



## Board Meeting

*September 23, 2002*

Terry R. Troy, *President*  
Robert S. Magee, *Vice President*  
Eugene C. Chandler  
Ruth R. "Robin" Rich  
Robert B. Thomas, Jr.  
Karen L. Wolf  
Mark M. Wolkow  
Molly P. Harris,  
*Student Representative*  
Jacqueline C. Haas, *Superintendent*  
*Secretary/Treasurer*

### **OPEN SESSION**

CALL TO ORDER – Board of Education of Harford County President Terry R. Troy called the regular business meeting of the Board to order at 7:05 p.m. on Monday, September 23, 2002, in the auditorium of North Harford High School. Mrs. Troy asked for a quorum call of the Board which determined that all Board Members were present. Board Vice President Robert S. Magee moved to amend the agenda by moving item D “Approval of Performance Contracting” from the list of action items to a presentation item. Board Member Karen L. Wolf seconded the motion and the board approved the motion unanimously. Mrs. Wolf then moved to adopt the agenda as amended and Board Past President Eugene C. Chandler seconded the motion which was passed by the Board unanimously. Board Vice President Mr. Magee then led those present in the recitation of the Pledge of Allegiance.

### **RECOGNITION**

#### **HCPS EDUCATOR HALL OF FAME**

Each month during the school year, beginning in October 2000, the Board of Education of Harford County has officially inducted two former Harford County Public School teachers/administrators into the HCPS Educator Hall of Fame. The candidates are nominated by the Harford County Retired School Personnel Association, and are featured in that month’s edition of Harford Schools as well as having their pictures and a name plaque

displayed in the school system's central office headquarters.

For September, 2002, the two former educators inducted into the Hall were Mildred G. Stansbury and Connie W. Fassett. Mrs. Stansbury, who passed away in 1999, was represented by her husband and other family members who received a plaque, certificate, and laminated copy of the Harford Schools article from Mrs. Troy and Superintendent Jacqueline C. Haas. Mrs. Fassett also received those items of recognition from the school leaders.

Mrs. Stansbury, a native of West Virginia, taught or was a guidance counselor in the Harford County Public Schools for 23 years. She began her tenure as an English teacher/librarian at the old Havre de Grace Colored High School in 1947, working there for two years before leaving to care for her ill mother, returning to Harford County to help her husband run a corner grocery store in Havre de Grace, and then making history as the first African-American to have been elected to public office in Harford County when she was selected to be a member of the Havre de Grace City Council, first by the Council to fill the unexpired term of a deceased member in 1963, and then by the City electorate in 1964 for a two-year term on the Council. She narrowly missed being elected to the Maryland House of Delegates in 1966. She returned to the school system as an English teacher at Aberdeen High School in 1967 for ten years before becoming a counselor at that school for an additional decade. She finished her career in 1987 as a counselor at what was then known as Harford Vocational-Technical High School. Mrs. Stansbury was known as a gentle, supportive teacher and counselor but one who had high standards for all students and made a difference in the lives of thousands during her career.

Mrs. Fassett, a native of Maryland's Eastern Shore, came to Harford County in 1955 to be a 'Core' teacher at what was then Bel Air Junior/Senior High School. She taught at Bel Air High for 31 years, eventually moving on to teach World History and Psychology, the latter course she introduced at the high school and built into one of the most popular electives there. Mrs. Fassett also coached several championship sports teams at Bel Air High School throughout her tenure there and extended her tenure seven years beyond her 1986 retirement as "temporary-emergency girls volleyball coach" through 1993. She is said "never to have raised her voice" either in the classroom or on the athletic fields/courts, but always enjoyed the universal respect of students, team members, and her colleagues. Mrs. Fassett's softball teams won three straight state titles from 1976 through 1978 and once won 56 games in a row. Her volleyball teams won eight straight county titles.

#### TERRY WEAVER, EDUCATION LIAISON HARFORD COUNTY GOVERNMENT

The Board presented a certificate of appreciation to Terry Weaver, who served for the past four years as Education Liaison for the County Government, a position he inaugurated with the support of County Executive James Harkins. In the position, he has served to provide the County with information about the school system and to serve as an intermediary in communications between the two groups. Mr. Weaver, a former teacher at Aberdeen High School and President of the Harford County Education Association, told those present that his most memorable and enjoyable days were those he spent at Aberdeen High with Mrs.

Stansbury and other members of that school's faculty who have been chosen as members of the HCPS Educator's Hall of Fame. He said he felt as if he had "walked among giants" during those years. Mr. Weaver will retire from his current position in October.

#### BERNARD F. BARNES, ASSISTANT SUPERINTENDENT FOR EDUCATION SERVICES

The Board presented a certificate of achievement to Bernard F. Barnes, who has served for the past two years as Assistant Superintendent for Education Services and the Superintendent's designee. Dr. Barnes will retire from the school system in October after a more than 30-year career in education which included a previous six-year stint as Principal of what was then Harford Vocational-Technical High School. Dr. Barnes said he, too, had "walked among giants" during the past two years and said, returning to his adopted home county and working for Mrs. Haas had been his "dream job."

#### GENERAL PUBLIC COMMENTS

John Lee told the Board he has completed his book on the life and career of former Board of Education President Percy V. Williams and is now attempting to have the former Havre de Grace Colored High School located on Alliance Street in the City converted into the Dr. Percy V. Williams Learning and Mentoring Center. Dr. Williams, who served as teacher, principal, and supervisor in the segregated Harford County Public Schools, was also an Assistant State Superintendent of Schools, achieving the highest rank in the state school system of any Harford County educator. He served ten years on the Harford County Board of Education, including two separate year terms as its president. He is a member of the HCPS Educator Hall of Fame. Mr. Lee said the center would be dedicated to the achievement of African-Americans in the county. He said a rally in support of the project was to have been conducted at Dr. Williams' home in the City on September 28, and an event marking the publication of his book on Dr. Williams will be held at Martin's West on December 4, 2002. Mr. Lee said two of the first African-Americans to ever graduate high school in Harford County (1932) were to speak at the September 28 rally.

#### OLD BUSINESS

#### ACTION ITEMS

#### CONSENT AGENDA

Acting on the motion of Board Member Ruth R. Rich and the second of Board Past President Lt. Col. (Ret.) Chandler and Board Member Robert B. Thomas, Jr., the Board unanimously approved items listed on the Consent Agenda including the Monthly Report on Personnel; Resolutions on National Red Ribbon Week, Fire Prevention Week, School Bus Safety Week, and National School Lunch Week; Affirmation of Student Appeal Hearing Decisions; and the Annual Comprehensive Maintenance Plan.

#### AWARD OF CONTRACT – EDGEWOOD MIDDLE SCHOOL HVAC REPLACEMENT

## PROJECT

The Fiscal Year 2003 school system Capital Improvement Plan included a proposal which was approved by the Board and funded by the County for the design of replacement heating, ventilating, and air-conditioning equipment at Edgewood Middle School. Funds were provided in a budget transfer from other capital accounts no longer requiring an appropriation for the replacement of the air-conditioning system now existing for a portion of the building; and funds are being requested in the FY 2004 capital program as a State systemic project to complete air conditioning for the entire building. Lump sum proposals were requested for engineering services for the project with two firms responding with prices. The Superintendent recommended and the Board unanimously approved the proposal of Noble Consulting Engineering at a cost of \$114,800 to provide engineering services for the project.

## AMENDMENT TO THE 2003-04 SCHOOL CALENDAR

In August 2002, the Board of Education of Harford County approved the 2003-04 school calendar in keeping with its procedure of providing an "out-year" calendar for planning purposes by the school system and the community. The calendar had been the outcome of recommendations from the Board's Calendar Committee which met in June and delivered its proposals to the Board in July for a 30-day holdover and the eventual approval of the Board at its August 12 meeting. Since 1995, the Harford County Public School System has provided a day off for students if one or both of the Jewish high holy days of Rosh Hashanah (first day) or Yom Kippur occur on a school day. In the master calendar of 2003-04 significant dates which was used by the Calendar Committee to prepare the 2003-04 proposed school calendar, the first day of Rosh Hashanah was listed as Friday, September 26, 2003. In accordance with that schedule, the committee recommended and the Board approved the day as a day off for students and teachers. However, in subsequent master calendars, it was revealed the first day of Rosh Hashanah in 2003 will actually be Saturday, September 27. Accordingly, Director of Public Information Donald Morrison, facilitator for the Calendar Committee, asked the Board to approve the recommendation of Mrs. Haas, to convert September 26, 2003 into a regular school day, thus creating a 184-student day/194-teacher day schedule (instead of the 183/193 day schedule which had been passed by the Board) for 2003-04 school year (with students to attend no more than 180 days and teachers to work no more than 190 days). Up to four days would be dropped from the calendar if they are not needed as inclement weather makeup days. Acting on the motion of Board Member Mark M. Wolkow and the second of Lt. Col. (Ret.) Chandler, the Board unanimously approved the recommended change to the 2003-04 school calendar.

## PRESENTATION PERFORMANCE CONTRACTING

In June 2002, the Board gave its approval for the school system to enter into a Project Development Agreement with the Energy Service Company (ESCO) Johnson Controls to perform Phase II of a Performance Contract including 14 previously approved high-energy-using schools. Phase II involves the ESCO performing detailed engineering assessments, evaluating possible energy saving measures, and developing firm fixed pricing. That survey

was recently completed. According to Assistant Superintendent for Operations Joseph Licata, the school system's Facilities Management Department has met with Johnson Controls to review all options and to formulate a plan to reduce energy use which would also provide other benefits to the learning environment of students in those 14 buildings (Aberdeen Middle, Bel Air Elementary, C. Milton Wright High, Deerfield Elementary, Edgewood High and Middle, Havre de Grace High and Middle, Jarrettsville Elementary, John Archer School, North Harford Middle, the Wakefield building of Homestead-Wakefield Elementary, and Youth's Benefit Elementary). In all 14 schools, Mr. Licata said, possible improvements could be realized in lighting retrofits and upgrades, HVAC & ATC restorations, facility management systems upgrades, water conservation measures, systemic air balancing, and equipment replacement. Mr. Licata said cost for the improvements would be covered by a payback in energy savings ranging from two to 15 (plus) years. John Cavanaugh, representative of Johnson Controls, told the Board that schools included in the original group of performance contracting for energy savings, had realized 94 percent of the projected savings during 66 percent of the time allotted. He asked that the Board consider approving the proposed Phase II improvements of the schools listed in the second round "so we can get a jump on winter" in implementing the changes. However, several Board Members, including Vice President Magee, said they had not had time to review the documentation on the potential savings and said they would not vote on the proposal in the current meeting.

#### SUPERINTENDENT'S PRESENTATION – ANNUAL SYSTEM GOALS

Each year, in September, the Superintendent reviews Board goals established during the previous summer and outlines ways in which the school leadership intends meeting those goals during the coming school year. Mrs. Haas first reviewed the Board's four goals. The first, "to ensure a safe, positive learning environment for students and staff in our schools" she said involves both facilities and a positive climate. Mrs. Haas said that bullying in school has led to litigation and laws which now need to be reflected in school policy now being worked on by her staff. In goal two, "improve student achievement with a focus on closing the minority achievement gap," Mrs. Haas pointed to three factors: program accountability, state mandated assessments and curriculum development. She said the new Maryland School Assessment will be administered to students in grades three, five and eight with two days devoted to reading and two to math during 90 minute tests each day. She added that test results, which will include a score available to parents on each test for their child, will be back before the fall next year and prior to the beginning of the school year in subsequent years. Mrs. Haas said CTB McGraw-Hill and Harcourt had been chosen as the test providers and that one test will yield the individual student results on both criterion and norm referenced test items. She added that the 2002 Maryland School Performance Assessment Program (MSPAP) results have not come back as yet and that there will be no way to link the results of MSPAP testing, which has occurred since 1993, with the new assessment. Mrs. Haas said there are three focus areas on which the school system will concentrate this year – human resource service, professional development, and research and evaluation. She said professional development will be job-embedded with teacher identified options and will be on-going. She said programs or projects will be looked at to see if their results justify the amount of resources expended on them, how effectively they have met

their goals, and the degree to which a program has resulted in positive improvements. In goal three, “ensure the effective use of all resources focusing on the areas of technology, fiscal and budgetary management, and community partnerships,” Mrs. Haas pointed to the partnerships which have been formed by the school system’s Technology Office with the County government and others. In goal four, “understanding that all employees contribute to the learning environment, we will maintain a highly qualified workforce,” Mrs. Haas talked about intensified recruiting efforts, a pending update of the system’s Affirmative Action Plan, retaining teachers through support programs and creative staffing initiatives, and assisting provisional teachers in obtaining certification. Mrs. Haas then discussed the pending impact of the new Federal Elementary and Secondary Education Act, also known as “No Child Left Behind.” She said the Federal legislation, passed and signed into law by President George W. Bush in January 2002, has five goals including: by 2013-2014 all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics. Mrs. Haas said indicators will include the percentage of students, in total and among subgroups, achieving at or above the proficiency levels in state-developed assessments. Sub-groups will include gender, race, free and reduced meal eligibility, disability, and others. She said students will be tested in grades three through eight and again in tenth grade in reading and math and, by 2007, in science once in each of the third through fifth; sixth through ninth; and tenth through twelfth levels. Performance goals will be set every year by the state with schools which do not meet those standards “retooled” after the fourth year and made available to public school charter after the fifth year of lack of progress. ESEA Goal two calls for all limited English proficient students to become proficient in English and reach high academic standards. Goal three says, by 2005-06, all students will be taught by “highly qualified staff.” Mrs. Haas said Maryland certification of teachers will change to meet the Federal definition of a certified teacher, and, she said, teachers will no longer be allowed to teach outside their fields of certification. She added that para-professionals (instructional assistants) will have to be pass proficiency tests or hold at least associate in arts degrees by that time. ESEA Goal four says that students will be educated in learning environments that are safe, drug free, and conducive to learning; adding an indicator of “persistently dangerous schools,” the definition for which is still pending, Mrs. Haas said. ESEA Goal five calls for all students to graduate from high school. The Superintendent told the Board that the Harford County Public Schools, and all school systems in the nation, will be required to create a consolidated master plan which will not only meet the requirements of ESEA but those of the new State legislation coming out of the Thornton Commission study known as “Bridge to Excellence.” She said the master plan will be required to integrate the local goals with those of No Child Left Behind and Bridge to Excellence while being tagged to the budget. Mrs. Haas added that the school system leadership has been working on a School Improvement Integrated Management System (SIIMS) based on Baldrige Category Three Criteria – stakeholder and market focus. That program is intended to mesh all goals and objectives into a cohesive effort with customer service as its linchpin. Mrs. Haas said she will issue the system’s “Report Card” on how well it has met the goals at mid-year, in keeping with her annual process.

## NEW BUSINESS

## PRESENTATIONS

### MATHEMATICS DEPARTMENT REPORT

Led by Supervisor of Mathematics Sarah Morris, Assistant Supervisor of Math Sharon Kachur, and Elementary Teacher Specialist Virginia Hinckley, the school systems Mathematics Department reported to the Board on the math program available to students in the school system. Mrs. Morris said the system's math program is based on the Harford Board's goals, Maryland Content Standards and the six principles and standards of the National Council of Teachers of Mathematics – equity, curriculum, teaching, learning, assessment, and technology. Mrs. Morris said the relative experience of math teachers in the school system has decreased over the last several years as the number of first year teachers or those with less than ten years experience has increased. She said the relative number of middle school math teachers with elementary certification (Grades one through eight) has increased. She pointed out that Harford students have continued to score high compared to other school systems and the nation in standardized tests such as SAT, CTBS, Functional tests, or MSPAP, with the exception of sixth grade math computation in the CTBS testing. She said the Harford County Public School System has been using the University of Chicago School Mathematics curriculum materials.

### SUPERINTENDENT'S REPORT

Mrs. Haas asked Supervisor of the Office of Technology and Information Systems, Andrew Moore, to present the Board with an update on fiber optic connections between the school system's central office and the County's central system. Mr. Moore said the County's Technology Director, Bill Wheeler, has developed a telecom request for proposals that would make the county's telecommunications systems more efficient by converting to a high band width format. He said such a system would provide for a more efficient "disaster recovery" system should backup data system records be lost by providing a redundant link with the Internet. The system would also provide for on-line storage eliminating the need for retention of hard copy backups. Mr. Moore asked that the RFP for a new school system administration building be cognizant of the proposed fiber optic line that would link the current central office with the County government's technology headquarters at 45 S. Main Street in Bel Air. In answer to a question from Mr. Thomas, Mr. Moore said the time frame for completion of the system is November 1 at a cost of \$50,000 to \$100,000 per mile.

In addition, Director of Elementary Education Patricia Skebeck presented the Board with a chart showing how the school system's elementary teacher staffing measures up to the standards established by Board policy. She said about 31 additional teachers are needed at the elementary level to reach current Board standards.

Mrs. Haas pointed out that Student Representative to the Board Molly P. Harris is featured along with two other senior student leaders in other Maryland sub-divisions on the cover of the September 2002 Maryland Family magazine in a story "Rising Stars, Three from the class of 2003 work toward bright futures."

## BOARD COMMENTS

Mr. Magee asked the Superintendent to develop a plan to alleviate students being taken out of school for athletics or other activities. He said, while he and the Board realize there is value in non-academic activities, the focus has to be on student achievement. He asked the Superintendent develop a series of options and allow the Board to make the decisions of which ones to adopt. Mrs. Haas said she is putting together a study group to look into the situation.

Mr. Thomas said he had been part of a briefing from Ed Ramsay, chair of McDonald's Corporation and former US Marine Corps leader saying that there is a need for 40,000 Marine recruits each year. Mr. Thomas said Mr. Ramsay reported the Marines require a candidate to run 1.5 miles in 11 minutes and that most American youth cannot meet that standard. He said Mr. Ramsay said apathy among U.S. youth has become a serious problem with teen-agers adopting a more sedentary lifestyle.

Board Member Ruth R. Rich complimented music teachers Cathy Potter from Deerfield Elementary School and Marty Banghart from North Harford High School on the performance of their respective choirs during the County's commemoration of the one-year recognition of the September 11 tragedies, held at Ripken Stadium on September 11, 2002.

Mrs. Rich said the commemoration was moving and the two choirs contributed greatly to the occasion. Mrs. Haas added that Cydney Wentsel, supervisor of guidance for the system (Director of the Harford/Cecil Chapter of Sweet Adelines) and Scott Sharnetzka, C. Milton Wright instrumental music teacher (Director of the Bel Air Community Band) had also taken part.

Mrs. Wolf pointed out how schools are a very central part of communities, using the example of the Fallston community's support of a 1997 graduate of Fallston High School who had multiple physical challenges. The young woman passed away the previous week, Mrs. Wolf reported.

Mr. Wolkow said that Ron Burke, instrumental music teacher at Edgewood High School, is a member of the Bel Air Community Band and took part in the September 11<sup>th</sup> ceremonies, also.

Mrs. Troy reminded those present of the upcoming "What Kids Need to Succeed" parenting conference and thanked the administration, staff and PTSA of North Harford High School for hosting the Board meetings for the June through September quarter. She said the Board will move to Bel Air Middle School for its October through December business meetings.

## ADJOURNMENT

Acting on the motion of Lt. Col. (Ret.) Chandler and the second of Mrs. Wolf, the Board voted unanimously to adjourn the meeting at 9:55 p.m.



## FUTURE MEETINGS

The Board will hold its quarterly business meetings from October through December at Bel Air Middle School, beginning with the October 14 session, beginning at 7: 00 p.m. Second Monday meetings begin at 7:00 p.m. and fourth Monday meetings start at 6:30 p.m. A work session will be held at the HEAT Center on October 21 starting at 7:00 p.m.

## MORE INFORMATION

The school system is attempting to prevent duplications and reduce production/mailing costs of the printed versions of B-Line. Those who are able to access B-Line on line and who would like their copy of the printed version of the document discontinued should e-mail the Director of Public Information: [drmorrison.gs@hcps.k12.md.us](mailto:drmorrison.gs@hcps.k12.md.us); Or call the HCPS Customer Relations Action Line (24- hours-a-day) at 410-638-0022.

In addition, for those who would like to receive emergency or other important school announcements automatically at their e-mail address(es), check the schools-out.com initiative on the home page of the HCPS web site.

**For more information on Board meetings or other matters affecting the Harford County Public Schools, contact the system's Director of Public Information, 410-588-5203; or call the HCPS Customer Relations Action Line (24-hours-a-day) at 410-638-0022.**

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