

APPROVED
27-2000

Rockville, Maryland
October 17, 2000

The Board of Education of Montgomery County met in regular session at the Carver Educational Services Center, Rockville, Maryland, on Tuesday, October 17, 2000, at 10:05 a.m.

ROLL CALL Present: Mrs. Patricia B. O'Neill, President
 in the Chair
 Mr. Stephen Abrams
 Mr. Kermit V. Burnett
 Mr. Reginald M. Felton
 Mrs. Beatrice B. Gordon
 Mrs. Nancy J. King
 Ms. Mona M. Signer
 Dr. Jerry Weast, Secretary/Treasurer

Absent: Mr. Christopher Lloyd, Student Board Member

or () indicates student vote does not count. Four votes needed for adoption.

RESOLUTION NO. 691-00 Re: **CLOSED SESSION**

On recommendation of the Superintendent and on motion of Mr. Burnett seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article* of the *Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct portions of its closed session on October 17, 2000, in Room 120 from 8:30 to 10:00 a.m. and 12:30 to 2:00 p.m. to discuss the human resources monthly report and a personnel appointment, as permitted under Section 10-508(a)(1) of the *State Government Article*; and be it further

Resolved, That the Board of Education consult with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*; and be it further

Resolved, That the Board of Education consider matters that relate to collective bargaining negotiations, as permitted under Section 10-508(a)(9) of the *State Government Article* and Section 4-107(d) of the *Education Article*; and be it further

Resolved, That the Board of Education consider the acquisition of real property for a public purpose and matters directly related thereto, as permitted under Section 10-508(a)(3) of

the *State Government Article* and Section 4-107(d) of the *Education Article*; and be it further

Resolved, That the Board of Education of Montgomery County dedicate part of the closed session on October 17, 2000, to acquit its executive functions and to adjudicate and review appeals, which is a quasi-judicial function outside the purview of the Open Meetings Act under Section 10-503(a) of the *State Government Article*; and be it further

Resolved, That these portions of the meeting continue in closed session until the completion of business.

RESOLUTION NO. 692-00 Re: **APPROVAL OF THE AGENDA**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its agenda for October 17, 2000.

RESOLUTION NO. 693-00 Re: **AMERICAN INDIAN HERITAGE MONTH**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mr. Abrams, the following resolution was adopted unanimously by members present:

WHEREAS, Since 1991, the President of the United States has proclaimed the month of November as "National American Indian Heritage Month;" and

WHEREAS, American Indians were the original inhabitants of the lands that now constitute the United States of America; and

WHEREAS, American Indians have made distinct and important contributions to America and the rest of the world in many fields, including agriculture, medicine, music, language, and art; and

WHEREAS, American Indians have an important role in decision-making, educational, and outreach activities within and by Montgomery County Public Schools; and

WHEREAS, American Indian students, parents, and staff contribute to the success of *Our Call to Action* in Montgomery County Public Schools through their participation in all aspects of education; and

WHEREAS, The American Indian community has enriched our county in many ways; now therefore be it

Resolved, That on behalf of the superintendent, students, parents, and staff of Montgomery County Public Schools, the members of the Board of Education hereby declare that the month of November 2000 be observed as "American Indian Heritage Month."

RESOLUTION NO. 694-00 Re: **2000 MONTGOMERY COUNTY EMPLOYEES' CHARITY CAMPAIGN**

On recommendation of the Superintendent and on motion of Mr. Abrams seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

WHEREAS, A wide range of vital and much-needed services for our community, including basic health care and social service assistance is made possible by the Montgomery County Employees' Charity Campaign; and

WHEREAS, The employees of the Montgomery County Public Schools have a long tradition of being generous to the needs of county residents through this charity effort; and

WHEREAS, Last year school system employees contributed \$247,968 to the campaign, an increase of six percent from the previous year; and

WHEREAS, There continues to be a growing need for charity donations within our community, including among our own students and their families; now therefore be it

Resolved, That the period of October 17 through November 17, 2000, is hereby designated for participation in the Montgomery County Employees' Charity Campaign by the Board of Education of Montgomery County; and be it further

Resolved, That all employees of the Montgomery County Public Schools be urged to demonstrate their charity by donating to this campaign as a reflection of their commitment to addressing the needs of the less fortunate in our community.

RESOLUTION NO. 695-00 Re: **SALUTE TO TRANSPORTATION PERSONNEL**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:

WHEREAS, October 15-21, 2000, has been designated as National School Bus Safety Week; and

WHEREAS, The Department of Transportation's number-one goal is the safe transportation of students to and from schools and programs; and

WHEREAS, The Department of Transportation buses carry more than 95,000 students to 230 locations, traveling more than 17 million miles in a school year; now therefore be it

Resolved, That the Board of Education recognize and extend its sincere thanks and gratitude to all staff in the Department of Transportation; and be it further

Resolved, That the Board of Education honor all transportation staff members – bus operators, attendants, mechanics, clerks, secretaries, and supervisors – for their teamwork in the safe transporting of students; and be it further

Resolved, That the Board of Education proclaim the week of October 15-21, 2000, as National School Bus Safety Week.

Re: BOARD/SUPERINTENDENT COMMENTS

Dr. Weast noted that the Department of Health and Human Services started spraying for mosquitos that could carry the West Nile virus. He commended Mr. Subin for the Council's addressing this issue. He was pleased with the turnout at the town meetings. Last night, there were several hundred people at Montgomery Blair High School to speak and share their thoughts, how they support the Board, and how they think MCPS could improve. Four meetings will be held, with interpreters for those whose first language is not English. He was proud of staff who attended the meetings, and he hoped the Board would read comments on the issues. Last week, Paint Branch High School celebrated the National Blue Ribbon and New American High School awards. He congratulated the high school community for their excellent school and outstanding spirit.

Mrs. O'Neill commented that Board members had recently attended the Maryland Boards of Education (MABE) Conference. It was very worthwhile to collaborate with other board members around the state. Also, she was pleased to be at Broad Acres Elementary School, where staff member David Chia was recognized with a Milken Family Foundation National Educator Award. MCPS celebrated a very successful Walk Your Child to School Day. Mrs. King and Mrs. O'Neill attended the Maryland Teacher of the Year banquet, at which Joanne McKernon represented MCPS.

Mr. Abrams reported on attending the National Urban-Suburban School Districts (NFUSSD) conference in New Orleans, where Mrs. Gordon was installed as president. He also described a program of individualized curriculum and mentoring services for students in need, which was instituted systematically with a high correlation of improving achievement. MCPS could invest in this curriculum for targeted intervention. Although the needs are the same throughout the country, the testing in many states is not as complex as Maryland's testing in terms of what is measured. Therefore, the solutions for replication from state to state have to be analyzed very carefully before MCPS borrows

those solutions. The alignment of curriculum with the expectations for students is fundamental to education.

Mrs. Gordon mentioned a few things from the MABE and NFUSSD conferences. She congratulated Ms. Signer for her election to the MABE Board of Directors. The MABE Conference focused on alignment, Baldrige Strategic Planning, and looking into the future. While attending the NFUSSD Conference, she visited schools to see what they were doing. She visited Destrehan High School, which offered internships and school/work program. Also, the school has an active SRO and reported a significant decrease in student arrests and suspensions. She also visited Luling Elementary School, where a focus on literacy truly made a difference for students. She saw things MCPS might want to examine for replication. There was a focus group on assessment and accountability. Davis, Utah, has a student educational plan at the elementary level and student education occupational plan at the secondary level which is an individual student profile developed with input from teachers, parents, and students.

Mr. Burnett mentioned the community partnership grant money, which has an application deadline of November 1.

Mr. Felton reported that he participated in the parent orientation for the George B. Thomas Saturday School, now in its fourteenth year of operation. The program, currently in the Sherwood and Springbrook clusters, will expand to the Paint Branch Cluster this year. He encouraged parents to be active in the Saturday School, and thanked the Superintendent and staff for their support of the program.

Ms. Signer had met several times with leaders in the Asian-American community. She attended the Asian-American Educators Association and visited two Chinese schools. They have raised some concerns that she would send to the Superintendent in a memorandum.

Re: **PUBLIC COMMENTS**

The following people testified before the Board of Education:

	<u>Person</u>	<u>Topic</u>
1.	Zak Baker	Science Education
2.	Barbara Selbst	Special Education Discrimination
3.	Lois Fischbeck	Residency with Guardian
4.	Yvette Edghill-Smith	Math Audit
5.	Lynn Welch	Rock Terrace
6.	Neal Bobys	Rock Terrace
7.	Denise Young	Math Audit

8. Ed Strawther Academic Excellence

Re: **DISCUSSION**

Ms. Signer asked the Superintendent to respond to the testimony of Zak Baker. Mr. Abrams requested information on the policy and status of Ms. Fischbeck's testimony. Mrs. O'Neill asked the Superintendent to provide the Rock Terrace parents with the plans for the facility and the programs.

Re: **EXCELLENCE IN MATHEMATICS: STAFF
RESPONSE TO THE MATHEMATICS
CURRICULUM AUDIT**

Dr. Weast invited the following people to the table: Dr. Pamela Hoffler-Riddick, associate superintendent for shared accountability; Mrs. Judie Muntner, associate superintendent for instruction and program development; Mr. Joseph Headman, Jr., community superintendent; Dr. Pam Splaine, coordinator, Policy and Records Unit; and Ms. Darlene Merry, director of staff development.

The audit of the curriculum and implementation of the mathematics program presents an excellent opportunity to build one of the most dynamic and successful instructional initiatives ever undertaken by MCPS. The school system's response to the math audit will continue to build on the successful work already being done by the best MCPS teachers and principals. Their high expectations for student success and their strategies for quality instruction provide the best evidence yet that successful teaching and learning is alive and well in MCPS.

The initiatives currently under way in early childhood education, literacy, and staff development provide a framework to support improvement in the mathematics program. Several new mathematics initiatives were started this year in response to issues identified prior to the mathematics curriculum audit. Every school is benefitting from these new initiatives, which include: the implementation of a revised kindergarten curriculum, comprehensive leadership training in Observing and Analyzing Teaching (OAT), a new teacher evaluation program for Phase One schools, and school performance teams for every school in the county. In addition, the creation of kindergarten through Grade 2 math specialist, algebra specialist, and staff development teacher positions has been instituted. The goal is to improve the capacity of schools to implement change necessary to achieve successful teaching and learning for every child throughout the district.

Last year, during the development of *Our Call to Action*, teachers, principals, parents, and students recognized the need to review the mathematics program through the recommendation of a mathematics audit. This is not simply an issue involving mathematics teachers or just the mathematics curriculum. The entire school system has

responsibility for ensuring that every staff member has the content knowledge, instructional strategies, materials, and professional development needed to make this happen.

A preliminary plan has been formulated for addressing the issues identified in the mathematics audit. The components of this plan include the best thinking of principals, teachers, community members, and other stakeholders who have reviewed the audit and two related studies on classroom teaching practices. Focus groups have met and provided reactions and ideas. The preliminary nature of the plan is intended to allow sufficient flexibility, given the potential for further actions arising from policy revisions that may be undertaken by the Board over the next few months.

The essential core belief of the preliminary plan is that MCPS can achieve and maintain excellence in mathematics instruction throughout the school system. One of the main issues to be addressed is the significant variability in classroom instruction, course content, and curriculum organization among and within schools. The audit's identification of this variability, and the concurrent inconsistency in teaching practices and expectations identified in the two other studies, provide a framework from which to begin.

Six specific outcomes are expected from the efforts in response to the math audit. Taken together, the outcomes form a comprehensive overview of the significant impact this plan will have on the overall management, integration, and implementation of curriculum in the school system. An important first step toward achieving the outcomes is to address the inadequacies of curriculum management policies that were reported by Phi Delta Kappa International as part of the curriculum audit. This strategy will address what are undoubtedly similar issues within other curricular areas.

The outcomes are as follows:

1. A comprehensive, coherent set of pre-K-12 curriculum policies
2. A revised pre-K-12 mathematics curriculum
3. A coherent assessment program for mathematics
4. Guides and materials necessary for curriculum implementation for all teachers of mathematics
5. A comprehensive professional development plan
6. A plan to increase principals' skills to monitor mathematics curriculum in their schools

For each outcome, the preliminary plan outlines the tasks, responsible offices, partners and stakeholders for consultation and involvement, and a timeline with delivery dates. This plan will continue to be updated and realigned throughout the year, with progress reports provided on a timely basis for the Board of Education. The overall leadership for the continued development and implementation of this effort will be provided by Dr. James Williams, deputy superintendent of schools, in collaboration with executive and senior staff

members of the school system.

Re: **DISCUSSION**

Mrs. O'Neill said she had talked to Dr. Weast and Dr. Williams about the implications of the math audit and Board policy. It is apparent that the Board needs an overarching policy to give guidance to staff. She appointed an ad hoc committee of Mrs. O'Neill, Mrs. King and Ms. Signer to address this policy issue immediately.

Mr. Felton thanked staff for the presentation, the plan of action, and the realization that the solutions would take time to implement prior to improved outcomes. Also, high expectations of teachers and parents are essential for success, and governance and structure will define behavior. He asked what would happen to students now, and when there would be measurable results. Dr. Williams reiterated that MCPS has a good system for some students, but it has not expanded best practices throughout the district. Also, the district must concentrate on expectations and attitudes of employees. The CRTs are good indicators for students who should do well in mathematics. Staff must monitor enrollment in classes, achievement of students and MSPAP scores. The Board's policy is critical in order to put a governance structure in place.

Mr. Felton wanted to know when there would be improvements, and what the school system would tell the community. Dr. Weast replied that the system should see results right away. The staffs of all 189 schools are addressing the issue. To help address the problems, the Board put in the budget more initiatives providing, for example, staff developers, teacher training, a math facilitator and an early literacy team. There is no reason improvements cannot happen immediately while the curriculum and governance structures are developed; staff development can improve instruction, staff can change attitudes, students can be enrolled in the proper classes, and monitoring can be increased.

Mr. Felton reiterated that some people in the community will ask when all this will happen. Until MCPS can say it will take two years or six days, it is not clear. The system has not worked for all students. What will the system say to those parents? How will this be different this time? Ms. Muntner noted that it starts with the Superintendent, the structure, and the commitment and clear messages describing what is important from the school system. The Office of Shared Accountability monitors student achievement through the community superintendents, central office, and principals. Dr. Hoffler-Riddick added that the school system will examine what the right pattern of courses is that students must take to be prepared for internal and external assessments, assure that all students have access to those courses, and curriculum that benefits all students. She thought the school system had to encourage parents to keep asking questions. Mr. Headman said shared accountability was established to measure, monitor, and support the improvement of school performance. The key of the report is to provide consistent instruction from school

to school. The school performance team will provide direct support to schools to help them improve achievement. Ms. Merry reported that the new teacher evaluation system should promote changing practices in the classroom.

Mrs. Gordon noted that there were no time lines for the action plan. She understood that things will take time, but it would be helpful to the Board and community to have some idea of which things will be occurring first and in what order. Dr. Weast stated that the time lines were left blank until after the Board's discussion. The curriculum policy will offer clear direction for staff development, textbooks, instruction, and monitoring. However, the school system will begin to monitor the current curriculum, train principals on how to monitor curriculum, and continue staff development, the emphasis on best practices, and early literacy and mathematics instruction. The Board will give direction on the substantive issues such as tests, textbooks and materials.

Mrs. Gordon was concerned about Outcome 1 (Board's responsibility), which could be completed in two months given the Policy on Policyssetting and procedures. Unfortunately, the recommendation makes this process appear to be lengthy. Dr. Williams noted that the policy or policies would be developed and brought to the Board in December for final action in February.

Mrs. Gordon noted that some districts contacted for their curriculum policies had not sent them. MABE's website has links to every county's policies; NFUSSD has a district request service; and NSBA has a policy service. It is time that MCPS stop reinventing the wheel and use the resources available to it. Two years ago, a presenter at the Board table stated there would be no more difficulties with expectations that school year. Expectations are the key to all instruction. The system can have the best policy and a wonderful curriculum, but without changing expectations, nothing will happen.

Mr. Burnett was glad the audit was done and there would be reactions from the public. He hoped the Board could adopt policies in a timely manner. He hears in the community that parents want their children to be taught the same curriculum as that in other schools. How much time is needed to equalize what is being taught throughout the school system? Dr. Weast replied that the quality of each classroom is built on the capacity of every teacher to (1) know the subject material, (2) focus on objectives, (3) receive strong support, and (4) develop high expectations for all students. The lack of uniformity of instruction and materials is making the problem worse. The school system needs to determine the materials and sequence as well as monitor to see that the knowledge is learned. This would help MCPS assess the expectations in each classroom and school. Therefore, the Board must develop a strong curriculum policy; then MCPS can monitor classrooms. Also, there are implications on staff development and recruiting licensed and certified teachers. The entire math curriculum has not collapsed. There are good math scores within the system; however, those successes need to be available and replicated for all students.

Mr. Burnett noted that there are math experts within the community, and he would like to see the district open up to more influences. He would like to see a large input from citizens because it would give the system a better perspective. There needs to be a change in the school culture with regards to expectations and opinions. Dr. Weast maintained that the Board had to be careful to have a broad-based discussion when reviewing the governance policy. If there is a cohesive community behind the policy, it will be easier to align, implement, and monitor that policy.

Mr. Burnett asked how the system would reach parents who do not know the issues surrounding instructional practices. Dr. Hoffer-Riddick replied that the family-friendly partnership under Dr. Bryant's direction begins the conversation with parents about becoming better advocates and helps to inform them on how they can ask questions or help their children. Another issue is whether parents trust MCPS to be responsible in educating their children. Shared accountability in MCPS is developing a system to measure intangibles such as expectations and the culture of the system. However, the bottom line is whether parents believe MCPS will do the right thing. Dr. Williams stated that MCPS must find ways to reach communities that are unaware of some of the issues. The Diversity Unit's task is to close the gap between the central office and the school community. That unit will set up meetings for staff to address appropriate populations, especially related to the math audit. The community coordinator will develop a new model to reach out to the community to share MCPS's goals.

Mrs. King wanted to make sure that the streamlined policy process would solicit the same review and input from the community. She has heard comments that MCPS produces wonderful documents, but the system needs to look at individual students and their needs. She agreed with Dr. Hoffer-Riddick's assessment of what MCPS must do to assure accountability.

Ms. Signer was gratified that MCPS would develop an overarching curriculum policy. She thought the process the Superintendent used for the kindergarten curriculum worked well as it included a discussion and debate in the press before the changes were made in the curriculum. Then, when the curriculum was implemented, it was a smooth process. Furthermore, she strongly supported hiring PDK for the math audit, but she agreed that the report has mixed reviews, with strong support from some people and strong criticism from others. She was interested in hearing staff's response to an October 16 article in *The Washington Post* stating that the theorems were inappropriate and wanted to know how that criticism would affect the decisions of the curriculum review. Dr. Quinn, math program supervisor, stated that staff would look at all aspects of the math curriculum and examine the differing view points of experts.

Ms. Signer asked if staff thought the criticism of the report was warranted and the recommendations of the math audit misguided. Dr. Weast pointed out that huge

differences of opinion exist and that MCPS' SAT scores far exceed those of systems of the same size. However, MCPS is focused on assuring that all students achieve certain levels.

Ms. Signer asked about Outcome 2 and the integration of benchmarks from curricula from local, state, national and international comparisons. She asked how staff would develop and determine these benchmarks, set grade-level standards, and select curricula and materials to meet those criteria. Dr. Quinn replied that staff uses curricular benchmarks from state guidelines and benchmark of practices with data on who has done well and what practices are used. In determining a match, staff must be careful about what others are assessing.

Ms. Signer asked if MCPS would be setting grade-level standards for what children should know. Dr. Quinn replied yes.

Ms. Signer asked about Outcome 4 and the statement on selecting the grade-level or course text resources that meet certain needs, such as heterogeneous/flexible grouping. She asked if staff was proposing a move to heterogeneous grouping in mathematics. Dr. Williams replied that this was a major policy issue and should be discussed by the Board. There will always be grouping in education. The key is flexibility to assure all students are given an opportunity to excel in mathematics.

Mr. Abrams said the school system had to develop a curriculum that teaches the skills necessary to meet the testing requirements. There will be a dichotomy between teaching what should be known and teaching how to think out a problem. The Maryland tests have much more of a thinking orientation. There must be an agreed-upon base of knowledge that is not confused with measurement and outcomes testing based on bodies of knowledge. The culture needs to be changed and could start at the Board table. If the idea is to promote excellence and provide the best education for everyone, staff suggests closing the gap and raising the bar. However, a cultural change would be to raise the bar and close the gap. That may not seem significant, but those concerned about gifted and talented education see instruction as closing the gap and not raising the bar. He liked Dr. Weast's comments on not forgetting what MCPS already has. Likewise, he was impressed with Dr. Hoffler-Riddick's comments on flexibility grouping by learning style or customizing instruction to reach individual students. Those two items must be consistently communicated to the community with reassurance to all parents. The idea of streamlining policies and moving towards more limited choices with some standardization is very sensible.

Mrs. King noted that special education parents do not feel their children and their math concerns are addressed in the *Call to Action* plan. Dr. Hoffler-Riddick replied that the shared accountability system deals equally with race/ethnicity, gender, and special

populations.

Re: LUNCH AND CLOSED SESSION

The Board of Education recessed from 12:50 to 2:20 p.m. for lunch and closed session.

Re: CIP/ENROLLMENT UPDATE

Dr. Weast invited Mr. Joseph Lavorgna, director of the Department of Planning and Capital Programming, and Mr. Bruce Crispell, senior planner, to the table.

Dr. Weast said the MCPS record book on student enrollment will be rewritten with the largest one-year increase in enrollment since 1968, the most diversity and the greatest increase of ESOL students. In addition, MCPS is the twelfth fastest growing of 15,000 school systems in the nation. The enrollment of special education and ESOL students is increasing at a faster pace than the overall enrollment. These records have extreme policy implications for the Board, which must determine how the school system will build enough facilities, what the size of the facilities should be, if high impact areas should have smaller schools, and how to accommodate a wide variety of backgrounds and issues across the district. The CIP will probably set a record, and the budget will be affected by the increased cost of construction. The community has expectations for buildings and the modernization rotation. If the early indications prove true, MCPS will be the largest school system in the state.

Mr. Lavorgna commented that the Superintendent and executive staff were in the process of developing the CIP. The CIP will be submitted to the Board of Education on October 26 and to the public on October 27, 2000. Public hearings will be conducted on November 15 and 16, 2000, with final action on November 28, 2000.

Mr. Crispell highlighted components of the enrollment forecast.

Births

- Peak reached in 1990 with 12,773 births
- Gradual increase through 2010 projected
- Births in 1990 reach 9th grade in 2004

Aging

- 2000: 1st grade = 9,838 and 12th grade = 8,049; a difference of 1,789
- Aging is predominant factor in enrollment growth
- Secondary enrollment increase primarily based on students already in system

Migration

- Net result of moves into and out of school system

- Movement to MCPS from outside the country leads net in-migration
- Economically sensitive; in-migration increased markedly in the last three years.

Mr. Crispell said the preliminary fall enrollment exceeded 135,000. Traditionally, the enrollment numbers decrease between the preliminary and official data, which is recorded later in October. The birthrate is increasing gradually, which has implications for the elementary enrollment over the next several years. The enrollment forecast indicates continued growth through the year 2006, when enrollment is estimated to be 140,460. After the peak in 2006, enrollment will remain the same or increase slightly. Since the economy has remained strong over the past three years, there has been a big increase in housing sales and construction. However, there appears to be a slow down at this time.

Mr. Felton asked if there was a chart indicating the reentry of students from private schools. Mr. Crispell said there was a chart on public/nonpublic school enrollment. The entry of private school students into the public schools occurs at first grade and 8th and 9th grades.

Mr. Crispell noted that the Head Start and ESOL enrollments reflect 1999 figures, adding that ESOL enrollment had a remarkable increase of 950 students in one year. The total enrollment will be about 10,100 students for 2000. Dr. Weast commented about the state's ESOL funding last year. One of the biggest issues is that half of the ESOL population in the state resides in Montgomery County. The state's formula to distribute funding is one based on the previous year's enrollment. That works if the increase is small, but if the gain is more than 10% in a year, that formula is inadequate and penalizes the school system.

Mr. Crispell reported that MCPS has opened 42 new schools and modernized 53 schools since 1985. MCPS continues to enroll 81 percent of Montgomery County's students. MCPS ranks twelfth in the nation in the amount of increased enrollment. This year Montgomery County will exceed Prince George's County in student enrollment to become the largest school district in Maryland. The FARMS rate has reached a plateau at 22 -24 percent of students.

Ms. Signer asked if there are issues related to poverty or culture, not learning disabilities, that cause MCPS to identify students for special education. Dr. Weast stated that the special education chart was broken down by racial/ethnic groups of children.

Mr. Crispell reported the MCPS enrollment by race/ethnic groups and said MCPS was below 50 percent white children for the first time. The enrollment of white children has been stable; African/American, Asian, and Hispanic children account for the increased enrollment. Dr. Weast added that a new series of charts would help the Board know the characteristics of students and set policies to ensure the proper education for these

children.

Mr. Felton asked to what degree MCPS was meeting with other county agencies on the growth policy to understand the needs for housing, recreation, and health services. Dr. Weast noted that the Board as a policy-making body, had not inserted itself into how housing aggregated. He thought that was an area the Board could examine because of the high concentration of poverty in different areas of the county.

RESOLUTION NO. 696-00 Re: **PROCUREMENT CONTRACTS EXCEEDING
\$25,000**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds have been budgeted for the purchase of equipment, supplies, and contractual services; now therefore be it

Resolved, That, having been duly advertised, the following contracts be awarded to the low bidders meeting specifications shown for the bids as follows:

SA1497	Uniforms for Montgomery County Public School Service Employees	
	<u>Awardee</u>	
	Nick Bloom Uniform Company, Inc.	\$ 78,277
MC850 700231AA	Antifreeze Recycling	
	<u>Awardee</u>	
	B-Environmental, Inc.	\$ 30,000
BL-00-391 343-24A-1	Motor Oil, Lubricants and Greases	
	<u>Awardees</u>	
	Castrol Heavy Duty Lubricants	
	Fuchs Lubricants Company	
	Quarles Petroleum	
	Tilley Chemical Company	
	Total	\$ 105,946

MP9629 16M96088	Fuel Site Maintenance and Repair <u>Awardee</u> L.A. Fritter & Sons, Inc.	\$ 25,000
1007.1	Development of a Teacher and Instructional Staff Evaluation System – Extension <u>Awardee</u> Research for Better Teaching	\$ 513,000
1120.1	Payroll Check, Paper Stock <u>Awardee</u> Moore North America	\$ 25,661
4021.1	HVAC Service Contract – Extension <u>Awardees</u> AAF-McQuay Services Baltimore Trane Parts Center Boland Trane Services Carrier Corporation Total	\$ 8,000 105,157 35,000 17,000 \$ 165,157
4044.2	Security System Supplies and Equipment <u>Awardees</u> Wm. B. Allen Supply Company, Inc. Alarmax Distributors, Inc. Anicom Arch Electronics, Inc. Capitol Cable and Tech, Inc. Clark Security Products CTL Communications Televideo Limited* Granite Security* Meadowlands Electronics Northern Video System, Inc.* Security Equipment Distribution Simplex Time Recorder Company	\$ 284 81,408 36,080 2,500 6,268 11,505 2,814 2,107 102,678 67,740 56,334 2,310

	Tristate Electrical and Electronics*	12,467
	Unilux, Ltd.*	<u>3,848</u>
	Total	\$ 388,343
4111.1	Overhead Doors	
	<u>Awardees</u>	
	Metropolitan Rolling Door, Inc.	
	Rolling Doors of MD, Inc.	
	Total	\$ 80,000
4046.1	Automotive Batteries – Extension	
	<u>Awardee</u>	
	East Penn Manufacturing Company, Inc.	\$ 45,000
4079.2	Health Room Supplies and Equipment	
	<u>Awardees</u>	
	Armstrong Medical Industries, Inc.	\$ 8,151
	Cole Medical, Inc.	33,129
	Cosh Healthcare Limited*	1,245
	Edcor Safety	10,725
	Harringtons Limited	13,076
	Healthmark Industries Company	1,612
	Hunter Medical Supply, Inc.*	5,204
	Industrial Products Supply*	23,359
	Micro Bio Medics, Inc.	26,414
	More Medical Corporation	17,193
	NASCO	459
	Perfect Health Supplies*	2,279
	Safetec of America, Inc.	265
	School Health Corporation	5,344
	Sportmaster Recreation Equipment Unlimited	2,691
	Vallen Safety Supply Company	<u>327</u>
	Total	\$ 151,473
4081.2	Art Equipment	
	<u>Awardees</u>	
	A & W Worldwide	\$ 1,738
	AFP School Supply/Div. of AFP Industries, Inc.	8,480

	Campbells Ceramics Supply Company	5,425
	Cutlass Enterprises, Inc.	26,909
	James Howard Company	845
	NASCO	738
	Pacific Engineering and Industrial Supply	5,982
	Pyramid School Products	2,288
	School Specialty	43,630
	Sheffield Pottery, Inc.	6,044
	Sean Taylor Woodworking	7,500
	Windtree Enterprises, Inc.	659
	Total	\$ 110,238
4083.1	Chalkboards, Tackboards and White Boards – Extension	
	<u>Awardee</u>	
	Building Specialties, Inc.	\$ 33,404
7086.1	Custodial Equipment – Supplement	
	<u>Awardees</u>	
	Acme Paper and Supply Company	\$ 10,095
	Daycon Products Company, Inc.	42,271
	National Supply Company	8,130
	Odorite	23,520
	Total	\$ 84,016
7090.1	Television Production Facility Upgrade for Montgomery Blair High School	
	<u>Awardee</u>	
	CTL Communications Televideo Limited	\$ 137,480
9011.1	Snow Plow and Pump Parts – Extension	
	<u>Awardee</u>	
	Wilbar Truck Equipment, Inc.	\$ 31,100
9097.1	Removal/Disposal and Testing Underground Fuel Tanks**	
	<u>Awardee</u>	
	Apex Environmental, Inc.	\$ 265,000

9105.4 Cafeteria Disposable Supplies

Awardees

Acme Paper and Supply Company	\$ 123,849
Apex Supply Company, Inc.	21,395
C & K Manufacturing and Sales Company	3,907
Calico Industries, Inc.	4,176
Edward Don and Company of New Jersey	244,036
S. Freedman and Sons	40,008
Holt Paper and Chemical Company	14,931
Interboro Packaging Corporation*	6,206
Kahn Paper Company, Inc.	230,351
Sysco Food Services of Baltimore/DC Region	48,709
Webco Packaging Company	<u>134</u>
Total	\$ 737,702

9114.2 Canned Fruits and Vegetables

Awardee

Man of New York	\$ 371,238
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Early Childhood Equipment and Supplies

Awardees

ABC School Supply, Inc.	\$ 14,223
AFP School Supply/Div. AFP Industries, Inc.*	24,052
Childcraft Education Corporation	15,599
Community Playthings	24,650
Discount School Supply	8,908
Early Childhood Direct	183
Greeting Tree*	4,396
J.L. Hammett Company, Inc.	661
Kaplan School Supply Corporation	2,974
Lakeshore Learning Materials	2,300
School Specialty	<u>8,613</u>
Total	\$ 106,559

TOTAL PROCUREMENT CONTRACTS OVER \$25,000

\$3,484,594

*Denotes Minority-, Female-, or Disabled-owned Business

**Planned Life-cycle Asset Replacement Bid (PLAR)

RESOLUTION NO. 697-00

Re: **BID NO. 1117.1, NON-BANK QUALIFIED
LEASE/PURCHASE FINANCING**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The non-bank qualified master lease program is being recommended as the source of financing for Heidelberg presses and other essential equipment needed through October 2003; and

WHEREAS, Bid No. 1117.1, was duly advertised for seeking bid proposals for non-bank qualified master lease financing; and

WHEREAS, On October 4, 2000, Montgomery County Public Schools received proposals for financing under Bid No. 1117.1, and has determined that Banc of America Leasing & Capital, LLC, is the financing vendor offering the most favorable equipment financing through a non-bank qualified master lease/purchase program; and

WHEREAS, Banc of America Leasing & Capital, LLC, has agreed to provide the required financing for essential equipment at the most advantageous rate; and

WHEREAS, Banc of America Leasing & Capital, LLC, has agreed to finance the initial equipment including Heidelberg presses, computers, copiers and maintenance vehicles in the amount of approximately \$8,870,230 and other essential equipment as may be needed in the future, with the annual payments subject to annual appropriation of sufficient funds by the Montgomery County Council; now therefore be it

Resolved, That the Board of Education award Bid No. 1117.1 to Banc of America Leasing & Capital, LLC, for a Non-Bank Qualified Master Lease Agreement in accordance with the bid specifications and the bidder's proposal, subject to the non-appropriation clause as set forth in the Non-Bank Qualified Master Lease Agreement documents; and be it further

Resolved, That the Board of Education use the Non-Bank Qualified Master Lease Agreement to lease/purchase initial equipment including Heidelberg presses, computers, copiers, and maintenance vehicles for a total cost of approximately \$8,870,230 and other essential equipment as may be needed in the future; and be it further

Resolved, That the Board of Education designate this as a non-bank qualified obligation of financing for such equipment lease/purchase financing in any single calendar year with additional equipment needs to be submitted in the future to the Board of Education for consideration; and be it further

Resolved, That the superintendent of schools and Board of Education president be authorized, empowered, and directed to approve, execute, and deliver on behalf of the Board of Education the documents necessary to implement this Master Lease/Purchase Agreement and related documents with whatever changes may be necessary or appropriate.

RESOLUTION NO. 698-00 Re: **AWARD OF CONTRACT – EASTERN MIDDLE SCHOOL**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, The following sealed bids were received on September 7, 2000, for the Eastern Middle School addition:

<u>Bidder</u>	<u>Amount</u>
Pantech Construction Company, Inc.	\$5,140,100
Tuckman-Barbee Construction Company, Inc.	5,334,000
System "42" Inc.	5,374,000
Henley Construction Company, Inc.	5,462,000
R. J. Crowley, Inc.	5,697,000
McAlister-Schwartz Company	5,985,993

and

WHEREAS, Pantech Construction Company, Inc., the low bidder, has asked to withdraw its bid due to an error; and

WHEREAS, State procurement statutes give vendors the right to withdraw bids if sufficient evidence is provided to demonstrate that a pricing error was made that would cause an unfair economic burden; and

WHEREAS, The low bidder has provided documentation to support an error in its bid; and

WHEREAS, The second-low bidder, Tuckman-Barbee Construction Company, Inc., has submitted 19.25-percent minority participation, consisting of female, African American, Native American, and Hispanic, Maryland Department of Transportation-certified firms; and

WHEREAS, Tuckman-Barbee Construction Company, Inc., has completed similar work successfully; now therefore be it

Resolved, That a \$5,334,000 contract be awarded to Tuckman-Barbee Construction Company, Inc., for the Eastern Middle School addition project, in accordance with drawings and specifications prepared by Grimm and Parker, P.C., and contingent upon County Council approval of the transfer of funds approved by the Board of Education on September 25, 2000.

RESOLUTION NO. 699-00 Re: **AWARD OF CONTRACT – PAINT BRANCH HIGH SCHOOL (SIGNATURE PROGRAM)**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The Department of Facilities Management has solicited proposals from the approved on-call contracting firms to provide renovation of the computer room for the Paint Branch High School signature program:

<u>Bidder</u>	<u>Amount</u>
Smith & Haines, Inc.	\$34,057
Golden Construction, Inc.	37,556

and

WHEREAS, The low bidder is unable to meet the timeframe for completing the renovation; and

WHEREAS, The second-low bidder, Golden Construction, Inc., has completed similar work successfully for Montgomery County Public Schools; and

WHEREAS, The work for this project is primarily performed by the contractor's employees, and subcontracting opportunities are extremely limited; and

WHEREAS, Due to the limited subcontracting opportunities, staff recommends waiving the minority business enterprise participation goal for this project; now therefore be it

Resolved, That a \$37,556 contract be awarded to Golden Construction, Inc., for computer room renovations for the Paint Branch High School signature program.

RESOLUTION NO. 700-00 Re: **AWARD OF CONTRACT – GERMANTOWN SQUARE ALTERATIONS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The FY 2001 Operating Budget includes 39 new positions for staff development and teacher training programs; and

WHEREAS, There is not sufficient space at existing leased or Montgomery County Public Schools-owned facilities to house all of the additional staff; and

WHEREAS, Space is being leased at the Germantown Square Shopping Center to house some of the new training and support staff; and

WHEREAS, Transportation staff that was formerly housed at the Upcounty Government Center (UGC) has been relocated to donated space at the Muddy Branch Festival Center so that staff development programs can be consolidated at the UGC; and

WHEREAS, The space at both locations needs to be modified to house the new and relocated staff; and

WHEREAS, The following proposal was received to complete the tenant modifications:

<u>Contractor</u>	<u>Amount</u>
Henley Construction Company, Inc.	\$145,000

now therefore be it

Resolved, That a contract in the amount of \$145,000 be awarded to Henley Construction Company, Inc., for modifications to space in the Germantown Square Shopping Center to house new positions funded in the FY 2001 Operating Budget for staff development and teacher training programs.

RESOLUTION NO. 701-00 Re: **THOMAS S. WOOTTON HIGH SCHOOL – PHASE II ADDITION CONTRACT APPROVALS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds were appropriated in the FY 2000 Capital Budget for the second phase of the Thomas S. Wootton High School addition project; and

WHEREAS, The construction manager has negotiated final pricing for the following contractors to extend their contracts for the first phase to include the second phase work:

<u>Contractor</u>	<u>Amount</u>
<u>Asphalt Paving</u>	
Hill & Jack Construction Corporation	\$ 15,180
<u>Casework</u>	
Steel Products, Inc.	123,300
<u>Caulking & Sealants</u>	
Chamberlin-Washington, Inc.	39,368
<u>Ceramic Tile</u>	
David Allen Company	26,416
<u>Chalk/Tackboards/Projection Screens</u>	
Steel Products, Inc.	43,401
<u>Construction Management</u>	
Bovis Lend Lease, Inc.	280,000
<u>Concrete Paving</u>	
AMA Construction Company, Inc.	29,898
<u>Drywall</u>	
Tri-State Drywall, Inc.	141,750
<u>Elevator</u>	
Trinity Elevator Company	\$ 84,386
<u>Energy Management System</u>	
Control Systems Sales, Inc.	117,220
<u>Fencing</u>	
Long Fence Company	5,329
<u>Landscaping</u>	
W. H. Boyer, Inc.	9,600
<u>Lockers and Metal Shelving</u>	
Steel Products, Inc.	52,180
<u>Mechanical and Sprinkler</u>	
Shapiro & Duncan, Inc.	747,700
<u>Overhead Doors</u>	
Metropolitan Rolling Door, Inc.	3,500
<u>Painting</u>	
J. A. Argetakis Contracting Company	58,350
<u>Rough Carpentry</u>	
Master Carpentry Corporation	174,000
<u>Signage</u>	
Signs and Wonders	8,475
<u>Spray Fireproofing</u>	
Diamond Engineering Corporation	14,975
<u>Toilet Accessories</u>	
Steel Products, Inc.	12,395

<u>Toilet Partitions</u>	
Rockville Partitions, Inc.	3,350
<u>Window Treatments</u>	
Sun Control Systems	4,677
<u>Windows and Storefront</u>	
Environ, Inc.	168,919
<u>VCT/Carpet</u>	
L&R Enterprises t/a TEPRAC	61,965

and

WHEREAS, The negotiated prices are at or below current market cost for similar work; and

WHEREAS, Minority participation for the original award of these contracts was 19 percent; and

WHEREAS, The Interagency for School Construction (IAC) has reviewed the second phase contract extensions and will fund the state's share of the reimbursable work; now therefore be it

Resolved, That contracts for the above-referenced contractors be extended for the amounts shown for the Thomas S. Wootton High School Phase II addition project in accordance with drawings and specifications prepared by Samaha Associates, contingent upon County Council approval of the transfer of funds approved by the Board of Education on September 25, 2000.

RESOLUTION NO. 702-00 Re: **AWARD OF CONTRACT – ELECTRICITY SUPPLY**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The State of Maryland through the Public Service Commission authorized the competitive sale of electricity beginning July 1, 2000; and

WHEREAS, The Board of Education agreed to participate in a joint procurement of electricity with the Montgomery County government; and

WHEREAS, The Montgomery County government, as the lead agency in the procurement effort, has complied with the procurement requirements of Montgomery County Public Schools (MCPS); and

WHEREAS, Solicitations for the procurement were sent to all of the companies licensed

to sell electricity in the State of Maryland; and

WHEREAS, The following sealed bids were received:

<u>Bidder</u>	<u>Amount</u>
First Energy Services Corporation	\$11,192,082
PEPCO Energy Services	\$11,209,674
Washington Gas Energy Services	\$10,396,519

and

WHEREAS, The Washington Gas Energy Services' bid is \$823,487 below the projected cost of the standard electricity service offered by the Potomac Electric Power Company for the eighteen (18) month service period; therefore be it

Resolved, That a contract for the supply requirements of the MCPS electricity accounts contained in the attached listing be awarded to Washington Gas Energy Services, Inc., in accordance with the terms and conditions of the Montgomery County Office of Procurement, IFB #1502000005, Supply of Electricity and Related Services for Montgomery County.

RESOLUTION NO. 703-00

Re: **EMERGENCY SUPPLEMENTAL APPROPRIATION
– LIGHTING BALLAST REPLACEMENT**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Lighting fixture surveys have been completed at 44 schools that contain ballasts similar to the equipment that was installed in the original construction of the Tilden Middle School facility; and

WHEREAS, The cost to replace the ballasts in these 44 schools with energy-efficient products is approximately \$1,500,000; and

WHEREAS, It is recommended that the existing ballast products be replaced to avoid potential lighting fixture problems and increase the energy efficiency of the 44 facilities; now therefore be it

Resolved, That an FY 2001 Capital Budget supplemental appropriation and amendment to the FY 2001-06 Capital Improvements Program be requested in the amount of \$1,500,000 for lighting fixture ballast replacement at 44 schools; and be it further

Resolved, That this resolution be forwarded to the County Executive and the County Council; and be it further

Resolved, That the County Executive be requested to recommend approval to the County Council.

RESOLUTION NO. 704-00 Re: **ARCHITECTURAL APPOINTMENT – ROCKY HILL MIDDLE SCHOOL REPLACEMENT FACILITY FEASIBILITY STUDY**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services to conduct a design feasibility study of alternatives for the construction of the Rocky Hill Middle School Replacement Facility; and

WHEREAS, Funds for feasibility planning have been programmed as part of the FY 2001 Capital Budget; and

WHEREAS, An Architect Selection Committee, in accordance with procedures adopted by the Board of Education on July 14, 1998, identified Grimm and Parker, P.C., as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for the necessary architectural services based on the project scope; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with Grimm and Parker, P.C., to provide professional architectural services for the Rocky Hill Middle School Replacement Facility feasibility study project for a fee of \$43,500.

RESOLUTION NO. 705-00 Re: **ARCHITECTURAL APPOINTMENT – CLARKSBURG HIGH SCHOOL FEASIBILITY STUDY**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services to conduct a design feasibility study of alternatives for the construction of Clarksburg High School; and

WHEREAS, Funds for feasibility planning have been programmed as part of the FY 2001 Capital Budget; and

WHEREAS, An Architect Selection Committee, in accordance with procedures adopted by the Board of Education on July 14, 1998, identified Grimm and Parker, P.C., as the most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for the necessary architectural services based on the project scope; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with Grimm and Parker, P.C., to provide professional architectural services for the Clarksburg High School feasibility study project for a fee of \$20,000.

RESOLUTION NO. 706-00 Re: **ARCHITECTURAL APPOINTMENT – ALBERT EINSTEIN MIDDLE SCHOOL #2 (FORMERLY NEWPORT JUNIOR HIGH SCHOOL REOPENING)**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, It is necessary to appoint an architectural firm to provide professional and technical services during the design and construction phases of the Albert Einstein Middle School #2 reopening project; and

WHEREAS, Funds for architectural planning were programmed as part of the FY 2001 Capital Budget; and

WHEREAS, An Architect Selection Committee, in accordance with procedures adopted by the Board of Education on July 14, 1998, identified Walton•Madden•Cooper•Robinson•Poness, Inc., as most qualified firm to provide the necessary professional architectural and engineering services; and

WHEREAS, Staff has negotiated a fee for necessary architectural services; now therefore be it

Resolved, That the Montgomery County Board of Education enter into a contractual agreement with the architectural firm of Walton•Madden•Cooper•Robinson•Poness, Inc., to provide professional architectural and engineering services for the Albert Einstein Middle School #2 project for a fee of \$700,900.

RESOLUTION NO. 707-00

Re: **GRANT OF STORM DRAIN EASEMENT AND RIGHT-OF-WAY AT NORTHWEST ELEMENTARY SCHOOL #6**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:

WHEREAS, Montgomery County has requested a grant of storm drain easement and right-of-way of 3,424 square feet at the Northwest Elementary School #6 site; and

WHEREAS, Grant of the storm drain easement and right-of-way will aid in the site development for the future elementary school scheduled to open in September 2001; and

WHEREAS, All construction will be undertaken by the developer of the surrounding subdivision with Montgomery County inspecting and taking over the facility for future maintenance upon completion; and

WHEREAS, The proposed easement will not affect any land that could be used for school programming and recreational activities; now therefore be it

Resolved, That the president and secretary of the Board of Education be authorized to execute a Storm Drain Easement and Right-of-Way of 3,424 square feet to Montgomery County, Maryland, at the Northwest Elementary School #6 site.

RESOLUTION NO. 708-00

Re: **REVERSION OF OTHER FUNDS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, Funds were appropriated in the Stadium Lighting and Energy Conservation projects based on estimated amounts to be received from outside sources; and

WHEREAS, It is necessary to reduce the appropriations in the Stadium Lighting and Energy Conservation projects to reflect actual costs and funds received from other sources; and

WHEREAS, Board of Education and County Council actions are required to reduce these appropriations to reflect the actual cost of stadium lighting and utility company reimbursement for installation of energy-efficient equipment in various schools; and

WHEREAS, These reductions need to be included in the FY 2002 Capital Budget; now therefore be it

Resolved, That the project totals and appropriations received from other sources in the Stadium Lighting and Energy Conservation projects be reduced by \$2,520 and \$38,635, respectively; and be it further

Resolved, That the County Executive be requested to recommend approval of these actions to the County Council.

RESOLUTION NO. 709-00 Re: **CHANGE ORDERS EXCEEDING \$25,000**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, The Department of Facilities Management has received the following change order proposals from various contractors that exceed \$25,000; and

WHEREAS, Staff and the project architects have reviewed these change orders and found them to be equitable; now therefore be it

Resolved, That the Board of Education approve the following change orders for the amounts indicated:

Activity 1

Project: Bethesda-Chevy Chase High School

Description: Modifications to existing exterior walls on third floor of building C, and on second, third, and fourth floors of building A.

Contractor: Manganaro Corporation, Maryland

Amount: \$187,360

Activity 2

Project: Relocatables

Description: Crane rental, foundations, and additional skirting required on five modular classroom units at Wheaton Woods Elementary School.

Contractor: Resun Leasing, Inc.

Amount: \$59,975

Activity 3

Project: Thomas S. Wootton High School

Description: Work to relocate two existing intake vents that was not included in the original contract.

Architect: Shapiro & Duncan, Inc.

Amount: \$55,054

RESOLUTION NO. 710-00

AWARD OF CONTRACTS FOR HEALTH MAINTENANCE ORGANIZATION PLANS

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:#

WHEREAS, Montgomery County Public Schools has joined with the Maryland-National Capital Park and Planning Commission (the agencies) to solicit proposals to provide Health Maintenance Organization (HMO) coverage to their employees; and

WHEREAS, Companies were asked to submit proposals in response to Request for Proposals Number 1109.1; and

WHEREAS, Aon Consultants, Inc., was retained by the agencies to assist staff in evaluating proposals and conducting finalist interviews; and

WHEREAS, The evaluation of proposals has identified a vendor that best meets the needs of Montgomery County Public Schools; and

WHEREAS, Staff has recommended awarding contracts to two incumbent health plans, MAMSI-Optimum Choice and Kaiser Permanente, and one new plan, Carefirst Blue Cross Blue Shield's Capital Care Plan; and

WHEREAS, Staff has recommended that the employer/employee cost-sharing arrangement for the new plan be the same as that in place for the two incumbent plans; and

WHEREAS, this recommendation has been shared with the employee bargaining units through the Joint Employee Benefits Committee; and

WHEREAS, this recommendation will result in modest savings to MCPS ranging from

\$50,000 to \$200,000 annually; now therefore be it

Resolved, That contracts to provide HMO services be awarded to MAMSI-Optimum Choice, Kaiser Permanente and Carefirst Blue Cross Blue Shield Capital Care health plans; and be it further

Resolved, That the employer/employee cost-sharing arrangement for the Capital Care Plan be the same as that in place for the MAMSI-Optimum Choice and Kaiser Permanente health plans; and be it further

Resolved, That the president and secretary of the Board of Education be authorized to execute the documents necessary for this transaction.

RESOLUTION NO. 711-00 Re: **AWARD OF CONTRACT FOR DENTAL PLANS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

WHEREAS, From time to time, Montgomery County Public Schools bids elements of the Employee Benefit Plan to ensure that the programs offered are competitive and cost effective; and

WHEREAS, Having been duly advertised under Request for Proposals Number 1112.1, companies were asked to submit proposals to provide Preferred Dental Option and Dental Maintenance Organization benefits to Montgomery County Public Schools employees and retirees; and

WHEREAS, Aon Consulting, Inc., was retained by Montgomery County Public Schools to assist staff in evaluating proposals and conducting finalist interviews; and

WHEREAS, Staff has identified a vendor that best meets the needs of Montgomery County Public Schools; and

WHEREAS, Staff recommends awarding a contract to provide Preferred Dental Option and Dental Maintenance Organization plans for Montgomery County Public Schools employees and retirees to Aetna US Healthcare; and

WHEREAS, This recommendation was shared with the employee bargaining units through the Joint Employee Benefits Committee; now therefore be it

Resolved, That a contract for Preferred Dental Organization and Dental Maintenance Organization plans be awarded to Aetna US Healthcare; and be it further

Resolved, That the president and secretary of the Board of Education be authorized to execute the documents necessary for this transaction.

RESOLUTION NO. 712-00 Re: **UTILIZATION OF FY 2001 PROVISION FOR FUTURE SUPPORTED PROJECT FUNDS**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Authorization is requested to receive and expend within the FY 2001 Provision for Future Supported Projects the following new and continuing grant awards:

New Grants

Name of Project	Amount	Positions	Funding Source
Evaluation for Teacher Technology Catalyst Grant	\$16,000	None	Maryland State Department of Education
<p><u>Purpose of the Grant:</u> This program will develop, field test, and implement performance assessments to measure and demonstrate the technology-related competencies of teacher candidates. Montgomery County Public Schools (MCPS) is assisting in the development and field testing of performance assessments.</p> <p><u>How success will be evaluated:</u> The grant has an extensive evaluation component. Pre-service and in-service teachers will be surveyed to determine the applicability of technology-related competencies and the performance assessments to their work. Additionally, the assessment measures will be evaluated to determine their content validity and reliability.</p>			
Name of Project	Amount	Positions	Funding Source
Character Education	\$20,000	None	Maryland State Department of Education
<p><u>Purpose of the Grant:</u> This program will support student success by developing a strong character education conference for schools as mandated by Board of Education policy. Funds will provide training and support of the World Class Citizens 2001 conference.</p> <p><u>How success will be evaluated:</u> The effectiveness of the conference will be measured through careful analysis of participants' evaluations, assessment of learning outcomes,</p>			

use of the information to evaluate existing program efforts, and by an independent evaluator through the Maryland State Department of Education.			
Name of Project	Amount	Positions	Funding Source
Algebra Technology Satellite Academy	\$80,000	None	Maryland State Department of Education
<p><u>Purpose of the Grant:</u> This program will enable algebra teachers to deepen their mathematics content and pedagogical knowledge. Thirty teachers from MCPS, Howard, and Carroll counties will learn to use technology to support student achievement in algebra during a two-week academy. Teachers will develop technology-enhanced algebra lessons and activities using content software, spreadsheets, graphing calculator software, and web design software.</p> <p><u>How success will be evaluated:</u> There will be an evaluation of the participants' performance and an evaluation of the effectiveness of the staff development design and implementation. Data-gathering methods include observations, skills and knowledge assessments, evaluation of products produced by the participants, participant feedback via online surveys, and student feedback.</p>			
Name of Project	Amount	Positions	Funding Source
English as a Second Language (ESL) and Civics Education	\$22,500	None	M a r y l a n d Department of Human Resources
<p><u>Purpose of the Grant:</u> This program will encourage existing community organizations serving immigrants and the school system to integrate an array of services to legal permanent residents to help them overcome barriers to learning English needed for the naturalization process. Services are designed to serve legal permanent residents with a range of special needs including literacy, pronunciation, special work schedules, and transportation.</p> <p><u>How success will be evaluated:</u> Success will be measured by evaluation of student portfolios and participant evaluations of the program.</p>			
Name of Project	Amount	Positions	Funding Source
Maryland Model for School Readiness	\$70,805	None	Maryland State Department of Education
<u>Purpose of the Grant:</u> This program will enable kindergarten teachers to measure and			

track 28 indicators of school readiness of students entering kindergarten. It will establish a baseline of student performance by training kindergarten teachers and administrators on the Maryland Model for School Readiness (MMSR) Work Sampling System. Kindergarten teachers will participate in transition meetings with first grade teachers to review MMSR data and MCPS assessment information to facilitate the transition of students to first grade.

How success will be evaluated: Data on kindergarten students will be collected and reported.

Name of Project	Amount	Positions	Funding Source
Elementary Social Studies Curriculum Development	\$25,000	None	Maryland State Department of Education

Purpose of the Grant: This program will develop and implement a revised fourth grade social studies curriculum based on the Maryland Content Standards for Grades 4-5. The specific project is designed to incorporate the use of primary source materials in the fourth grade units.

How success will be evaluated: Success will be measured by student performance on the Maryland School Performance Assessment Program.

Continuing Grants

Name of Project	Amount	Positions	F u n d i n g Source
Earth Systems Sciences Curriculum Development with Goddard Space Flight Center	\$113,481	1.0 Instructional Specialist	National Aeronautics and Space Administration
<u>Purpose of the Grant:</u> This program will continue collaboration with the National Aeronautics and Space Administration to create curriculum products, training for teachers, and workshops on technology skill development related to analyzing and visualizing earth sciences data for use by teachers and students.			
Name of Project	Amount	Positions	Funding Source
Special Programs for	\$25,500	None	Maryland Office for Children,

Disruptive Youth			Youth, and Families Sub-Cabinet through the Montgomery County Collaboration Council
<p><u>Purpose of the Grant:</u> This project will provide funds for the implementation of the First Step Forward Program at Gaithersburg Middle School. This program focuses on early intervention and prevention strategies for repeated referrals for aggressive behavior and for chronic absenteeism. It also implements Promoting School Attendance, a collaborative effort of MCPS, Montgomery County Police Department, Department of Health and Human Services, Department of Juvenile Justice, Housing Opportunities Commission, and Office of the State's Attorney.</p>			
Name of Project	Amount	Positions	Funding Source
Consolidated Grant: Child Abuse Prevention, Youth Suicide Prevention, and Teen Pregnancy Prevention	\$ 17,131	None	Maryland Office for Children, Youth, and Families Sub-Cabinet through the Montgomery County Collaboration Council
<p><u>Purpose of the Grant:</u> This project will fund the Fall Student Services Conference attended by all student services staff. The conference will address issues of students in crisis and collaborative mental health crisis services. The grant also provides support for staff development in student services.</p>			

Recommended Resolution

Resolved, That the superintendent of schools be authorized to receive and expend within the FY 2001 Provision for Future Supported Projects the above noted grant awards; and be it further

Resolved, That a copy of this resolution be sent to the County Executive and County Council.

RESOLUTION NO. 713-00

Re: **RECOMMENDED FY 2001 SUPPLEMENTAL APPROPRIATION FOR THE EVERY CHILD ACHIEVING INITIATIVE**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution was adopted unanimously by members present:#

Resolved, That the superintendent of schools be authorized to receive and expend, subject to County Council approval, an FY 2001 supplemental appropriation of \$1,247,636 from the Maryland State Department of Education's Academic Intervention funding for the Every Child Achieving Initiative in the following categories:

<u>Category</u>	<u>Position</u>	<u>Amount</u>
2 Mid level Administration	0.9*	\$ 49,108
3 Instructional Salaries		36,000
5 Other Instructional Costs		1,145,828
12 Employee Benefits	_____	<u>16,700</u>
Total	<u>0.9*</u>	<u>\$1,247,636</u>

*0.4 instructional specialist (B-D, 12 month), 0.5 office assistant III (Grade 10)

and be it further

Resolved, That a copy of this resolution be sent to the County Executive and County Council; and be it further

Resolved, That the County Executive be requested to recommend approval to the County Council.

** Mr. Abrams left the meeting at this time.

RESOLUTION NO. 714-00

Re: **HUMAN RESOURCES MONTHLY REPORT**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approved the Human Resources Monthly Report dated October 17, 2000.

RESOLUTION NO. 715-00

Re: **DEATH OF MR. JAMES FRANKLIN SMITH,
BUS OPERATOR I IN THE SHADY GROVE DEPOT,
DEPARTMENT OF TRANSPORTATION**

On recommendation of the Superintendent and on motion of Mr. Felton seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

WHEREAS, The death on September 10, 2000, of Mr. James Franklin Smith, bus operator I in the Department of Transportation, has deeply saddened the staff, students, and members of the Board of Education; and

WHEREAS, In the four-and-a-half years that Mr. Smith worked with Montgomery County Public Schools, he was a dependable employee and a valuable asset to his colleagues; and

WHEREAS, Mr. Smith's cooperative attitude and work performance exceeded expectations, making a positive difference in many ways, and he will be remembered especially by the staff and students of Mill Creek Towne Elementary School for taking over as a bus driver during a difficult time; now therefore be it

Resolved, That the members of the Board of Education express their sorrow at the death of Mr. James Franklin Smith, and extend deepest sympathy to his family; and be it further

Resolved, That this resolution be made a part of the minutes of this meeting and a copy be forwarded to Mr. Smith's family.

RESOLUTION NO. 716-00

Re: **PRELIMINARY PLANS FOR OAKLAND TERRACE
ELEMENTARY SCHOOL ADDITION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The architect for the classroom addition for Oakland Terrace Elementary School, McKissack & McKissack, Architects, has prepared a schematic design in accordance with the educational specifications; and

WHEREAS, The Oakland Terrace Elementary School Advisory Committee has approved the proposed schematic design; now therefore be it

Resolved, That the Board of Education approve the preliminary plan report for the classroom addition to Oakland Terrace Elementary School developed by McKissack & McKissack, Architects.

RESOLUTION NO. 717-00

Re: **PRELIMINARY PLANS FOR MONTGOMERY VILLAGE MIDDLE SCHOOL MODERNIZATION**

On recommendation of the Superintendent and on motion of Mrs. King seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The architect for the modernization of Montgomery Village Middle School, The Lukmire Partnership, Inc., Architects and Planners, has prepared a schematic design in accordance with the educational specifications; and

WHEREAS, The Montgomery Village Middle School Advisory Committee has approved the proposed schematic design; now therefore be it

Resolved, That the Board of Education approve the preliminary plan report for the modernization of Montgomery Village Middle School developed by The Lukmire Partnership, Inc., Architects and Planners.

Re: **UPDATE ON SHARED ACCOUNTABILITY (INCLUDING WORK OF THE STRATHMORE GROUP)**

Dr. Weast invited the following people to the table: Dr. Pamela Hoffler-Riddick, associate superintendent, Office of Shared Accountability; Dr. Marlene Hartzman, director, Office of Shared Accountability; and Dr. John Larson, coordinator, Research and Evaluation Unit.

"Developing a System of Shared Accountability" was identified in *Our Call to Action* as one of the six trend benders to ensure that students achieve at even higher levels of performance. The Office of Shared Accountability (OSA) was established in May 2000 to function as an external auditor to MCPS to enhance internal responsibility and communicate organizational effectiveness to all stakeholders. The mission of the OSA is "to provide information and interpretive analyses to support continuous improvement of efficient and effective delivery of both academic and operational services." One of the major elements in determining the progress and success of an organization is the degree to which the organization uses data converted into information to improve performance. Critical to the ultimate success of any system of shared accountability is the consistent, systematic monitoring and sharing of results. This feedback loop guided the new framework and will support efficient and effective systemic reform.

OSA is an organizational unit in transition, realigning and expanding over three years to build the capacity needed to fulfill the mission. Assistance with designing this office was sought from The McKenzie Group. Specifically, they were asked to advise on how to operationalize shared accountability and reorganize the office for enhanced performance.

The Office of Shared Accountability performs primary services: planning, measurement, and quality control. These major functions are shared among seven organizational units: Policy, Quality Assurance and Compliance; Records Management; Testing and Assessment Development; Applied Research for Strategic Planning; Program Evaluation for Systemic Reform; Fiscal Management; and Knowledge and Information Management. All units are cross-functional and perform tasks associated with each of the major functions. Two directors, one for academic affairs and accountability and the second for information and supporting services, report directly to the associate superintendent for shared accountability.

By providing information and interpretative analyses, the major functions of OSA include assisting with: (1) planning, developing, and communicating systemwide strategic direction; (2) defining, analyzing, and reporting systemic success; (3) monitoring organizational processes/outcomes for quality control and compliance; (4) standardizing organizational knowledge into policies, processes, practices, and procedures; (5) creating a framework for continuous improvement; and (6) analyzing fiscal, program, and operational progress linked to student success.

Our Call to Action identified research practices to address barriers to student achievement. *Investing in the Action* documents the Board of Education and the County Council's support in providing resources that begin to address the challenges. OSA's charge to "*Evaluate the Action*" measures how effectively the staff, programs, processes, and organizational units are meeting the intended goals. The system of shared accountability, therefore, addresses all facets of the school system by providing a framework for creating a checks-and-balances mechanism to monitor implementation and organizational improvements and results.

The System of Shared Accountability was originally introduced primarily as a vehicle to hold schools accountable for student performance. The trend-bender concept expanded this initial view to include both internal responsibility for monitoring and evaluating organizational units and the external responsibility to report publicly how MCPS is doing. The system is being designed to measure how well MCPS is "working on the work" and how "the work" is making a difference in student achievement. Components of the revised System of Shared Accountability will measure: (1) school performance in terms of student proficiency, productivity, and building quality – all disaggregated for equity; (2) organizational unit performance in terms of fiscal prudence; (3) program and initiative success in terms of effective implementation and cost-effectiveness; (4) staff performance; and (5) overall systemwide performance driven by Board of Education goals and academic priorities.

A system for shared accountability monitors the work being done against school system goals or outcomes. It is essential that the accountability system be fact-based,

comprehensive, and integrated. This implies the monitoring, not just of student achievement, but also of people, processes, programs, and initiatives. The next section describes the components of the shared accountability system.

A committee called the Strathmore Group, established about two years ago, developed the student achievement component of school performance in the shared accountability model. Membership included representatives from the community, parents, teachers, principals, central office administrators, and Board members. Ms. Mona Signer and Mrs. Beatrice Gordon, members of the Board of Education, have provided insightful leadership and guidance through the developmental process. Additional feedback also has been secured through the Board's Research and Evaluation Committee, which includes Ms. Mona Signer, Mrs. Beatrice Gordon, and Mr. Reginald Felton.

The purpose of the Strathmore Group was to determine what student achievement indicators should be used to measure school performance, and what weight each indicator should have in determining composite scores for the indices of proficiency, productivity, and quality. The weights used for proficiency and productivity also will be used for proficiency-equity and productivity-equity. School quality measures will assess the non-academic features of a school that reflect a climate of active student engagement, well being, and satisfaction with the school as a community of learners. The Strathmore Group, however, will not define or develop the quality index. The OSA will assume leadership for the creation of this essential area.

Academic milestones, data elements that indicate progress towards achieving the Board of Education's goals, have not changed. They include Criterion-Referenced Tests (CRTs) measures, Maryland School Performance Assessment Program (MSPAP) results, Scholastic Achievement Tests (SAT) scores, Maryland Functional Tests (MFTs), Algebra 1 enrollment figures, suspension rates, and attendance data. It is important to note that the composites for the concepts of proficiency, productivity, and equity, created for the shared accountability system, are based on student achievement measures MCPS has always reviewed but in isolation. In other words, the data are not new. This is, however, a new way of looking at student performance across discrete subject areas (reading and mathematics), tests (CRTs, MSPAP, and functional tests) and grades (all tested grades in a school).

Proficiency, Productivity, and Equity Indices. The concepts of proficiency, productivity, quality, and equity were shared in the February 23, 2000, update to the Board of Education. A composite is calculated for each academic index that includes grade levels and subject areas in which appropriate standardized student measures are available. Since February, the equity index has been broadened to include both proficiency and productivity. Initially, an equity index was seen as a separate component but has now

been added to both proficiency and productivity to contextualize results with respect to meeting the needs of all students.

The indices for elementary and middle school proficiency, proficiency-equity, productivity, and productivity-equity have been completed, including the assignment of appropriate weights to each measure. These composites are based on the combination of available assessment data. High school composites cannot be constructed using similar assessment results because the MCPS and state high school assessment programs are not as mature or robust as the elementary and middle school programs. In short, the assessment programs are in early stages of development that impact the appropriateness of their use in the shared accountability system at this time.

While MCPS has county final exams in algebra, geometry, and foreign languages, these exams are in various stages of development. Results from the curriculum mathematics audit may cause changes to the entire MCPS mathematics assessment program, K-12. The OSA recommends that analyses be conducted in Spring 2001 comparing the existing local final exams with Maryland State Department of Education (MSDE) high school assessments. Results from these analyses will be used to determine how the local high school assessment program should proceed and the degree to which these measures are appropriate for inclusion in the accountability model. Related analyses also will be done for Grades 3-8.

Progress has been made on identifying potential indicators of high school success that can be used to create a "composite" similar to elementary and middle schools. Most of the potential indicators are not tests. They reflect numbers of students taking rigorous courses, grade-point averages in subject areas, participation rates for SATs, and the numbers of students scoring 3 or better on Advanced Placement exams. The Strathmore Group will recommend a set of indicators to use in the shared accountability system for high schools. Once consensus is reached, an empirical formula will be established to construct composites related to proficiency, productivity, and equity. Results from the year 2000 administrations of MSPAP and Comprehensive Tests of Basic Skills will be available in late November. Upon receipt, these data will be incorporated into the school component for shared accountability and presented for Board review.

Research for Better Teaching, Inc., the contractor working with MCPS to design the new teacher evaluation system, has agreed to restructure the contract so that MCPS can assume full responsibility for the project evaluation. The new evaluation design will seek to determine the relationship between principals' use of the new instrument and other teacher performance measures. Student achievement data will be used to show linkages between the new instrument and its ability to detect underperforming teachers, keeping in mind that many teachers (e.g. art teachers, music teachers, counselors, many high school teachers, etc.) do not have standardized test results available. Thus, evaluation results

will be inferential rather than definitive. Design of a new principal evaluation system is under way and will be completed this school year.

With help from the Office of Global Access and Technology (OGAT), OSA has begun development of an on-line application to accompany the paper format for reporting school results in the shared accountability system. The offices are collaborating, using lessons learned from the development of the CRT Data Assistant Module, on a strategic plan to address development of the model, training needs of the end users, and product roll-out. It is critical that development be aligned to parallel efforts related to data warehousing, which in turn is critical to the work of OSA as a whole. The Strathmore Group will preview the prototype and make suggestions for improvement at the next scheduled meeting.

Schools in Action will evolve into a web-enabled data-analysis tool for school administrators and will provide data summaries for the MCPS system, community superintendent areas, each cluster or high school base area, and each elementary, middle, and high school. Users will be able to identify areas for improvement by grade level, content area, and specific student groups within schools and across cluster schools. When focusing on the proficiency index, users will be able to access performance information for the tests on which the index is based. This information will include the number of students tested, the mean performance score, and the standard deviation (spread) of the scores on each test measure. When focusing on the value-added productivity index, schools will be able to access productivity analyses for different groups for each test included in the composite. Specifically, access to previous performance score ranges, and disaggregated results by gender, race, special education services, ESOL services, FARMS participation, and student mobility will be available.

Once web-enabled, links to other applications will provide access to additional descriptive information to enhance data analysis. Links to the CRT Data Assistant Module, OSA file server, or the Maryland State Department of Education web site will assist staff members as they drill down to better understand the performance of their students. It also will provide links to instructional strategies that may address specific student needs as OSA collaborates with the Office of Instruction and Program Development and OGAT on the creation of a document library designed to assist with improving student achievement. This consolidation of school test performance data should help administrators target the distribution of resources for school improvement. It also should assist the Board of Education with making policy and budgetary decisions.

Upon completion of the accountability indices for elementary, middle, and high schools, phase two of the development process should begin with the establishment of acceptable standards on the proficiency composite. If MCPS is to raise the bar and close the gap, the proficiency composite scores must have greater influence than any other sorting or ranking mechanism. The responsibility for establishing standards on the proficiency index

currently belongs to the Committee on Assessment Design and Implementation (CADI) who will use the same general process that was used to set standards on the CRTS (e.g., 75 percent of students in a school scoring at or above 650). By setting a standard, the system will be stating how high the bar should be. Over time, as student performance improves, the bar can be adjusted to set higher standards.

Staff does not want to set a standard on the productivity index because it is based on a statistical control function. The nature of these analyses is to show variance. If all schools were very high on proficiency, one would expect the productivity to be approximately zero, meaning that it would not matter which school a child attends in MCPS; all children would be learning regardless of race/ethnicity and supporting services received. OSA, therefore, recommends the general goal that "no school should have a productivity index that is significantly different from zero in a negative direction for any group."

For the shared accountability system to work, information must be used to manage and change behaviors. It is believed that the new shared accountability framework will strengthen monitoring and supervision of individual schools and organizational units to enhance performance.

Re: **DISCUSSION**

Dr. Weast asked the Board whether or not staff had captured what the Board wanted for shared accountability.

Ms. Signer thought the plan as presented looked more complex than it needed to be. She wanted to know how MCPS will hold itself accountable for student achievement. She was pleased that shared accountability would be linked to the Baldrige in Education Initiative.

Mr. Felton thought the plan generally captured what the Board wanted. He agreed with Ms. Signer that there has to be a way to make a complex system simpler for the community to understand shared accountability. He liked the student achievement piece because of the data on individual and/or group achievement. Dr. Hoffler-Riddick replied that the system must look at data to make individual progress a measure of system success.

Mr. Burnett agreed that the plan should be simpler for the lay person. Dr. Weast noted that it is a complex plan involving the teacher, student, leadership, planning, and support. The national belief is that it is simple, but staff must capture the complexity and create feedback. However, if staff had not explained the complexity effectively, staff would adjust the explanation in presenting the plan for easier comprehension by the community.

Mrs. Gordon was very pleased with the plan. Taking the Baldrige framework and adding shared accountability for clarification makes it appear complicated, especially the charts.

If there was only the Baldrige framework with an explanation or examples in areas, it would be easier to understand. MCPS is already doing all those things, and now it is in the position to use the Baldrige framework to analyze how well those things are being done.

Mrs. King thought the plan was complex, but explainable.

Mr. Felton did not want the message to be that every component had to work before shared accountability was successful. Dr. Hoffler-Riddick replied that the system expresses the nature of the relationship of elements within the system. Mr. Felton noted that the value for Board and the community is to know how each piece is functioning, which piece is deficient, and who is accountable for deficient piece.

Mrs. O'Neill thought the community would not understand what the plan is about, especially those who had not been exposed to Baldrige. Dr. Weast explained that staff wanted the Board's feedback and guidance, and now staff will refine the plan.

Mrs. King asked if the classroom teacher will know what Baldrige is within the next 12 months. Will it matter if they know? Dr. Hoffler-Riddick answered that she was not concerned about what Baldrige is, but how it has affected their critical thinking. Mrs. Gordon noted that each of the seven Baldrige components is described in a sentence.

Ms. Signer asked about the statement that student achievement data will be used to show linkages between the new teacher evaluation system and its ability to detect underperforming teachers, keeping in mind that many teachers do not have standardized tests results available. She thought that statement was referring to the validation study. She asked if the validation study had been completed. Dr. Hartzman replied that the study is ongoing because of the difficulty of getting people to finish courses and do observations in the classroom. There also were technical problems with the design.

Ms. Signer thought the Research and Evaluation Committee was clear that the validation study, even if it showed a link between certain behaviors and student achievement, would not be a substitute for testing.

Mr. Burnett noted that OSA provides information and interpretative analysis to support continuous improvement. In fact, OSA is a monitoring office. Where does OSA have authority over the school system? Dr. Hoffler-Riddick explained that OSA monitors, pinpoints areas for work, and provides meaningful information to change the way stakeholders do business.

Mrs. O'Neill thought there had to be a simplified version of the plan. Dr. Weast agreed that a clear and simplified explanation would promote shared accountability among all

staff. Mr. Felton thought an example is better than a model. Dr. Weast agreed that it was important to reflect and take time to develop a plan that was clear and concise.

**Mrs. O'Neill temporarily left the meeting.

RESOLUTION NO. 718-00 Re: **CLOSED SESSION RESOLUTION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

WHEREAS, The Board of Education of Montgomery County is authorized by the *Education Article* and *State Government Article of the Annotated Code of Maryland* to conduct certain meetings or portions of its meetings in closed sessions; now therefore be it

Resolved, That the Board of Education of Montgomery County conduct a portion of its meeting on Tuesday, November 14, 2000, in Room 120 of the Carver Educational Services Center from 9:00 to 10:00 a.m. and 1:00 to 2:00 p.m. to discuss personnel matters, as permitted under Section 10-508(a)(1) of the *State Government Article*, consult with counsel to obtain legal advice, as permitted by Section 10-508(a)(7) of the *State Government Article*; and review and adjudicate appeals in its quasi-judicial capacity and to discuss matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*); and be it further

Resolved, That such meetings shall continue in closed session until the completion of business.

Re: **REPORT OF CLOSED SESSION**

On September 25, 2000, by unanimous vote of members present, the Board of Education voted to conduct a closed session as permitted under the *Education Article* § 4-107 and *State Government Article* § 10-501, *et seq.*, of the *Annotated Code of Maryland*.

The Montgomery County Board of Education met in closed session on September 25, 2000, from 7:20 to 7:50 p.m. in Room 120, Carver Educational Services Center, Rockville, Maryland, and

1. Reviewed and/or adjudicated the following appeals: 2000-39, 2000-48, T-2000-36, T-2000-53, T-2000-62, T-2000-63, T-2000-64, T-2000-66, T-2000-68, and T-2000-71.
2. Reviewed the Human Resources Monthly Report, subsequent to which the vote to approve the appointment was taken in open session.

3. Considered the acquisition of real property for a public purpose and matters directly related thereto;
4. Consulted with counsel to receive legal advice as permitted under Section 10-508(a)(7) of the *State Government Article*.
5. Discussed matters of an executive function outside the purview of the Open Meetings Act (Section 10-503(a) of the *State Government Article*).

In attendance at the closed session were: Aggie Alvez, Elizabeth Arons, Larry Bowers, Ray Bryant, Kermit Burnett, Fran Brenneman, Bea Gordon, Jay Headman, Pam Hoffer-Riddick, Roland Ikheloa, Nancy King, Don Kress, Frieda Lacey, Christopher Lloyd, George Margolies, Louis Martinez, Judie Muntner, Patricia O'Neill, Brian Porter, Glenda Rose, Mona Signer, Jody Silvio, Pam Splaine, Frank Stetson, Pam Taylor, Roger Titus, Jerry Weast, Bill Wilhoyte, and James Williams.

RESOLUTION NO. 719-00 Re: **MINUTES OF AUGUST 29, 2000**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Ms. Signer, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its minutes for the August 29, 2000, meeting.

RESOLUTION NO. 720-00 Re: **MINUTES OF SEPTEMBER 13, 2000**

On recommendation of the Superintendent and on motion of Mrs. King seconded by Mr. Felton, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education approve its minutes for the September 13, 2000, meeting.

**Mrs. O'Neill rejoined the meeting.

RESOLUTION NO. 721-00 Re: **BOARD APPEAL – T-2000-76**

On motion of Mrs. King and seconded by Mrs. Gordon, the following resolution was adopted:

Resolved, That the Board of Education adopt its Order in Appeal T-2000-76, a student transfer matter, reflective of the following vote: Mr. Abrams, Mr. Burnett, Mr. Felton, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting to affirm; Mr. Lloyd was absent.

Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Ms. Signer seconded by Mr. Felton, the following resolution was placed on the table:

Resolved, That the Board of Education support MC 102-01 – Montgomery County – Public Schools – Use of Portable Phones.

RESOLUTION NO. 722-00 Re: **AN AMENDMENT ON THE ITEM OF LEGISLATION**

On motion of Mrs. Gordon and seconded by Mrs. King, the following amendment was adopted with Mr. Burnett, Mrs. Gordon, Mrs. King, Mrs. O'Neill, and Ms. Signer voting in the affirmative; Mr. Felton voting in the negative:

Resolved, That the Board of Education propose an amendment to Section (D)(3)(I), as follows:

Shall prohibit a student from using or possessing a portable phone on public school property if the use or possession of the portable phone disrupts school functions.

RESOLUTION NO. 723-00 Re: **ITEM OF LEGISLATION**

On recommendation of the Superintendent and on motion of Mrs. Gordon seconded by Mrs. King, the following resolution, as amended, was adopted unanimously by members present:

Resolved, That the Board of Education support MC 102-01 – Montgomery County – Public Schools – Use of Portable Phones; and be it further

Resolved, That the Board of Education propose an amendment to Section (D)(3)(I), as follows:

Shall prohibit a student from using or possessing a portable phone on public school property if the use or possession of the portable phone disrupts school functions.

RESOLUTION NO. 724-00 Re: **PROPOSED ALL-DAY KINDERGARTEN**

On motion of Ms. Signer and seconded by Mrs. Gordon, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education recognize and commend the State Superintendent for her initiative for all-day kindergarten throughout the state; and be it further

Resolved, That the Board of Education suggest that the State Superintendent (1) target the most at-risk children, using Title I criteria, for Phase I; (2) study the implications of classroom space; (3) reevaluate the total implementation costs and facilities needs; (4) utilize a longer phase-in time to hire and train qualified teachers; and (5) authorize that any additional monies can be used for existing all-day kindergarten programs.

Re: **NEW BUSINESS**

1. Mrs. O'Neill moved and Mrs. King seconded the following:

WHEREAS, Montgomery County Public Schools is committed to raising the bar to ensure academic excellence for all children; and

WHEREAS, Participation in sports by MCPS students should not jeopardize their quest for academic excellence; now therefore be it

Resolved, That the Board of Education direct the Superintendent to set up a work group that includes parents, teachers, principals, athletic directors, coaches, and students to review the participation of student athletes in academic classes to determine the extent of absenteeism by sport, school and gender, and to make recommendations on eliminating the problem systemwide.

2. Mrs. O'Neill moved and Mrs. King seconded the following:

WHEREAS, Policy IOB, *Education of Students with Disabilities* is a vehicle for affirming the Board of Education's strong commitment to the genuine participation of students with disabilities in all aspects of Montgomery County Public Schools, including academic, social, non-academic, and extracurricular activities; and

WHEREAS, Policy IOB was last amended by Resolution 382-93 on May 11, 1993; now therefore be it

Resolved, That the Board of Education direct the Superintendent to review Policy IOB, *Education of Students with Disabilities*, in accordance with the Board of Education's review process.

Re: **ITEMS OF INFORMATION**

The following information was available:

1. Items in Process
2. Legal Fees Report
3. Construction Progress Report

RESOLUTION NO. 725-00 Re: **ADJOURNMENT**

On recommendation of the Superintendent and on motion of Mrs. King seconded by Mr. Burnett, the following resolution was adopted unanimously by members present:

Resolved, That the Board of Education adjourn its meeting of October 17, 2000, at 4:50 p.m.

PRESIDENT

SECRETARY

JDW:gr

MONTGOMERY COUNTY BOARD OF EDUCATION
SUMMARY SHEET
 October 17, 2000

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