

APPROVED MINUTES – 09/09/08

REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY RETREAT

Saturday, August 9, 2008

The Board of Education of Baltimore County, Maryland, met in open session for a retreat on Saturday, August 9, 2008, at 9:01 a.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O’Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. In addition, Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esq., Deputy Superintendent of Business Services; Dr. Patricia Abernethy, Chief Academic Officer, Ms. Rita Fromm, Chief of Staff; Edward Novak, Esq., Assistant General Counsel; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board; and representatives of community were present.

Ms. Murphy reviewed the Board Norms, which were established in September 2003 and updated in September 2005. Ms. Murphy stated that the Board reviews the Norms on an annual basis. Ms. Murphy noted that the Board Norms would be voted upon at the September 9, 2008 Board meeting.

Ms. Murphy shared two articles with Board members: “Ten Mistakes Board Members Make,” and “Educating New Board Members.”

SEISMIC SHIFT UPDATE

Through a PowerPoint™ presentation, Ms. Michele Prumo, Executive Director of Planning and Support Operations, reviewed demographic and trends for Baltimore County Public Schools’ (BCPS). The presentation covered:

- Enrollment History
 - Lowest enrollment: 1986 with 80,630
 - Highest enrollment: 1971 with 134,042 students
 - Projections through 2017
- Baltimore County Births and Kindergarten Enrollments
- Enrollment History by Grade Groups
- Student Racial Composition
 - 10.1% minority in 1977
 - 50.2% minority in 2007
- Agency-Placed Non-Resident Foster Care Students
 - BCPS has approximately 3,000 agency-placed students enrolled or withdrawn during the school year
- 2007 Homeless Students (by race, area, grade and housing type)
- English Language Learners (ELL) Students

- Capacity Analysis by Area
- Demographics by Area

Mr. Janssen asked how many schools were in Baltimore County between 1970 and 1977 when the school system had the highest enrollment rate. Ms. Prumo stated that she would need to get that information and forward to Board members in the Friday letter.

With respect to agency-placed students, Ms. Johnson asked what the school system is currently doing to assist the northwest and southwest area schools and whether there is a strategic plan. Ms. Prumo responded that BCPS is looking at deploying guidance counselors and social workers to those schools. Dr. Hairston responded that while the school system has a plan in place, the other part is legislative. He stated that Senator Dolores Kelly and Dr. Nancy Grasmick have been working aggressively to get legislation to control the accountability related to agency-placed students.

Ms. O'Hare requested performance data to determine whether there is a connection between student performance and group homes.

With respect to homeless students, Mr. Janssen asked if the Office of Transportation is prepared to handle the increase, with Ms. Prumo responding affirmatively. Ms. Prumo noted that the Office of Transportation received extra buses this year, which are being used to transport the homeless population.

Ms. Johnson asked how the school system collects data for homeless students. Ms. Prumo responded that pupil personnel workers work with the homeless population and that the BCPS reviews data annually to verify the number of homeless students.

Miss Karanja asked whether the ELL program was available in all Baltimore County schools. Ms. Prumo responded that elementary schools have ELL resources and that the program is clustered throughout the county for secondary schools. Miss Karanja requested information on the number of students in the ELL program to determine whether transporting students from their home school to another school where the ELL program is available, is a disruption for students.

Ms. O'Hare asked what the capacity of Dogwood Elementary, Hillcrest Elementary, and Catonsville Middle Schools would be once the additions were complete. Ms. Prumo noted that, by 2010,

- Dogwood Elementary School would have 603 seats.
- Hillcrest Elementary School would have 742 seats.
- Catonsville Middle School would have 993 seats.

Mr. Haines reviewed with Board members that the figure of 115% capacity is the Adequate Facility Regulation and that this percentage has nothing to do with BCPS. While a school may not be over capacity under the Adequate Facility Regulation, the school system uses 90% capacity as a "watch level" and determines its project based on future needs. Mr. Haines

noted that once the capital budget request is approved by the Board, it is up to the County Executive and County Council to approve the item.

With respect to the central area capacity analysis, Ms. O'Hare asked why the school system would not need additional middle school seats in 2012, when the growth line in the elementary schools is so much greater. Ms. Prumo responded that middle schools were built for three grades; therefore, the school system has enough capacity to accommodate middle school students.

Ms. O'Hare stated that while there is a lot of building in the northeast area, there may not be enough high school seats in the near future. Ms. Prumo noted that BCPS continues to study the northeast area for additional building including BRAC. Ms. O'Hare requested the capacity number at Kenwood High School after the 400-seat addition.

Mr. Uhlfelder asked how the school system will shift the plan when BRAC arrives. Ms. Prumo responded that, at this point, it does not appear that BCPS will receive an influx of students from BRAC. She stated that currently most BRAC employees are older and have older students. The school system will need to watch the development of BRAC in the outer years.

PERFORMANCE DATA

Ms. Stacy Shack, Acting Executive Director of Research, Accountability, and Assessment, reviewed with Board members MSA performance data for elementary and middle school for 2004-2008. The presentation covered:

Elementary School Performance

Category	Reading	Mathematics
School System Level	BCPS has shown an increase in the percentage of students scoring proficient or advanced.	BCPS has shown an increase in the percentage of students scoring proficient or advanced.
Race/Ethnicity	<ul style="list-style-type: none"> - Performance of American Indian students has increased by 17%. - Performance of Asian and White students has steadily increased and is approaching 100% proficiency. - Performance of African American and Hispanic students has increased annually. 	<ul style="list-style-type: none"> - Performance of African American, White, and Hispanic students has steadily increased. - Asian students are maintaining a high performance level. - While American Indian students exhibited a slight decrease in performance in 2006, they have shown a steady increase since that point.
Special Categories	<ul style="list-style-type: none"> - LEP student performance shows the largest growth, increasing 21%. - While special education students experienced a slight decrease in performance in 2006, they have exhibited growth since that point. 	<ul style="list-style-type: none"> - FARM students have demonstrated substantial growth. - Although the performance of LEP students decreased by 2.9% from 2007 to 2008, this group shows an overall increase of 20.3% since 2004. - Performance of Special Education students has increased a total of 18.3% since 2004.

Middle School Performance

Category	Reading	Mathematics
School System Level	BCPS has shown an increase in the percentage of students scoring proficient or advanced.	BCPS has shown an increase in the percentage of students scoring proficient or advanced.
Race/Ethnicity	<ul style="list-style-type: none"> - Although every subgroup exhibited a decrease in performance between 2006 and 2007, the scores in 2008 were higher than those in 2006. - The largest percentage growth within the last five years is among African American students whose growth represents 12%. 	<ul style="list-style-type: none"> - Asian students are maintaining a high performance level. - Although the other subgroups exhibited a decrease in performance between 2006 and 2007, their scores in 2008 were higher than in 2006.
Special Categories	<ul style="list-style-type: none"> - While FARM and Special Education students experienced a slight decrease in performance from 2006 to 2007, they have each exhibited an overall increase of 10% from 2007 to 2008. - Performance of LEP students has increased by 0.2% since 2004. 	<ul style="list-style-type: none"> - FARM student performance shows the largest growth, increasing 21.4%. - While LEP students experienced a slight decrease in performance from 2006 to 2007, they have exhibited an overall increase of 11.3% since 2004.

Mr. Uhlfelder asked why there was a slight dip in the 2007 student performance. Ms. Shack responded that there could be several reasons for the slippage: students not taking the same test every year, influx of students, etc. Mr. Uhlfelder asked for additional information on the slippage.

Ms. Murphy asked whether the school system reviewed the data for those schools expected to perform well, but who fail to Adequate Yearly Progress (AYP). Ms. Shack responded affirmatively. The Office of Research, Accountability, and Assessment will follow up with school administrators to determine why a particular school did not meet AYP.

SUPERINTENDENT'S PRIORITIES FOR 2008-2009

Dr. Hairston reviewed his priorities for the 2008-2009 school year, which were presented at the Principals' Academy in June. Those priorities included:

- Student Achievement
 - Analysis and alignment of curriculum, instructional practice, and assessment
- Organization Management
 - Securing Funding from Fiscal Authorities
 - Facilities, Maintenance
 - Effective and efficient use of all resources
- Human Resources Management
 - Staffing, Recruitment, and Retention
 - Leadership Development
- Communications and Community Relations
 - Consistent and Effective communications internally and externally
- Leadership and Organizational culture
 - Lead by Example
- Professionalism and Ethics
 - Performance and Results

Ms. Johnson stated that the school system needs to look at promoting teaching as a career path through current students. Dr. Hairston stated that BCPS has one of the more active future educators throughout the state. He also noted that BCPS provides scholarships to students who will be attending college majoring in teaching.

Ms. O'Hare suggested that an on-line forum for teachers be developed so that teachers can have intellectual and professional discussions about academic performance of students.

BOARD GOALS FOR 2008-2009

Next, the discussion focused on the Board's goals for the upcoming year. Ms. Murphy reviewed the Board's focus areas from 2007-2008.

The following changes were recommended by Board members:

- Student Achievement
 - Needs to be broader by using “student data” as opposed to “feedback mechanisms
 - Use the term “all” students as opposed to “average” students
 - All students need to have access to rigorous courses
- Staffing
 - Qualified leadership and staff need to be in place at underperforming schools
 - Incorporate the need to advocate for competitive salaries and benefits
- Facilities
 - Need to develop a strategy for providing air conditioning to all schools
 - Incorporate “green” design
- Student Achievement
 - Need to evaluate the monitoring systems used inside and outside the buildings
- Communications and Marketing
 - Include the work of the area education advisory councils
- Fiscal Management
 - Determine fiscal decisions based on hard data

Ms. O'Hare suggested the Board develop an evaluation document. Ms. Murphy asked Mr. Parker to chair the subcommittee to work on the Board's self-evaluation instrument. The committee would need to have the evaluation document complete by the end of October. Once finalized, this document would be presented as an information item at a future Board meeting and will be used as a basis for discussion with the advisory and stakeholder groups.

QUALITY PERFORMANCE INITIATIVES (ISO)

Dr. Hairston reviewed with Board members the ISO 9000 quality management initiatives. He stated that this initiative is another dimension to measure accountability and validate the school system's performance.

LEGISLATIVE PRIORITIES

Dr. Hairston introduced Mr. Edward Novak, BCPS' governmental liaison. Mr. Novak's key responsibility will be to coordinate interaction with the county's elected officials. Dr. Hairston stated that the Board needs to identify its legislative initiatives for the upcoming session.

Ms. Harris stated that one of the biggest priorities of the Maryland Association of Boards of Education (MABE) is that school systems not receive any additional unfunded mandates.

On a motion of Ms. O'Hare, seconded by Ms. Harris, the Board adjourned its retreat at 11:28 a.m.

ADMINISTRATIVE FUNCTION MEETING

At 12:03 p.m. m the Board went into administrative function. President JoAnn C. Murphy and the following Board members were present: Ms. Frances A. S. Harris, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Jr., Ms. Valerie A. Roddy, Mr. David Uhlfelder, and Miss Annette Karanja. In addition, Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esq., Deputy Superintendent of Business Services; Dr. Patricia Abernethy, Chief Academic Officer, Ms. Rita Fromm, Chief of Staff; Ms. Barbara Burnopp, Chief Financial Officer; Dr. Donald Peccia, Assistant Superintendent, Human Resources; Margaret-Ann Howie, Esq., General Counsel; Edward Novak, Esq., Assistant General Counsel; P. Tyson Bennett, Esq., Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Ms. Murphy and staff reviewed the following items with Board members:

- Board committees for 2008-2009
- Board agenda matrix for 2008-2009
- Proposed work session discussion items
- Upcoming conferences
- Reviewed Open Meetings Act
- E-mail etiquette

The administrative function meeting ended at 12:54 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

/bls