



Board Meeting

December 17, 2001

Eugene C. Chandler, *President*
Terry R. Troy, *Vice President*
David H. Galbreath
Thomas D. Hess
Robert S. Magee
Robert B. Thomas, Jr.
Karen L. Wolf
Samuel S. Fromille,
Student Representative
Jacqueline C. Haas, *Superintendent*
Secretary/Treasurer

OPEN SESSION

CALL TO ORDER

Board President **Eugene C. Chandler** called the regular business meeting of the Board of Education of Harford County to order on Monday, December 17, 2001, at 6:40 p.m. in the gymnasium of Fallston Middle School. Lt. Col. (Ret.) Chandler directed that a roll call of Board members be taken. All seven Board members and Student Representative to the Board **Samuel S. Fromille IV** were present. Board Member **Karen L. Wolf** moved and Board Vice President **Terry R. Troy** seconded that the agenda be adopted as printed. The Board voted unanimously to support the motion. Mrs. Wolf led those present in the recitation of the Pledge of Allegiance.

RECOGNITION

HCPS EDUCATOR HALL OF FAME DECEMBER 2001 WILLIAM A. HORNER AND WILLIAM "BILL" BROWN

Each month since October 2000, the Board of Education of Harford County has officially inducted two retired Harford County Public School Educators (with at least 20 years experience in the county) into the Harford County Public School Educator Hall of Fame. For December 2001, the Board inducted **William A. Horner** and **William "Bill" Brown**. Mr. Horner spent 39 years teaching science to middle school-aged students in Havre de

Grace. Mr. Horner employed unusual methods to capture the interest of his students – starting thunderstorms and setting off volcanoes in his class. He was known as the “pied piper” of Havre de Grace Middle School. Students were anxious to attend his classes to see what surprises he had cooked up for them. He arrived daily at 2:30 a.m. to prepare his lessons for the day. Mr. Horner retired in 1993. Mr. Brown was a world class half-miler, winning his specialty at the 1948 Pan-American Games, and was selected as an All-American while at Morgan State College. A wounded combat veteran of World War II, he returned to his native Harford County to teach in the all-black Central Consolidated School in 1950, piloting several of his track and field teams to state championships. When total integration was achieved in 1965, Mr. Brown moved to Bel Air High School where his track and field teams won back-to-back state titles. He was a major force in bringing black and white students together and in easing the transition with members of the BAHS faculty. Mr. Brown retired in 1983 after 33 remarkable years as an educator. Board President Chandler and Superintendent **Jacqueline C. Haas** presented Mr. Horner and Mr. Brown with Board certificates, plaques, and laminated copies of the articles done on them in the December issue of *Harford Schools*. Each received standing ovations from those present.

FALL 2001 ATHLETIC CHAMPIONS

At the conclusion of each athletic season, the Board of Education of Harford County honors those student-athletes and teams from the Harford County Public Schools that win Maryland Public Secondary School Athletic Association (MPSSAA) championships by inviting them to Board meetings and presenting them with certificates. The Board also honors those student-athletes or teams which win Regional titles or which win County or District championships, if that is the top title available to them. During the Fall 2001 season, the Fallston High School field hockey team, coached by **Alice Puckett**, won the MPSSAA 3A state championship. It was the ninth time since 1989 a FHS field hockey team coached by Mrs. Puckett had won the state title. In addition, C. Milton Wright High School’s Boys Cross Country team, under the coaching of **Eric Clark** and **Don Mickey**, won the MPSSAA 4A state championship. A member of that team, **Pat Bailey**, won the MPSSAA 4A individual state championship. In addition to the Fallston High field hockey team (3A North Region) and the C. Milton Wright boys cross country team (4A East Region), Joppatowne High School’s Football team won the 2A East Region championship. Young Bailey also won an individual Region 4A East championship in boys cross country.

CHARLES E. CRUE – MARYLAND SECONDARY ASSISTANT PRINCIPAL OF THE YEAR

The Board recognized Edgewood High School Assistant Principal **Charles E. Crue** for having been named by the Maryland Association of Secondary School Principals “Maryland Assistant Principal of the Year.” Mr. Crue, a 29-year HCPS Educator and graduate of Edgewood High, is in his third year as AP at the school. He was nominated by his principal, an EHS teacher, and members of the community who cited Mr. Crue’s “selfless dedication to duty” and willingness to “get the job done” no matter the time or effort involved. Mr. Crue, who received a thousand dollar award through the corporate McDonald Corporation sponsorship as Maryland Secondary AP of the Year, will now be entered in the national

competition.

NATIONAL BOARD CERTIFIED TEACHERS - SHAWN E. WASHINGTON - CLARK/JANN C. BARBER

The National Board for Professional Teaching Standards (NBPTS) has established a voluntary process of individual staff development for teachers in which, if the teacher completes the year-long rigorous process, they are identified as having achieved National Board Certification. During the 2000-01 cycle, 6,500 teachers from all 50 states and the District of Columbia earned what is referred to as the “teaching profession’s highest credential – National Board Certification.” The Maryland State Department of Education provides a \$1,000 award for those teachers who complete National Board Certification, an amount matched by the local school system. This year, **Shawn E. Washington-Clark**, academic intervention teacher at Aberdeen Middle School, and **Jann C. Barber**, math teacher at Bel Air High School, achieved National Board certification. Mrs. Clark, who was featured in a December article in *Harford Schools*, received a Board certificate while Mrs. Barber, who was unable to attend the meeting, will receive her certificate and be featured in a January article in the newspaper. <![endif]>

GENERAL PUBLIC COMMENTS

Mary Ann Mohandessi, school nurse at Ring Factory Elementary School, reminded Board members that they would be considering a proposed resolution on School Nurses Day later in the meeting. She said the school nurses thanked the Board for its support of this very important part of the school program.

OLD BUSINESS

ACTION ITEMS

CONSENT AGENDA

Acting on the motion of Board Member **Robert B. Thomas, Jr.** and the second of Board Member **Thomas D. Hess**, the Board unanimously approved items on the Consent Agenda including: minutes from the November 26 business meeting and the December 3 work session; the monthly report on personnel, transfer of bus contracts; and proposed resolutions on Retiring Employees, School Nurses Day, Maryland Reading Month, and Mentoring Month. Mrs. Troy, a member of the Kids C.A.N. organization, read aloud the “resolved” points of the mentoring resolution.

PRESENTATIONS

PROPOSED PROFESSIONAL DEVELOPMENT PLAN

Mrs. Haas told the Board a group had been convened in the spring of 1999 under the

leadership of Assistant Superintendent for Curriculum and Instruction **Deborah J. Heiberger** to work on a comprehensive professional development program. Mrs. Haas said a preliminary report from the group was made to the Board in the summer of 2001 and during a work session in October. Mrs. Haas said the proposal has been recognized by the Maryland State Department of Education as a “quality document.” Dr. Heiberger told the Board that the overarching goal of the plan was to improve student achievement with a focus on closing the minority achievement gap. She discussed with Board members the 17 “benchmarks” involved with the implementation of a comprehensive professional development plan, as outlined by the committee. She presented the Board with a timeline beginning with the current Fiscal Year (2002) and extending through FY 2006. Dr. Heiberger said the cost of the program as proposed would be \$270,309 for FY 2003, \$400,509 for FY 2004, \$530,509 for FY 2005, and \$530,509 for FY 2006. She said the primary vehicle to attain highest performance standards for teachers is job-embedded professional development. She said the funding of an Office of Professional Development including a Director and Coordinator with four Specialists to work in that area is essential for the plan to move forward. She added that ten permanent substitute teachers would be hired to take the place of teachers who are being trained at various times during the school year. She mentioned the proposal to have Hall’s Cross Roads Elementary School pilot an 11-month school-year as an example of making the school calendar reflect the system’s vision, mission, and research-based beliefs in the area of professional development. Dr. Heiberger said the plan would be “refined” in subsequent years. Lt. Col. (Ret.) Chandler complimented Dr. Heiberger and her committee on the “fine work” which had been done on the plan. Mrs. Haas said the dilemma of putting such a plan into writing with projections for future years is that the overall plan represents a significant investment in funds. However, she said, the public needs to understand the many quality components that need to go into job-imbedded, multi-modal professional development which takes into account the way adults learn. Mrs. Haas said the proposal would be brought back to the Board at its January 28, 2002 meeting for “concept approval.” At Mr. Thomas’ suggestion, it was agreed the cost of funding the ten substitutes would be added to the January 28th presentation. Several of the Board members, noting that this would be the final Board meeting for Dr. Heiberger in her position as Assistant Superintendent (Dr. Heiberger’s retirement was to become official on December 31, 2001), noted her outstanding contributions to the school system over her more than 28 years as a teacher, assistant principal, principal, supervisor, and assistant superintendent.

TEST ADMINISTRATION AND DATA REPORTING POLICY

Mrs. Haas told the Board that they were being presented with a “second reading” of a proposed policy on Test Administration and Reporting. She said it was essential that all involved with administering state standardized tests be aware of the confidentiality required and procedures in administering the tests. Mrs. Haas introduced **Carolyn Wood**, supervisor of research, testing and evaluation, who presented the Board with the draft of the policy. She said that Harford County Public School personnel are charged with maintaining the integrity of the testing system as it is presented to students in the local school system. She added that it is a staff responsibility to maintain that integrity and any violation constitutes misconduct in office. Dr. Wood said that two years ago the Maryland State Department of

Education made procedures and regulations on the comprehensive testing program a part of COMAR, State Board bylaws which have the impact of law. Mr. Thomas asked about the protocol in case there has been a breach of the integrity of a test (such as information about the test being leaked). Dr. Wood said the incident is to be reported to MSDE, an investigation is done locally, and the results are put back in the hands of MSDE in a “situation specific” report. Dr. Wood said regulations are spelled out in a test coordinator’s handbook. Mr. Magee said he finds it “difficult to hold someone in misconduct for something they did not purposely do wrong.” He said that a situation where a student steals a test should not be a cause for a teacher to be held in misconduct, a charge which could result in the teacher being dismissed. Mrs. Haas said that very situation is why there is a need for a policy and a strict set of procedures to prevent such an occurrence. She said the State Department of Education is holding the local system accountable for the proper handling of tests given at the school system/school level. Mr. Hess said he is concerned about the “adversarial nature” the policy places the school system and those who administer the tests in. Dr. Wood said several meetings have occurred with principals to outline the proposed policy and procedures. Mrs. Haas said the proposed policy will come back to the Board as an action item at a future Board meeting.

NEW BUSINESS

PRESENTATIONS

SUPERINTENDENT’S FY 03 OPERATING BUDGET

Mrs. Haas introduced Assistant Superintendent for Business **John Markowski** and Budget Director **John Cox** who presented the Superintendent’s FY 2003 Operating Budget proposal. Mrs. Haas said the Harford County Public School System is the 124th largest among the country’s 14,498 school systems. “We are not a Ma and Pa operation – we are a very large business,” she said. “We are charged with providing services to our students in addition to keeping the lights and heat on and a quality staff employed. Mr. Markowski explained the contents of the budget book which had been presented to the Board. He said, in the past, the school budget had “lots of money where it was not needed” resulting in a year-end fund balance which could be used to balance the upcoming budget. He said neither is the case any longer. Mr. Markowski added that both Federal Impact Aid and interest income have dwindled to almost nothing. The sum total of all those factors means a \$2.1 million beginning deficit in figuring the FY 03 operating budget. He said the County will be asked to fund \$12.2 million in “new” revenue for the upcoming school year. Mr. Cox said that budget managers in the system had been asked to construct their budgets in such a way that there would be no additional funding requests, though they could move funds within their areas. He said that the “cost of doing business” – such as a 12.5 percent (\$3 million) increase in health benefits – had to be built into the budget. He added that 22 new teachers, eight supporting personnel, a Director of Professional Development, and four custodians had been included in the FY 03 request. Mr. Markowski also presented the Board with a list of the cost of implementing programs to address the Board’s goals (\$2.9 million). A series of Board work sessions on the proposed budget will be held during the

month of January (see HCPS web site for a complete list) with the eventual adoption of the budget set for late January resulting in its delivery to the County Executive prior to February 1. The school budget, along with others funded in part or fully by the county, would go to the County Council by April 1, 2002. That body would be expected to pass the entire county budget in June 2002 to become effective July 1, 2002.

SUPERINTENDENT'S REPORT

UPDATE ON MARYLAND KINDERGARTEN COMMITTEE AND VISIONARY PANEL

Mrs. Haas presented the Board with updates on two Maryland State Department of Education groups on which she has been working. She said the State Board of Education has accepted and approved the committee on kindergarten's proposal for all-day kindergarten and on moving the date of entry for kindergarten students from its current age five by December 31 to age five by September 1. However, she said there is a question concerning the fiscal impact of both issues. Mrs. Haas said it is likely the change in the age of entry into kindergarten would be phased in month-by-month for several years; and that implementation of all-day kindergarten in Harford County's Public Schools would necessitate the addition of 88 more teaching places. Director of Elementary Education **Patricia Skebeck** has said the system has room for just 26 of those places. Mrs. Haas said 40 percent of the state's kindergartens are already full-day, though only a few in Harford are in that category, and those are funded through grants. Mrs. Haas said the Superintendent's Association and the Maryland Association of Boards of Education (MABE) are likely to take positions that nothing should happen on the kindergarten proposals until decisions are made on additional funds which may come from the work of the Thornton Commission. Mr. Thomas reminded the Board that they had taken action two years ago not to support any state, unfunded mandate. He said, if the State Board's action becomes part of COMAR and, if no money is added through the Thornton Commission, the kindergarten proposals will come back to Harford County for funding. He said he does not think there will be any action for at least a year on the proposals.

Mrs. Haas said MSDE's Visionary Panel is intended to have the same effect on the next decade of public education in Maryland that the Sondheim Report had on the 1990s with the institution of the Maryland School Performance Program and High School Assessments. She said there had been eight sub-groups involved in the creation of mandates on local school systems to be held accountable for student achievement. Mrs. Haas said she had served on the Leadership group which had been involved with looking at adequate pay for school leaders and the easing of the burden on principals by removing some of the requirements aside from student achievement which have been placed on them. She said one of the proposals is that a building manager be hired to run a school building, allowing the principal to get away from the "operational" issues of his facility and place more emphasis on being the educational leader of his school. Mrs. Haas said the core group of the Visionary Panel had not been involved in the "nitty-gritty" of the issues, but had made very broad recommendations that will be up to MSDE and the local school systems to implement. She said more information on how those proposals are to be addressed will be

forthcoming in January and February, 2002.

Mrs. Haas reminded those present that the Harford County Public School System has recently entered into an agreement with the Schools Out, Inc. organization to provide instant emergency or other important information through the e-mails of those who sign up to be part of the system. She said the free service can be accessed by anyone with e-mail by typing in www.schools-out.com in the appropriate location of the web browser and following instructions. Mrs. Haas said 600 people have signed up for the service so far.

Mrs. Haas said she wanted to personally thank Dr. Heiberger for all of her invaluable service to the school system and expressed how much she will miss the contributions of the retiring school administrator.

DISCUSSION

OPPORTUNITY FOR BOARD MEMBERS TO PRESENT NEW BUSINESS ITEMS FOR DISCUSSION

Mr. Magee said that he wanted to clarify his comments made the previous meeting about a proposal that transition (remedial) college math courses be offered in high school. He said the overwhelming number of Harford Public School students are doing well in their math classes. He asked Director of Secondary Education **William Ekey** to provide information on the specific areas on which local students are not doing well in math and how the transitional math programs in cooperation with Harford Community College as proposed will help.

Lt. Col. (Ret.) Chandler said this would be the last regular Board meeting to be held at Fallston Middle School and offered his thanks to Principal **Kaye Blome** and Assistant Principals **Ron Wingate** and **Margaret Green** as well as their staff for hosting the Board in such an exemplary manner. Mr. Thomas, Mrs. Wolf and Past President **David H. Galbreath** added their congratulations to Dr. Heiberger on an outstanding career and expressed their wishes for a happy and successful retirement.

ADJOURNMENT

Acting on the motion of Mr. Thomas and the second of Mrs. Troy, the Board voted unanimously to adjourn at 8:55 p.m.

FUTURE MEETINGS <![endif]>

The Board will hold budget hearings on January 3 (C. Milton Wright High School Auditorium, 7:00 p.m.), January 12 (Harford Technical High School, Amoss Center, 9:00 a.m.), January 16 (HEAT Center, 7:00 p.m.), and (if needed) January 22 (Bel Air Middle School Gymnasium, 7:00 p.m.). The next regular meeting of the Board will be held January 14, beginning at 7:00 p.m. at Magnolia Middle School; with the second regular business meeting in January to be held on January 28 at Magnolia Middle, 6:30 p.m. (Consult the

HPCS web site for a complete listing of business meetings and work sessions along with minutes from previous meetings.)

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; Or call the HCPS Customer Relations Action Line (24-hours-a-day) at 410-638-0022.

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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