Development, responded to questions submitted by Board members regarding the PDK Curriculum Audit Recommendation Number 2.

1. Currently tools to measure the quality and effectiveness of professional development do not exist. Dr. Diaz and her staff have begun to work on the evaluation of professional development initiatives.
2. Because the model for in-school teaming is loosely structured, the Department of Professional Development plan to enhance the methods of identifying professional development needs in the schools.
3. Because the Department of Professional Development has been static over the past ten years, Dr. Diaz is reviewing how the audit will impact the Department.
4. The Department of Professional Development will now plan professional development with a focus on rigor and specific needs.
5. Accuracy of attendance records is questionable as there is not uniform monitoring system.
6. The Department of Professional Development will provide to school principals both formal and informal models of various interdisciplinary teaming.
7. Teachers receive training on TestTrax and administrators receive training on Data Trax and Cognos. School-based teams, including teachers and administrators, are receiving training on AssessTrax. These data are used to establish school and classroom goals and to adjust instructional practices.

8. Periodic evaluations of professional development programs do not currently exist. Although there are surveys in place, they are not sufficient to evaluate the quality of professional development. Control measures will be established to accurately monitor effectiveness.
9. Currently, there is an online approval process for systemwide professional development. However, staff now needs to ensure the alignment of all programs. Therefore, the entire process is being reviewed and analyzed.
10. With specific regard to curriculum development, BCPS teams will be working diligently analyzing the findings and results of the audit to prioritize and draft clear activities for the summer as well as for the next academic year.
11. A timeline will be developed as part of the curriculum management planning process.

Mr. Hayden commented that professional development is a potent part of the school system for teacher; several issues need to be addressed in a short amount of time.

Dr. Hayman stated that while there is a sense of urgency, the Board needs to show its support to Dr. Diaz and her team. Dr. Diaz stated that the Board would be provided a timeline along with a curriculum management plan at its June meeting.

Mr. Janssen stressed that the Board should be provided with the timeline so is could monitor where the school system is heading.

Board members O'Hare and Murphy discussed the quality of professional development, and hoped that it would be better in the future.

Mr. Parker asked about the basic "philosophy or theme" for professional development. Dr. Diaz responded that the school system needs to be respectful of individual school cultures particularly around content knowledge and skill gaps.

Mr. Arnold asked if there would be a program in place to begin this process over the summer. Dr. Diaz responded there are certain courses and workshops that will continue as long as there is a direct connection. Mr. Arnold suggested that re-evaluation occur to determine which programs are worth maintaining.

Mr. Hayden stated that some schools have had forty teachers change in one year. He hopes that there will be some focus on schools with the most specific needs in the earliest stages of this process.

Dr. Hairston reassured Board members that a lot of activity is taking place. He noted that the principals' academy has been revamped by principals address the recommendations from the curriculum audit.

Ms. Johnson asked for a summary of the next critical steps by priority. Dr. Diaz stated that a curriculum management plan will be developed, which includes responsibilities and action components.

Board members Harris and Hayden discussed the need to address and update Board policies as quickly as possible so they are current and connect with the work that staff is performing. Dr. Hayman agreed.

Mr. Arnold asked when the timelines will be available to the Board. Dr. Diaz responded a timeline and roadmap with the curriculum management plan would be presented to the Board at its June 12, 2007 meeting.

Following further discussion on a number of related topics, the Superintendent informed the Board that staff would be preparing a professional development policy for review by the Ad Hoc committee in the near future.

BOARD'S PRIORITY GOALS

Student Achievement

Ms. Jane Lichter, Coordinator of Early Childhood and Language Arts, reviewed with Board members the status of student achievement for the 2005-2006 MSA and HSA. Ms. Lichter noted that the MSAs for 2006-2007 were administered last month; therefore, once the data is available, the information will be presented to the Board.

Mr. Hayden recommended that future presentations reflect the comparison of the top three LEAs in Maryland. Dr. Hairston stated that these assessments were never to be used to compare system to system.

Board members Hayman and Johnson asked about the purpose of these reports were since the work sessions were to discuss the curriculum management audit recommendations. Mr. Arnold stated these reports are designed to inform the Board about the system's current status.

Recruitment

Dr. Donald Peccia, Assistant Superintendent of Human Resources and Governmental Relations, and Dr. Alpheus Arrington, Director of Personnel, reviewed instructional staffing as it relates to the curriculum management audit. Dr. Arrington noted that 79.5% of BCPS classes are taught by highly qualified teachers and reviewed the reasons why some teachers are not yet highly qualified.

Ms. Shillman asked how would recruiting be affected since the school system lost the \$40,000 from the 2007-2008 operating budget. Dr. Peccia responded adjustments will be made accordingly.

Ms. Johnson asked how Human Resources would implement staffing at Title I and priority schools. Dr. Arrington responded that schools will be ranked based on MSA and HSA scores. Schools under corrective action are top priority.

Board members O'Hare and Hayden inquired about incentives for veteran teachers and cash bonuses for teachers relocating from other jurisdictions.

Enrichment Activities

Ms. Jean E. Satterfield, Assistant Superintendent, Southeast Area, reviewed the after-school enrichment activities currently in place throughout the system.

Ms. Johnson asked how enrichment activities will be offered. Ms. Satterfield responded the needs are determined by teacher and student interest.

PSAT/AVID Program

Dr. Jessie Douglas, AVID District Coordinator, updated Board members on PSAT participation data and Advanced Placement (AP) expansion. In 2004-2005, 39% of the ninth graders took the PSAT test. In 2006-2007, 85% of the ninth and tenth graders have taken the PSAT. Dr. Douglas also noted that AP participation has increased this year.

Mr. Arnold asked why students do not take the AP exams. Dr. Douglas responded that fear of taking the exam and financing are two reasons why some students do not take the exams. Ms. O'Hare stated that she would like to see the data to understand why some students will not participate in the AP exam.

Dr. Douglas reviewed the expansion of AP courses; each participating school is scheduled to offer twelve additional courses for the 2007-2008 school year. Dr. Douglas also provided an update of the AVID program and reported that the program will expand to four additional high schools in the 2007-2008 school year.

Resource Management

Ms. Barbara Burnopp, Chief Financial Officer, recapped how the Board had obtained getting additional resources for the capital budget and compared FY 2007 (\$35 million) to FY 2008 (\$52 million proposed).

Mr. Ghassan Shah, Planning Administrator, briefly described how the Office of Strategic Planning monitors housing development to determine the present and future infrastructure needs of the school system.

Mr. Don Dent, Executive Director of Planning and Support Operations, reviewed enrollment analysis and projections. Mr. Dent provided a brief update on site acquisitions:

- Rosewood Site – Purchase of land must be carried out by Baltimore County’s Bureau of Land Acquisition office
- Obtain a northwest elementary school site – close to accomplishing this
- Central/northeast site – recommendations were presented to the Board last year; Baltimore County Government to schedule a meeting with BCPS after the budget process is complete.
- Bus lots – Refurbished bus lot in Parkton will open in August.
- Jacksonville bus lot – on hold
- Crossroads site in White Marsh – no longer available
- Bus lot on Raphel Road – no longer available
- Bus lot still needed in the northeast area.

Mr. Janssen suggested the school system examined purchasing land in the central/northeast area.

Board members O’Hare and Hayden discussed the standard for requiring 65 acres for a high school facility.

Fiscal Management

Ms. Burnopp recapped the operating budget process.

The work session concluded at 9:28 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer