

MONTGOMERY COUNTY BOARD OF EDUCATION  
Strategic Planning Committee  
May 20, 2009  
Minutes

The meeting was called to order at 9:04 a.m. with the following committee members, Board members, and staff present: Dr. Judy Docca (chair), Ms. Laura Berthiaume (committee member), Mrs. Patricia O'Neill (Board member), Mr. Roland Ikheloa (chief of staff), Ms. Laura Steinberg (staff assistant), and Ms. Kathy Yorro (recorder).

MCPS Staff Present: Mr. Larry Bowers, chief operating officer; Mr. Brian Edwards, chief of staff, Office of the Superintendent of Schools; Ms. Jody Leleck, chief academic officer; Ms. Jody Silvio, executive assistant to the chief academic officer; Mr. Jamie Virga, associate superintendent for organizational development; Ms. Chrisandra Richardson, director, Academic Support Initiatives; and Ms. Stephanie Williams, director, Shared Accountability.

#### Agenda

The agenda was reviewed and amended to move the item regarding graduation rates up to the first item.

#### Minutes

The minutes for the April 21, 2009, committee meeting were approved as amended.

#### Graduation Rates

Ms. Steinberg introduced Ms. Chrisandra Richardson and Ms. Stephanie Williams, project managers of the two teams working to respond to the regulatory changes by the federal government and the Maryland State Department of Education (MSDE) regarding graduation rates. Ms. Steinberg presented background including an explanation and comparison of the formula currently used by MSDE, which includes students who take longer than 4 years to graduate, and the new formula which is based on a four year cohort. Ms. Richardson explained that the federal government will require using a graduation rate based on a four year cohort, by student group, to determine Adequate Yearly Progress (AYP) beginning in 2012. States are given an option to report an additional rate that reflects students who may take more than four years to graduate, referred to as an extended graduation rate. MSDE will be reviewing options for how to define an extended rate.

Additional discussion included:

- Unique Student Identification System – A unique student identifier has been put into place to collect enrollment data at the beginning of the 2007-08 school year because entering freshmen in this class will be the graduating class in 2011.
- New graduation rate formula will be used in 2012.
- Data will reflect students who entered in ninth grade and remained through 12<sup>th</sup> grade (including those transferring from one MCPS school to another).

**Followup/Action:** It was moved and seconded that the Board send a letter to the Maryland State Department of Education requesting that local school systems participate in the review process of defining extended graduation rate.

### Strategic Plan

Mr. Bowers and Ms. Leleck highlighted changes to the strategic plan including:

- Revised letter from the Board president and the superintendent of schools will be ready when the complete draft strategic plan goes forward to the Board in June.
- Gains in Student Performance – National Blue Ribbon Schools – Information will be included regarding Highland Elementary School.
- Goal 1-Ensure Success for Every Student—Information has been added regarding K-12 Mathematics Work Group
- Goal 1-Ensure Success for Every Student—Information has been added regarding ACCUPLACER, a national, computer-adaptive placement test developed by the College Board.
- Goal 1-Ensure Success for Every Student—Information has been added regarding the Graduation Rate Project Teams.
- Overview – Aligning the Budget with the Strategic Plan—Language has been added regarding revision to Policy AEB.
- Strategies Implemented Since 1999—Language added regarding Reading Interventions in Elementary Schools and Support for ESOL Students (professional development).

Further discussion included:

- Focus on High-quality Curriculum—Committee requested that language be inserted regarding the needs of the “regular” students, that “college ready” be expanded to “college/career ready”.
- Strategies and Initiatives-Recruiting and Retaining a Diverse Workforce—Committee requested that the focus on recruitment for minority staff be strengthened.

### Equity Framework/Core Values

Mr. Bowers discussed the revisions to the Core Values and the addition of an Equity Framework as discussed at the Board’s recent retreats. He reviewed the history of the Guiding Tenets, including the mission and core values, going back to the Success for Every Student document in 1992. The mission statement was added around 1995, and the core values in 1999 as a result of a Board retreat and then adopted by the full Board. The academic priorities developed in 1999 and approved by the full Board were the basis for the development of *Our Call to Action: Pursuit of Excellence*, and this strategic plan has been the basis of following Board retreats. The revised Core Values presented to the committee would be brought forward in the complete document to the Board in June for approval.

Mr. Bowers discussed next steps for the equity framework including an action plan, training components, communication, and strategies and initiatives.

Mr. Virga spoke to the issue of expanding the language of the equity framework beyond race and ethnicity to other designated student groups. He said that the omission of other groups is not an indicator of lack of concern or equal focus on those groups; rather the underlying assumption of the framework is that when issues of race/ethnicity are fully addressed, all student subgroups will benefit. He said that the critical step is to develop an implementation action plan that focuses on staff development.

The committee discussed the draft core values. There was a motion which was seconded that “gender” be included in the references to “race, ethnicity, socioeconomic status, language proficiency, or disability” in the fourth core value.

Ms. Berthiaume suggested that the core value language could be strengthened if it were more student centered and hoped for broad community input before formal adoption. Mr. Bowers shared that there was extensive community involvement when the Board’s existing vision, mission, and core values were initially developed. Ms. Berthiaume suggested that the Board consider revising other aspects of the mission, vision, and priority statements and provided a copy of the Frederick County Board of Education vision statements. Mr. Ikheloa suggested that the fall community forums could be a starting point for that process. The committee recommended that there be a joint meeting of the Communications and Public Engagement Committee and the Strategic Planning Committee to move forward on that suggestion.

After further discussion regarding the core values, the committee recommended that the core values would be included in the draft document presented to the Board in June and the Board could approve and/or present individual amendments at that time.

**Followup/Action: Schedule a joint committee meeting on planning for Strategic Planning Forums.**

Agenda Items for Future Meetings

1. Foreign Language
2. Principal Survey Results
3. Climate Survey. Should this committee review?
4. Survey of Work Environment – look at the same time as climate survey?
5. Facilities Management survey results – next meeting.

The meeting was adjourned at 10:54 a.m.