

**Work Session Minutes  
Wicomico County Board Of Education  
January 19, 2016**

Dr. Cathy Townsend, Dr. John Fredrickson, Mr. Don Fitzgerald and Ms. Leisl Ashby came before Council.

West Salisbury Elementary Schematic Presentation-Ms. Ashby provided an update on West Salisbury Elementary schematic (presentation January 5<sup>th</sup>, reviewed and approved by the Board on January 12<sup>th</sup>) and have made a submission to the state, having made a lot of progress in a short time. They are pursuing LEED silver certification for the building. On January 5<sup>th</sup> they had the school building schematic presentation and, on January 12<sup>th</sup>, it was reviewed and approved by the Board of Education. Continuing, Ms. Ashby said by condensing design and fast tracking construction, the building will be ready for occupancy in August 2018, for use during the 2018/19 school year. They are striving to submit the design/development stage plans to the state by April 1<sup>st</sup>. Ms. Ashby reviewed the site plan, pointing out that the existing site is approximately 18 acres; the building is a little over 57,000 square feet; its state rated capacity is 358 students; the design capacity is 350 students, with a projected enrollment of 342, but this number will be looked at again in the spring to determine projected enrollment. This will be a pre-kindergarten to second grade school, with approximately 16 grade level classrooms, a separate gymnasium and cafeteria, art and music classrooms, as well as a media center. This will be a Title One school, with special education and resource rooms. There will also be a community partnership space with the food bank. She said the building will sit pretty close to where the existing building sits now. The site will accommodate future expansion, though no provisions for expansion will be part of this construction. She then reviewed a color coded overall floor plan, adding that it will be within the program square footage that was established as part of the FY17 revised capital improvement request. She said the school fits in with the surrounding neighborhood and is considered an asset to the community. Mr. Cannon asked the significance of getting the LEED certification, to which Ms. Ashby said it is a state requirement. Mr. Kilmer asked if the costs are the same as discussed at the last quarterly meeting. Ms. Ashby said the design team has put together a schematic design cost estimate. When the mechanical engineers got into more detail versions of what they will have to do, we have a 2300 square footage mezzanine space that is required. When the contractor put together a budget estimate for the consultants, it was a little over \$400,000 in the red. What they are doing now is having design team meetings to talk about how they can address the difference, such as material selections. She said right now it is a cost per square footage basis. Ms. Ashby explained they would like to try that avenue first to see if that will work before they have to carve out square footage to stay in budget. If not, they will have to look at program square footage. The next step usually would be to tackle classroom space, but they do not want to make the classrooms any smaller than necessary. Mr. Cannon asked if they have allowed for expansion in the architecture design without too much expense. Ms. Ashby explained that the site plan shows a dash-in area, which is for a classroom

wing in the future. She explained that some of the larger spaces such as the media center, gymnasium, and cafeteria are on exterior walls so that if a future expansion did take place, they would also be able to expand those areas. Mr. Cannon then asked if there is plenty of land to make the expansion, to which Ms. Ashby responded, yes.

January 27 IAC Unified Support for WSE Discussion- Dr. Frederickson explained that it is very important to let the State, Board of Public Works, Comptroller, Governor, and Treasurer understand that the County Council, County Executive, and Board of Education are together on this project because there is a lot of competition for those dollars. They would like to encourage participation, even if you just show up and stand there. They are also going to see if the legislators can participate. It is a major project. It is important for the kids in the schools, and it is an important jobs project. Dr. Frederickson said the more we can do together, the better the chances of getting the money from the State. Mr. Cannon asked what time on January 27<sup>th</sup> is the meeting. It was agreed that the Board will advise the Council and the Executive when the time has been determined. Mr. Cannon said they have MACO on January 27<sup>th</sup>, so they will be in the area that day. They also have testimony on the elected school board that day at 1:00 p.m. Mr. Cannon said he agrees that everyone should work together and Council members will be glad to attend.

Budgeting for 2016-2017- Mr. Bruce Ford came before Council. He said the FY 17 budget preparation has begun. This morning was their first meeting with the Board of Education to kick off the FY17 budget process. He would like to invite the Council members and the public to their first public hearing this Thursday at 101 Long Avenue at 5:30 p.m. in the board's auditorium. They are in full swing with the budget meetings. The next work session with the Board of Education is the January 26<sup>th</sup> at 7:30 a.m.

School Construction Savings Plan- Mr. Ford explained that this is something they have discussed before with Council, and they were asked to bring it back at a later date. He handed out copies of the document they shared before. He stated as the Council may remember, the School Construction Savings Plan was established back in June 2007 as a result of a resolution by the County Council. From the period of 2007 through June 30, 2013, when the School Construction Savings Plan was in place, there was \$11,381,868.04 set aside in the fund. Mr. Ford presented a spreadsheet listing the capital projects that were funded from FY11 to projected FY16. He said the total school construction savings fund expenditures through the projected FY16 is \$10,459,389.93 of the \$11,381,868.04, which leave a balance of \$922,478.11 available. Mr. Ford explained, on the bottom of the spreadsheet, is a list of projects that they know need to be done for which no funds are available. Mr. Ford said they want to share how important they think the school construction fund has been to the board's ability to address much needed projects over the years. The funds have been used for capital projects per the requirement in the School Construction Savings Plan, in the CIP or in the Capital Outlay Budget. Mr. Ford directed the Council's attention to the handout on the advantages of the School Construction Savings Plan and asked

for Council to please consider establishing the school construction savings fund again. Mr. Cannon asked, in looking at the first column of the spreadsheet Actual FY10-FY11, are these funds what were budgeted for the project and then left over. Mr. Ford explained they are funds that were spent out of the school construction savings fund. Mr. Cannon then clarified that in FY10-FY11, there was \$2.5 million spent out of the school construction fund, to which Mr. Ford said that is correct, and the total spent over the years is \$10,459,389.93. He then explained in FY16, these are amounts they have set aside for certain projects. Mr. Cannon then asked how the accumulation of \$11,381,868.04 came about. Mr. Ford then handed out a spreadsheet that shows how they added to the school construction savings fund. They were able to save money from the general financial budget through sound financial management and move it into the school construction savings fund. Mr. Cannon said his understanding is that any surplus from the general budget at the end of the year could be transferred to the school construction savings plan to be spent, to which Mr. Ford said that is correct, and they could only use the money for projects in the CIP that did not get funded, or in the Capital Outlay that did not get funded. Dr. Townsend then explained that these are projects that Council has seen but did not get funded for whatever reason. Mr. Cannon then asked for clarification on what they mean as not being funded. Mr. Ford said these are projects that we asked for money from the County Council in the CIP, but the Council can only provide so much funding in the bond funds, so those projects that are not funded sit and get deferred to a future date. With the school construction savings plan money, they are able to do some of those projects. Mr. Cannon asked are talking about the projects the school construction funds are being spent. Mr. Ford then explained from the general fund they have 15 categories that money is appropriated to and, at the end of the year, there is money leftover in the various categories from line items. The handout shows how much they have added each year from 2007 to the school construction fund. Mr. Joe Holloway asked if there is no school construction savings fund and there is money left over from the general fund, where does the surplus go, to which Mr. Ford explained it goes to the start up of the next year's general fund operating budget. Mr. Ford said when the money is moved over to the school construction saving fund, it is earmarked for certain projects. Mr. Joe Holloway asked if the totals shown on the spreadsheet are funds left over from the project or from the general fund, to which Mr. Ford responded, from the general fund. Mr. Ford said they are not allowed to carry anything over, it has to go into the general fund operating budget for the next year. Mr. Ford pointed out in FY13 there was not any money transferred to the school construction savings fund because the plan ceased, so all funds went to the subsequent year's general fund operating budget. Mr. Matt Holloway clarified that \$5 million dollars was from IAC asking if that was one lump sum, to which Mr. Ford responded, no, it was various projects overtime. Mr. Matt Holloway then asked if they match dollar for dollar, to which Mr. Ford responded, yes, for example, if the Council was not able to fund a project for various reasons, such as roof, they will match a dollar for an amount they were able to contribute toward a project, so that is how they were able to leverage State aid. Mr. Matt Holloway then asked if that is only for certain projects, to which Mr. Ford responded, yes. Dr. Townsend said it is a win for everyone because these are

needed projects that the Council could not fund, but they were able to use the school construction funds to get the projects done. Mr. Matt Holloway asked if the money that is left over each year that is now being transferred to the next year's general budget could be used for any of the projects, to which Mr. Ford responded only if the Board and Council appropriate for such purposes. Mr. Ford said the other constraint is when you move the money to the general fund, it is limited to a 12 month period. If you put it in the school construction fund, they are not limited to the 12 month period. Mr. Joe Holloway said that was cut out by the prior administration. He then asked Mr. Wayne Strausburg, in the audience, if he recalls why it was cut out. Mr. Strausburg said that was done prior to his time with the County. Mr. Creamer stated the money was appropriated by the Council on the recommendation of the County Executive for school operating expenses and, at the end of the year, there is some money that does not get spent. That money then goes forward to help pay for the some of the next year's operating expenses, which is the same for the County. If money does not roll forward for the next year's operating expenses, that does not mean the next year's operating expenses are lower. It means that money has to be back filled from somewhere else. Mr. Kilmer then said the Board of Education often times asks for more money above the maintenance of effort for unmet needs asking, if money is taken from the operating budget, does that mean that will increase the unmet needs the general fund can meet. It will help with construction needs but will it take money away from needs met in the operating expenses in the general fund. Dr. Frederickson responded that he does not see that. He said they see it as a tool to encourage their managers to be prudent with the dollars spent every year. In most cases, they try to hold back a little bit of money for something that may come up at the end of the year. This way they hold the money until the very end and instead of going out to buy something they may not use until the next year, they know the money will go to a capital project, such as roof they may need on their building. Mr. Kilmer said for example say, in 2012, there was \$3 million that went into the school construction saving fund, if that did not exist, it would be \$3 million dollars for FY13, so say this Council does not go above maintenance of effort, does this mean that there would be a hole in the general fund that is being filled by the extra money each year that you could use for construction projects. Do you see that as an issue in terms of budgeting? Mr. Ford said fund balance is a onetime fund and the amounts will change. You do not want to utilize year end fund balance to fund an ongoing expense. That is the danger in trying to use fund balance to try to fund operating because you do not know if that fund balance is going to be there. Mr. Ford explained that it makes more sense to move the money to the school construction fund for one-time projects. Ms. Ashby said going back to the dollar for dollar leveraging, it could be in some cases, if it is for a State eligible project, a dollar for \$97 dollars on the cost share formula depending on the eligible cost share for that piece. Mr. Joe Holloway asked if that is true for any State approved construction project, or it is just for the school construction saving fund projects, to which Mr. Ford responded providing the money is available. Dr. Townsend asked, at some point, how will they know to bring this back to Council because this is very important. Mr. Cannon said they would certainly have another work session on it

before the Council decides to go any further, probably before the next quarterly work session.

Land Acquisition Near JMB (1119 South Division Street) Update- Mr. Cannon said this created a lot of stir among people. Dr. Frederickson gave his apologies. He said it was a good idea, but when they did an in depth analysis on it they decided not to move forward with it. Mr. Fitzgerald said they would not be able to get a clear deed. There was a question about a 20 foot driveway/alley. Mr. Cannon said there were concerns that money had been budgeted for that particular parcel and the development of it, and then it was going to be expanded using those funds. Mr. Fitzgerald said his understanding is that the money could only be used for the Bennett land acquisition. He then stated that after talking to their lawyer, it was decided the best thing was to say no, but thank you. Mr. Cannon asked what has happened to the money that was going to be used for that purchase, to which Dr. Frederickson said the money is just sitting. Dr. Frederickson also said, in many respects, it would have made it a better parcel for future planning whether it was for some type of education development on it, or whether it was turned back over to the County for economic development, or do some type of space corridor for softball fields and tournament development that is really an economic development for the community. It is an area we may want to look at in the future say as our way to either rephrase bond funding so that bonds give us a little more flexibility or to have a reinterpretation on how we manage those categories. He said that is a longer discussion that would involve the Council's attorney as well as the board's attorney.

Proficiency Scores - Dr. Frederickson said they recently received the results of the first round of tests. He said the school system did relatively well compared to the indexes of student conditions. Most of the school districts or counties have a significantly different situation in terms of free and reduced meals, mobility rates and homelessness. We are one of the top in the State in terms of homeless rating. Dr. Frederickson said any of those factors drive down the scores, but we had some bright spots, and right now we are working toward analyzing the various key component portions. What we want to find out is where do the kids have difficulties, was it in being able to construct a sentence, was it being able to understand the main facts of the short story they are reading. We also want to find out how we can drive their performance on computers because everything is going to be on computers. We have to make sure the kids have that opportunity. While we are cautiously inching towards making sure each student has a digital device for the appropriate portion of the day, right now we are still sharing as we have one computer for every two kids. In addition, about 85% of the buildings have Wi-Fi access but they would like 100% so that a child can stay in their normal room to do the testing, but that is going to be a few years down the pipeline as we move forward. Dr. Frederickson further said this is our first round and this is our baseline year, and it is a tool for them to use. We are advocating for the tests to be shorter. Mr. Kilmer said he talked to some teachers regarding the amount of County specific tests that are being done. He said he is not opposed to testing, but he is opposed to ineffective testing. Some of the

concerns the teachers raised is that the tests may be counterproductive and may not even be effective. How do we know all that Wicomico County is doing in terms of testing is helping out scores because our scores are not great. Dr. Frederickson said the key piece is what are the tests used for. The benchmark assessments are used to determine are the kids making appropriate progress to the tests from the State. He said we have a strong correlation to those tests as far as if we say the kids are getting 80% or 90% in January, February or March, then we have a very strong correlation in what actually occurs in April. He said that is the reason we have the kids take the tests, to be able to monitor and adjust the curriculum and instruction. He said they would like to spend more time in terms of analyzing the tests, which they are doing in teacher groups and advisory groups. Dr. Frederickson continued, he said they are not doing more tests than what is necessary. Mr. Kilmer then asked what are the other jurisdictions doing in terms of county specific tests, to which Dr. Frederickson said we are right in the middle in comparison to other counties. He said the only thing that is different, is our County gives all second graders a test for qualification into the magnet program, and some counties do not have what we refer to as our magnet program. We have taken the position that every child deserves the right to be considered for the magnet program, not just the child that is getting all As, Bs or Cs. Dr. Frederickson said even the seconded graders are in the range of average for the State as far as minutes spent on testing. Mr. Cannon said he has heard the same thing that the students are inundated with tests and the teachers would rather teach the subject matter. Mr. Cannon said they are the ones who exchange the ideas and goals with the teachers on a regular basis, and it is difficult for the Council to get in the middle of it. All they can do is express the concerns and information that the Council has heard in hopes that there are open ears. Mr. Fitzgerald said they have heard the same information. He said he has a daughter in the system, so he hears it and they hear it from others. It is not on deaf ears. Mr. Cannon asked if they have any ideas on how to approach it from here. Dr. Frederickson said they are going to do a number of different things. They always have a group that looks at the tests we get, how many minutes are we spending on it, can we tweak it, this is at the State level as well as locally. Dr. Frederickson continued, he said he meets regularly with the teachers association, with their officers, as well as the teachers that are nominated for their buildings to talk about this, as well as many other things. Dr. Frederickson said we also want to make sure we get the right information so we can assure the County, the community, State and Federal Government that we are doing the right things by our kids, and he thinks we are. In addition, Dr. Frederickson said they do have teachers that use the results of the tests. It does take time for the teachers to get the results. This year, however, the results will come back quicker as the system builds up. Also, you will have a baseline plus a second year. They do sit down and discuss the types of tests, and they have to decide if this one is more critical to other, but, at the end of the day, a decision has to be made. Mr. Hall said he assumes they are measuring on a continuous basis on progress and making changes if the progress does not meet the goals. Dr. Frederickson explained that they do that as this year's tests are going to be one day less of testing. Mr. Hall asked if there are other measurable goals, to which Dr. Fredrickson said the number one goal is how many students graduate that

are college and career ready and everything is building towards that. For example, if a kid takes a college class and passes it, that kid is considered college ready, but there are other ways to measure, for example if the kid is in a CTE program, such as automotive tech, did they pass enough of the components, which he thinks there are 21 or 17 in automotive, to get a job at a dealership. We are setting criteria. Our goal is to make sure the students are college and career ready, and we try to make adequate progress each year in meeting that goal. Mr. Cannon said they came across MSA scores from 2014 and Wicomico County is very low. Dr. Frederickson we are the second or third as far as the school systems in the State, and we have the first or second highest homeless rate. Those are things that drive test scores, if a child is moving every 90 days, the kid is less focused on how to do Algebra as they are trying to figure out what they can fit in their backpacks as that is what they will be transporting. Mr. Fitzgerald said they have over 8,000 kids on free and reduced meals in this County, over 60%. Mr. Cannon asked if there is a separate strategy developed to address those concerns, to which Dr. Frederickson said they put extra resources, extra staff, extra reading and math interventionist in the schools using Title I funding. Title I funding goes to the schools based on the number of free and reduced meals, which is not actually a count, but a concentration. You could have 500 students in your school on free and reduced meals, but if you have 1500 students in that school, it is not really going to affect them much because they are the minority. If you have 600 students in the school and 500 are on free and reduced meals and 250 to 300 are moving every 90 days, you have to provide stability for those kids. Dr. Frederickson said we have homeless kids that is why you see the silver van driving around with our name on in. We need to provide some consistency for these kids and keep them in the same school.

Transportation for Students Update- Ms. Townsend said we are approaching that time of year when the contractors will let us know if they intend to renew their contracts. We give them the option every 12 to 15 years, to tell us if they will be buying a new bus or not. This will determine if the Board will do the usual allotment for the buses. Ms. Townsend said the process goes through the spring. Some of their contractors are older, and they are not renewing their contracts. They are looking for creative ways to transport special needs students. They have a van now that has a lift because it is more cost effective to send a van, than it is to send a bus to transport one child. Ms. Townsend said they have developed a bus and efficiency committee. We have been looking at all of our start and stop times for the schools. All the middle schools start at 7:45 a.m. but because they would have to buy 40 more buses for Bennett Middle School, they changed their start time to 8:15 a.m., so they are able to use their current resources so they did not have to buy those buses. She said they also had an influx of students, so there are lots of moving pieces in the bus transportation. Ms. Townsend continued, she said, in addition, they are working on developing a five year plan, which looks at which contractors do they anticipate will buy a new bus, which ones will not buy a new bus. Using the enrollment figures and looking at the bus contracts, they are trying to determine the bus transportation needs for the County. Mr. Joe Holloway asked if they are losing any bus contracts this

year, to which Ms. Townsend responded they are probably going to be losing two. Mr. Joe Holloway then asked if they are multiple contracts, to which Ms. Townsend said she thinks one person had two and the other person just had one. Ms. Townsend said the contractors have to let them know by March 1<sup>st</sup>, if they do not want to renew. The routes will then go out to the other contractors to see if they want them, if not, then the Board has to figure out how to serve the route(s). It is an intense process. Ms. Townsend the vans have been a Godsend as they used to have to buses.

Branding for the County – Dr. Frederickson said the City has taken a lead on a branding project, and he is looking forward to working on it with the school system. He would like to link arm to arm with the County. He said he thinks it would be great to have something to say we are a County and here are some things we can do that makes us special compared to any other County or the State of Maryland. After the City gets theirs going, he would like to have an opportunity to meet with the County. He said the County is a different experience. In Maryland, counties are far more important than they are in most states. He would like to look at the things we do as a County and really emphasize that. Dr. Frederickson said we have some great things on what we can brand. He said he does not know what the brand is, he does not have a word for it, but he knows if we sit down together, we can work on something. Mr. Cannon said he would be glad to put it on the agenda because branding is important. When people or companies decide whether to come to Wicomico County one of the things they look at is the education system, and we need to include that as a positive for coming to Wicomico County. Mr. Cannon said the State of Delaware Education Department was running television commercials to promote education statewide, it was effective. They were not just preaching to choir. He said if he got the message, they were doing a good job. Mr. Cannon said we do need to incorporate the education system in the branding for Wicomico County. Dr. Frederickson said he thinks it should be a high priority, to which Mr. Cannon agreed. Mr. Hall asked Dr. Frederickson if he had someone to help with that project, to which Dr. Frederickson responded, not yet. Dr. Frederickson said they did a smaller project like this about three years ago. It kind of got started but was never finished, as the people working on the project got busy with other things.

Collaboration with the County- Dr. Frederickson said he would like to look at other ways to work with the County whether it is buying paper, buying fuel oil, or buying whatever the product is. He said they see a good response as far as the effectiveness of saving dollars. He believes we could save a few bucks and those are going back to the taxpayer. Mr. Joe Holloway asked if they have any room in their building behind the Lowe's building. Dr. Frederickson said part of their contract is to take over the rest of the building should the rest of the renters decide to part ways. Dr. Frederickson said the Board has 82% of the building and they have 18%. Mr. Cannon provided the Arcon Welding class as an example of sharing resources. He said they needed desks and chairs so he called up and asked the Board of Education if they had any available, and they asked how many do you need, it was as simple as that. They were able to have a successful



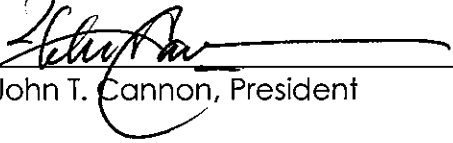
classroom and create successful products and the graduates had jobs waiting for them. Dr. Frederickson said he thinks there are more opportunities like that out there, but we have to act fast.

Mr. Kilmer asked if they could speak about the discipline issue as he understands teachers have mentioned it to the Board and there was some stuff on the news about it recently. Mr. Kilmer said he has heard from teachers that there is not enough emphasis on discipline from the administration, that there are discipline issues in the schools that are not being addressed; asking what is the strategy going forward for addressing that. Dr. Frederickson said they promoted Mrs. Kim Miles to being the assistant superintendant for student and family services, which gives her more power and control not only on the operation of the schools but also the principals, deans and vice-principals. Dr. Frederickson said they have not changed their discipline Code of Conduct in terms of themselves. The State of Maryland has determined that there are certain disciplinary actions that are not worthy of being a suspension for a student. There have been some changes in the Code of Conduct as a result of that. They are still very assertively addressing discipline for students. There are some students they are seeing a spike in terms of behaviors, but, if we look at all the kids, we have added about 350 kids this years. When you look at the number of disciplinary actions, referrals or suspensions that number is the same or has actually dropped. He is watching the referral rate for teachers and they are pretty comparable for most of the employees with prior ones. Dr. Frederickson said they do have some kids that are bad actors, they are not there for education, they are there for whatever reason, and they have a little bit more mouth and a little bit more misbehavior than they need. Dr. Frederickson said he recalls sitting in front of the Council eight years ago having a similar discussion and, at that time, he had made some expulsions and he thinks he had made more expulsions than the person before had made the previous decade. He still maintains that status. He said if you come to our schools and misbehave, we will deal with you, and we will deal with you firmly and quickly. Mr. Joe Holloway said they have teachers who tell them they do not feel safe. He understands that one teacher might say they do not feel safe and another teacher may say something different under the same circumstance. Mr. Joe Holloway said that is not a great work environment, and it something they have heard for a long time. Mr. Joe Holloway explained that it is just not the Wicomico County school system, but, at some point in time, some folks do not need to be there. Dr. Frederickson agreed, he said they have to do the appropriate procedures. They have to show what they did to intervene to deal with the kid. Mr. Joe Holloway said he is hearing that the administration is not backing up the principals and teachers on their decisions to remove the kids. Dr. Frederickson said, if a teachers sees a kid doing something wrong, such as talking on their cell phone, it is up to the teachers to do something about the student instead of saying go down to the office. If it is egregious, such as a student hits another kid, then the student goes to the office immediately. He said in most instances, it is mouthiest and stuff like that, in which case, the teacher has a responsibility to intervene. Mr. Cannon said the teachers are hired to teach for the most part and even one child can create a huge amount of disruption in the classroom, and for the teacher to try to spend time with that one

child that may have an outburst and to try to psychoanalyze the child is a huge disruption for the entire class. He does not know why that child cannot be directed to the office. This is a new day and age but some processes may work just as well, why not send the child to the office and let the teacher continue to work. Mr. Fitzgerald said they have heard from the teachers, and it is time to start thinking outside the box. He would like the public know that they hear them, and they are working on it. Mr. Kilmer said in speaking about branding that is one of issues that plagues Wicomico County schools, in that there is an issue with discipline. You hear that from people in the schools and those that have chosen to put their kids in other schools around here, which he does not think is due to the academics, but due to the safety issue. Mr. Cannon said perhaps we can look at other jurisdictions to see how they are handling these types of concerns. Mr. Joe Holloway said fixing it is not impossible, it is we are not allowed to fix it. Mr. Fitzgerald said it starts at home, but we have to work on the issue together. Mr. Cannon said he thinks that is all the teachers are looking for is some acknowledgment to say we are listening, and we understand this is a concern. Mr. Cannon said he would like to talk about expanding the CTE programs at the next quarterly work session. In Sussex County, they have a school, Sussex Tech. They have a lot pride, they even have their own football team. Mr. Cannon said a gentleman, who came down from Baltimore to talk to the Chamber of Commerce, was talking about how we can grow as a community, and one of the things he constantly said is make sure you understand your niche and take advantage of that. Mr. Cannon said it could be that we need to consider expanding the CTE programs. As he understands it, those that are leaving the CTE programs now and trying to advance to the next level, such as a job at a dealership, they are not quit there and they need a little bit more. Dr. Frederickson said most of their kids that come out of automotive or auto body CTE programs go straight into jobs after high school. Dr. Frederickson said if there is an interest in getting all of their units as opposed to 80%, they would be delighted to talk about expanding those programs. Mr. Cannon said there was nothing bad said about the program, just that the kids should be at a little bit of a higher level when the students come out of the programs, so perhaps we need to focus more strongly on the technical end for our students as they are going through the process. Dr. Frederickson said they are adding some things for the kids at the buildings in the 9<sup>th</sup> and 10<sup>th</sup> grades to make adjustments as a result of some committee meetings they had last year. Dr. Frederickson said they are adding a CTE program for teachers, it is called Teachers Academy of Maryland, and it is a program the State approves. It is a program to help develop teachers locally. They are having a tough time recruiting teachers of color to come here. Dr. Frederickson said there is about \$15,000 across the United States each year, and, we only get about eight every year, and we should have a higher number. In addition, we need to have teachers that want to stay here. He said if we can train our own kids from the start, we have a better chance of keeping them. Otherwise, by the time the teachers get to the third, fourth, or fifth year, when they get tenure, and they have actually learned to do their job, they get whisked away to across the bridge or Pennsylvania. He would like to keep them here. Ms. Townsend said Sussex Tech is a comprehensive CTE school. The students go there and stay there for all of their classes. Wicomico County buses

the students to the CTE programs. There is the question if Wicomico County should have a comprehensive CTE school.

**Open Work Session**  
**Board of Education-Quarterly Work Session**  
**January 19, 2016**

  
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John T. Cannon, President


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Matt Holloway, Vice President

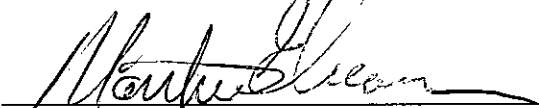
Absent  
\_\_\_\_\_  
Ernest F. Davis, District 1

  
\_\_\_\_\_  
Marc Kilmer, District 2

  
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Larry W. Dodd, District 3

  
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John B. Hall, District 4

  
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Joe Holloway, District 5

  
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Matthew E. Creamer, Council Administrator