

APPROVED MINUTES – 09/22/09

REPORT OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY RETREAT

Saturday, August 22, 2009

The Board of Education of Baltimore County, Maryland, met in open session for a retreat on Saturday, August 22, 2009, at 9:05 a.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esq., and Mr. David Uhlfelder. In addition, Dr. Joe A. Hairston, Superintendent of Schools; J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esq., General Counsel; Andrew W. Nussbaum, 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 2008. 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 8, 2009 Board meeting.

Ms. Murphy distributed the publication, *Keywords of School Boards*.

RISING STUDENT PERFORMANCE

Through a PowerPoint™ presentation, Dr. Hairston provided an overview of social and economic changes and issues facing the county's population. The presentation covered:

- Demographics
 - Past, Present, and Future Enrollments
 - Diversity of Population
 - Increase of English Language Learners (ELL)
 - Increased Free and Reduced Meals (FARMS) Students
 - Homeless Students
- Social and Economic Trends
- Changing Labor Force
 - Healthcare and Biotechnology Engineering
- Educational Accountability

RISING STUDENT PERFORMANCE (cont)

- Student Performance
 - Maryland State Assessments (MSA) in Reading and Math
 - Advanced Placement (AP) Participation
 - SAT Participation
 - High School Assessments (HSA) Graduation Requirements

Ms. Roddy asked why the middle schools MSA reading and math scores had decreased. Dr. Hairston responded that the school system evolved from a junior high school program to a middle school program, and BCPS now has high stakes accountability and needs to implement improvements at the middle school level. Curriculum and rigor at the middle school level are being addressed and the appropriate adjustments made.

Mr. Uhlfelder asked whether BCPS has received the AP results from the Maryland State Department of Education (MSDE). Dr. Hairston responded that the information is embargoed for another week. Mr. Hines stated that it is important for the Board to watch closely the trends.

Ms. Johnson emphasized that students need to have a voice in the school. The school system needs to find ways in which to receive feedback from students on which changes they would like to see implemented.

SUPERINTENDENT'S PRIORITIES FOR 2009-2010

Dr. Hairston briefly reviewed his priorities for the 2009-2010 school year, which were presented at the Principals' Academy in June. Those priorities included:

- Student Achievement
 - Infuse more rigor in standard courses
 - Increase the number of Maryland Scholars
 - Implement Articulated Instruction Module (AIM)
- Organization Management
 - Long-term plan for technology and information systems
 - Effective and efficient use of all resources
 - Secure additional sites for land bank
- Human Resources Management
 - Staffing, Recruitment, and Retention
 - Leadership Development

SUPERINTENDENT'S PRIORITIES FOR 2009-2010 (cont)

- Communications and Community Relations
 - Enhance local and national level public relations
 - Upgrade Web site
 - Increase outreach to elected officials
- Organizational culture
 - Lead by Example
 - Implement performance management initiative (ISO-9000)

RESOURCE ALLOCATIONS

Dr. Hairston reviewed with Board members the allocation of positions and resources to schools for the 2008-2009 school year.

Ms. Roddy asked about the methodology allocation. Dr. Hairston responded that staffing is based on enrollment, grants, and special programs at that particular school. He noted that most schools have a zero-based budget.

Mr. Uhlfelder asked whether the full-time equivalent (FTE) includes all personnel at the school. Dr. Hairston responded the FTE is teachers only and does not represent all resources allocated to the schools.

Ms. Johnson asked whether principals receive training on management their resources. J. Robert Haines, Esquire, Deputy Superintendent responded that principals and assistant principals attend training and are informed of any changes to their budget. The area assistant superintendents ensure that each school's allocation plan is approved.

Mr. Schmidt asked whether there is data to show that the various pupil amounts spent at Carney Elementary School are spent well. Dr. Hairston responded that allocation of resources is based on the needs of the students.

BOARD GOALS FOR 2009-2010

The Board discussed its goals for the upcoming year. Ms. Murphy reviewed the Board's focus areas for the 2009-2010 school year.

BOARD GOALS FOR 2009-2010 (cont)

The following changes were recommended by Board members:

- Mission Statement
 - Needs to be broader by adding “global expectations”
- Focus Area
 - Reference the “Phi-Delta Kappa (PDK)” audit as opposed to “recent” audit
- Student Achievement
 - Incorporate 21st century learning environment.
 - Address preparing students after high school.
 - Address the “gap in student performance between elementary school students and middle school students.”
 - Incorporate “technology” instruction
- Staffing
 - Place emphasis on differentiation.
- Facilities
 - Need to be broader by “exploring alternatives for additional school sites” as opposed to naming specific areas.
 - Incorporate “green” design into future construction and renovation projects.
- Safe Schools
 - Combine with “Facilities” goal.
- Communications and Marketing
 - Need to be broader by using strategies to spread the “good news about BCPS at the local, state, and national levels.”

At 11:25 a.m., the Board took a brief recess.

LEGISLATIVE PRIORITIES

At 11:34 a.m., the Board reconvened in open session.

Edward J. Novak, Esquire, Associate General Counsel, reported to the Board on pending and potential legislative issues. Mr. Novak stated that one of the biggest priorities is that school systems not receive any additional unfunded mandates and no action that would diminish the superintendent or Board’s authority. Other state legislation that could occur are: shifting of the costs of teachers pensions to local governments, and “green” products or buildings.

Pursuant to the Annotated Code of Maryland, State Government Article, §10-508(a)(1) and upon motion of Mr. Janssen, seconded by Mr. Parker, the Board commenced its closed session at 11:46 a.m.

CLOSED SESSION MINUTES

The Board of Education of Baltimore County, Maryland, met in closed session at 11:46 a.m. at Greenwood. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esq., and Mr. David Uhlfelder. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esquire, General Counsel; Ed Novak; Andrew W. Nussbaum, Esquire, Counsel to the Board of Education; and Ms. Brenda Stiffler, Administrative Assistant to the Board.

Dr. Hairston reviewed with Board members personnel matters that may be considered at the next Board meeting.

Mr. Nussbaum provided legal advice to the Board regarding the school calendar.

At 12:14 p.m., the Board went into administrative function.

ADMINISTRATIVE FUNCTION MEETING

At 12:14 p.m. m the Board went into administrative function. President JoAnn C. Murphy and the following Board members were present: Mr. James E. Coleman, Mr. Earnest E. Hines, Mr. Rodger C. Janssen, Ms. Ramona N. Johnson, Ms. Mary-Margaret O'Hare, Mr. Joseph J. Pallozzi, Mr. H. Edward Parker, Ms. Valerie A. Roddy, Lawrence E. Schmidt, Esq., and Mr. David Uhlfelder. In addition, Dr. Joe A. Hairston, Superintendent of Schools, and the following staff members were present: J. Robert Haines, Esq., Deputy Superintendent; Ms. Rita Fromm, Chief of Staff; Margaret-Ann Howie, Esquire, General Counsel; Andrew W. Nussbaum, Esquire, 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:

- Maryland Association of Boards of Education (MABE) fiscal year 2011 budget.
- Board committees for 2009-2010.
- Board agenda matrix for 2009-2010.

ADMINISTRATIVE FUNCTION MEETING (cont)

- Upcoming conferences.
- Roles and Responsibilities of Board Attorney and Office of Law.
- Board Protocols/Conventions.

The administrative function meeting ended at 12:50 p.m.

Respectfully submitted,

Joe A. Hairston
Secretary-Treasurer

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