

Change of Philosophy/Results of Focus Group Meetings

Dr. Hanlin said they had a great opening to the school year. She said Council submitted a list of discussion topics, and they added a couple of topics to the list that they wanted to make sure were discussed. Dr. Hanlin said she was not sure with the first topic on the list, change of philosophy, what Council is looking for. Mr. Cannon said the discussion can be open ended. He is aware that she held work sessions to discuss what the perceptions may be on issues and how she may address those concerns. Dr. Hanlin said that goes hand-in-hand with item nine on the list. She said, in the packet, there is a template that she has been using that she created based upon all the work with the focus groups and it also incorporates her values as a leader. Dr. Hanlin said if you were at the county stadium for the back to school event, which she thinks a few council members attended, she spoke to this a little bit. She said, generally, she is a very collaborative leader and believes in bringing people together and listening to concerns or ideas. Dr. Hanlin said she hit the ground running by having the groups meet with her beginning on day one and even elected officials were there. She said those very same groups that had been part of the interview process, she wanted to bring them back in and talk with them, members of the community, teachers, principals, community leaders, elected officials, just every faction of the community to find out what their perception is on what is happening in the community. She takes that information and builds from there. She said the template is what they have been using internally, which encompasses the four areas that she was hearing loud and clear that need to be the focus on how they move forward in Wicomico County Public Schools. The first area is to build a culture of trust and empowerment. They have started that internally, and she has been having conversations with principals. She said that is where empowerment comes in because a lot of the discussions that she has heard, really, if she puts the first two circles together, had to do with the culture in the school and creating a safe and positive school climate. They have been talking a lot about how they can build that trust, whether what was happening in the schools was reality or perception. She said she knows they have a lot work to do in that area. Basically, all four of the areas are areas that they are spending a lot of time talking about and are really guiding their work. She said the third area has to do with instruction, which is the heart of their work, but before they really get into the heart of the work and make significant changes, they need to make sure they have the first two areas. The fourth area is a community that believes in them. She said that started out by listening to people in the community talking about how the good news is not out in the public. The positive information about the school system is not out in the public. She said often the negativity takes over and that good news is not out there. She said this is a strategy that she believes they need to really have concentrated efforts in communicating the good news and doing a better job on marketing the school system. She said the ultimate goal is when you have a community that believes in them, then they will have accomplished their goals because that means the students are achieving and the teachers are being successful in the classrooms. She said that is the condensed version of the focus groups. Those four areas is what she was hearing and her philosophy is to work on this together with the community. Mr. Cannon said what they have heard year after year is that administration is too top heavy. He said the County does not mind giving money to the school system, but it is all going to the wrong place. It is not going to the teachers or whiteboards or whatever it may be, it is all going to administration. He said this is what people and teachers say. Mr. Cannon said it could be perception or reality but that is for them to decide, but that is what the perception is in the community. There is also the perception that there is a lot of violence. He said what troubles him is that it has been said that the school administration makes sure the violent events does not get out in the public. He said that is a double-edge sword. It may be good to let the

public know that there may be violence happening in the schools, but, at the same time, it leaves a bad perception within the community as to what the schools are really all about. To a certain extent, it is a call the school administration has to make. It is not a case of not being transparent, it is just you have to weigh the options. It is a double edge sword as to having violence in the schools, managing the violence and managing the public relations part of it. Dr. Hanlin said she totally agrees, but she thinks they need to be very transparent and find a balance. They need to figure out what they need to be communicating often and what they can handle internally. She said she thinks it is a very careful balance but, if anything, she errors on the side of transparency because she thinks that is how you create trust. Mr. Cannon said Dr. Hanlin mentioned, at the ball field, that she wants to let teachers teach and try to get away from some of the testing. He said, when he heard that statement, his first thought was what is the State of Maryland going to say. Are they going to allow a local jurisdiction stray from the program? He said he is curious as how it works between the local and state associations and what flexibility the local jurisdictions have. Dr. Hanlin said there are state or federally mandated tests that they have to follow the law. They also have assessments within the jurisdiction that they have discretion over and there is a statewide push to look at how much they are testing. There is also a statewide commission on assessment that has put forth recommendations for local school systems to react to, which they are in the process of doing. She said they are very well aware that the perception is that there is too much assessment. It takes too much time. Dr. Hanlin said her personal philosophy, and she is fairly confident that her instructional teams believe also, is our assessments should only be used if it informs instruction. It is called an informative assessment where there is a specific purpose for the reason for the assessment. For instance, the Kindergarten Readiness Assessment takes a lot of time, but that is a very informative time for children, and they believe they should be assessing ever kindergarten student so they know where they are on certain standards in order to proceed. They use the results of those assessments, so it is not just to assess and check it off the list; they are able to use the results. Mr. Cannon clarified that is done so they know where the kindergarten students are from day one, to which Dr. Hanlin responded, correct. Mr. Hall asked if priorities are given to the kindergarten children for assessments. Dr. Hanlin said the Kindergarten Readiness Assessment is a time consuming assessment because it is an individualized assessment for each child. Mr. Hall then asked if the test is higher than the first grade, second grade or third grade. Dr. Hanlin said it is a different kind of assessment when you move to a different grade level. In the later grades, it is often more of a group assessment, but there are some individualized assessments, such as if they are looking at a student's reading level on a case-by-case basis.

West Salisbury Elementary Funding Discussion

Dr. Townsend said they are moving forward with the West Salisbury project. There was a year delay. They escalated the project and they moved forward with the design documents. They have been working on the cash flow, and they have had conversations with the County Executive about this, but they thought it was important that it be brought forth to Council, so it is aware of what the cash flow looks like. Dr. Townsend said for a variety of reasons, they are anticipating a little bit of difficulty on the cash flow. They wanted to plant the seed with Council, so it is aware that there may come a time they will need to request forward funding from Council. Obviously, before they sign any construction documents, they want to make sure the funding is in place. She said it is not that they need additional money, but the time of the money for the cash flow may be difficult. They would like to present a brief scenario on the reasons why the cash flow may be difficult and what the worst-case scenario looks like if they need forward funding. Mrs. Ashby said, in the memorandum, dated September 19, 2016, from herself to Dr. Townsend, the first paragraph is on a research project for herself. She said the fiscal year 2017 CIP was amended in October or November of last year and initiated a few things. It required them to do a joint planning and initial funding request to the state, so they could lock in at a higher cost per

square foot. By doing that, it allowed them to remove the escalation that they were carrying on the overall project to try to avoid further increases in construction costs. At the same time, it reduced the County's contribution to the project by approximately 15%, so an overall reduction of a little over \$4.5 million dollars. At the same time, it slightly shifted an increase of allocation to the state. They were also asked to go back to the original construction schedule that was established in FY2016 by accelerating the design. It was relayed that it was important to still open the building in 2018 versus the revised 2019 that was part of the initial FY2017 CIP request. They condensed designed development by 60 days, and they accelerated the selection of the construction manager. She said they met the challenge of the accelerated design. They subsequently made submission of the construction document to the Department of General Services as required. They also were notified by the state as well as the County of the fiscal year 2017 CIP request, so they went back and reassessed the cash flow for the project. She said what is happening now is that the shift that happened in fiscal year 2017 from local to state is now pushing the state to have to funds over three fiscal years versus two fiscal years. They are still locked in at the overall \$15.5 million. There is no additional cost to the County, but it creates a cash flow problem. They initiated conversations with the County Executive's Office to try to come up with some ideas. They had proposed transferring some unused bond funds; however, they were informed last week that would not be able to be done per bond counsel. She said as for the project status, as mentioned, the construction documents were reviewed by the School Building Commission, as well as the Board of Education, and they have since been submitted. There were a few challenges. There were some initial and future value engineering items that were considered as well as some additional add-on alternates. They also put on the table some budget realignments related to fixtures, furniture, equipment and technology but only if required. They had the construction manager make preparation for bidding. The Board asked that they keep a dialogue with the County regarding the fiscal year 2018 cash flow needs. Mrs. Ashby said, on the second side of the memorandum, they color-coded County money in the yellowish-orange color and state funding is identified in the blue color. She said it becomes a cash flow situation in November 2017. She reiterated that no additional funding is needed, it is just a cash flow issue. Mr. Hall said he does not understand and confirmed that they have the resources available to cover the shortages, to which Mrs. Ashby responded, no, that is why they initiated the discussion with the County Executive. When they looked at the cash flow need, it was clear that because the state is going to have to defer a portion into fiscal year 2018, they would then have a slight shortfall toward the end of the project. Mr. Hall then confirm that starting in November 2017, the project is going to be \$4.2 million in the arrears. Mrs. Ashby said depending on how the actual bids are received, those numbers could fluctuate. The \$5 million that is noted in July 2017 is their best guess at this point in time, but, if the state were to allocated \$6 million or \$7 million, those numbers would be adjusted accordingly. As of right now, this is their best guess based upon a 95% construction document estimate. Mr. Hall asked if they are a little early for a contingency plan at this point. Mrs. Ashby said the Board is taking a risk with signing a guarantee maximum price for the contract with not knowing if they will be able to pay them come December 2017 on a project that will be three quarters completed by then. Mr. Joe Holloway asked if they should look to the state to correct the cash flow issue. Mrs. Ashby said the state is still locked-in with their piece, but they will be tasked with having to fund other projects as well and it would be highly unlikely they would get the complete allocation of \$11 million for a jurisdiction of their size. Mr. Kilmer clarified they need the County to float them \$6.47 million dollars and then they would receive the state money and pay back the County. Dr. Townsend said, basically, it is a short-term loan for seven to eight months of the money, so when the payment comes in on July 1, 2018, then the County will get reimbursed. They were trying to find some creative solution and the bond money would have been the most ideal. If the bond is still open, they will not allow the money to be used, so that idea went downhill last week. Mrs. Ashby said there are other jurisdictions that forward fund money for their projects on a regular basis even though it may be new for Wicomico County. Dr.

Townsend said they have never had money forward funded as they have been very cautious but with all the circumstances that have come together on this project, they just could not avoid it. Mrs. Ashby said they have also never done planning and construction in a fiscal year. Mr. Dodd asked what did the County Executive's Office say about the request for forward funding. Mrs. Ashby said they just got an email last Wednesday regarding the final decision from bond counsel. Mr. Fitzgerald said they wanted Council to be in the loop as to what is going on. Mrs. Ashby said the other issue they are faced with is there is a regional bidding cost increase right now. Is it also in their best interest to stay ahead of that. Mr. Fitzgerald said this is the worst-case scenario, if the bids come in better, then it will not be as bad. Dr. Townsend said before they sign the construction documents, they have to have some solution.

School Climate/Violence

Mrs. Miles said, in support of what has already been said and the interactions she is having, the schools have positive climates and the Code of Conduct is being reviewed, taught and enforced. The Code of Conduct does involve disciplinary action and it involves intervention. They have done a lot for the administrative team to have the appropriate tools, whether it is staffing wise or programmatically. They introduced some action steps for them that involve parents in that they are supporting them in a new way from the Central Office. She said that has been well received. With regard to violence, there have been some infractions, but that is decreasing with regard to fighting. They also have plans in place for any student who has been suspended. Any student returning to the school from a suspension will, prior to the middle of the day of their return, meet with a counselor, administrator and student advisor to make sure they are prepared to enter back into school. Perhaps, if they have a class with a student that they had a conflict with or a teacher, they want to make sure that the conflict is addressed and the student knows that they are supported. Parents are invited to be part of the meeting, but they will not withhold the opportunity for the student to be back in school for their parent not being able to be at the meeting. Parents are important partners, but they depend heavily on the students for making good decisions. She feels good about the direction things are going. She realizes there will be bumps along the road, but she thinks there are a lot of people and support in place to get beyond those bumps. Mrs. Miles said discipline has to occur in relation to the behavior. Our administrators are trained to determine what that discipline will be, but the ultimate goal in discipline is to re-teach the appropriate behavior, so they do not have to re-discipline for the same action. Mr. Cannon said the topic of dress code comes up as to whether that is an important aspect of discipline. Mrs. Miles said it is a very important part, and they do have the dress code as part of the Code of Conduct. They do not seek to suspend a student for not dressing appropriately. There are many steps in between if that ever happens. Often times it involves the family if they can provide clothing. They have had students turn their shirts inside out, if the shirt is not portraying a message that is appropriate for the school setting. Many of the schools, especially the secondary level, had fashion shows to show both male and female students what is appropriate and, most importantly, what is not appropriate. She said not only is it out there in a document that they hand students at the beginning of the year, but they also show them that this is reality and this is what it really needs to be. They do not want the students to be confused. They have the index card that you turn one way for a skirt and one way for shorts. They are not just going to tell students, they are going to show the students what it looks when it is the wrong thing. Mr. Cannon said he mentioned dress code, but he really meant to say uniforms. Mrs. Miles said they do have consistent attire in several of their elementary schools. A question had been asked if that is something that will transition into secondary schools. She said, at this point in time, that has not gotten a lot of discussion. She said the consistent attire is receiving a lot of positive feedback in the schools where it is and there is a process if other schools come on board with the consistent attire. Mrs. Miles thanked the organizations in the community for supporting the consistent attire. She said you can go to stores or other locations and find the clothing provided. Mr. Dodd said he noticed Mrs. Miles referred to the uniforms as

consistent attire instead of school uniforms. Mr. Dodd then asked if the dress code is only in effect during school hours. He said he has been to after school events and have seen students with very short dresses on. Mrs. Miles said there is language in the dress code that gives exclusions by administrative approval for prom or homecoming or something of that nature, but it is not to be stretched beyond what is realistic. Mr. Fitzgerald said, at their meeting last week, the student representatives from the high schools said the dress code is being enforced, and all the school representatives said the same thing. The students are part of the solution instead of being the problem. He said Dr. Hanlin and her group have gotten the message out there on what is going to be tolerated and what will not be tolerated. Mr. Kilmer said it is probably a little too early to tell as he thinks as the year goes on they will hear, like they heard last year, from teachers and people that are in the schools about whether or not these things are successful or not. Mr. Kilmer said it was a problem last year, but, at the end of fiscal year 2017, they will be able to see what the results are. Dr. Hanlin said that is a really good point. This is not something will be talking about at the beginning of the year and hope that that rest of the year goes smoothly, it is something that will require continued dialogue. She said if council members are in the community and they hear concerns, she hopes they will encourage whoever they are speaking to bring those concerns to her office or someone at the central office because it is very, very, important that they are listening to what the community thinks.

Calendar for 2017-2018 Plans

Dr. Hanlin said she is sure Council has heard about the Governor's Executive Order to begin school after Labor Day. She said they have been paying a lot attention to that Order. She said Dr. Townsend pulls together a calendar committee every year. She said they have talked about doing that much sooner because the community really wants to know how this is going to affect them. Dr. Townsend said the committee normally does not start meeting until November or December, but they will be meeting tomorrow. They provide two or three choices of the calendar. They have not had the issue of the post Labor Day up until this point. Typically, the changes may be a longer Christmas break or a shorter Christmas break, and they have people weigh in. She said Tracy puts in out on a webpage and they put it through the media, and people send in emails or make telephone calls. Then the Board looks at the opinions. They keep a tally on who wants calendar A, B or C. It is has worked well in the past. Although, this year they need a quicker process, so tomorrow they are going to begin the calendar meetings. They get together all the holidays and put together sample calendars. She suspects this year there will be a pre-Labor Day calendar option and a post-Labor Day calendar option. They take the calendars to the Board and they say what they like and don't like. The calendar is then finalized and provided to the public. Last year the calendar was voted on in April. She is sure they will have vote on the calendar earlier this year. She said there is a kind of a controversy, but, at this point, they will be putting together a pre-Labor Day calendar and post-Labor Day calendar. Dr. Hanlin said the reason is two-fold. First, the Executive Order allows for local school systems to apply for a waiver for a compelling reason. They do not know what that means, so they are preparing for that. They are also preparing for the event that the legislature overturns the Executive Order. If anything should change, they want to be prepared. Mr. Dodd said that is a good idea. Dr. Townsend said she was at a meeting on Monday and the biggest discussion was not whether it is pre-Labor Day or post-Labor Day, the big issue is whether or not the Governor had the authority to tell them to start after Labor Day. She said it is more of a power thing than when do they actually start school. Mr. Joe Holloway said you keep hearing about the 180 days, but he heard it is more about the amount of hours. Dr. Townsend said it is a 180 days and a minimum number of hours. Different states do it differently. She said, in Delaware, it is only based on the number of hours, so as long as you have met the minimum number of hours. In Maryland, it is 180 days and then you have to make sure the days are not too short because there are a specific number of hours. Mr. Joe Holloway asked who would be most resistant to the change. Would it be the Teachers

Association? Dr. Hanlin said most education organizations, Maryland public school superintendents, Maryland Association of Boards of Education, and Teachers Association are voicing concern for reasons that they think it should be a local decision based on the needs of the community. Secondly, because this initiative appears to be driven by family vacation time and the importance of preserving that and for economic reasons. When they put together a calendar, their primary focus is on the needs of students and instructional time. Those are the arguments that you hear. Mr. Joe Holloway said summers were off years ago because kids had to work on the farms, but for the most part that is over with. Mr. Dodd asked why do the private schools have a 170 days restriction by COMAR, to which Dr. Townsend responded, she does not know the answer to that question. Mr. Kilmer asked how does this affect the planning for snow days. He said a couple of years ago there was no contingency for snow days, so the school year got lengthen. He asked what is the plan for snow days this year and the upcoming calendar. Dr. Townsend said their typical plan has not been to put snow days in the calendar because over the past several years it causes more problems than what it resolves. If they put in snow days, then there becomes big issues with parents saying you took this snow day but my child does not get perfect attendance because you did not take this other snow day that you said you were going take, or they planned a cruise and they do not want these days to count against their child. She said it has caused a lot of controversy among parents and attendance. She said what they have done over the past years is that they do not build in any snow days. Any snow days that are not waived, they add them on to the end of the school year. Dr. Townsend said that has worked because everyone understands what the process is rather than choosing this day over that day or cancelling professional development days or whatever the case is. She said everyone understands that if they have to make up days, they will be made up at the end of the school year.

Bennett Middle School - Overcrowding

Mr. Cannon said when he was walking out of the ballpark, someone made the comment that Bennett Middle School is already overcrowded. Mrs. Ashby said for Bennett Middle School, referring to the new building, the state rate of capacity is 1,114 students. They usually do the major enrollment assessment after they close out at September 30th, which they are still a little bit ahead of that date, but they went ahead and ran a report. As of 9/13/16, the enrollment is 1,090 students. The projected enrollment is 1,026. The enrollment of the previous June 2016 was 998 and the enrollment as September 30, 2015 was 990. She said Dr. Townsend asked her to look into what the system wide enrollment was at September 30, 2015 and it was 14,790 and at the end of the school year it was 14,723. She said currently the system wide enrollment is 15,030. Dr. Townsend said in comparing where they were in September 30, 2015 to where they are now, they have 100 students more enrolled, but they are still under the state rate capacity. She said the state rate capacity is 1,114 and they are at 1,090, so it is not over crowded as far as state rated capacity. She said the other thing is it takes time as from September 30th into early November, they scrub the data. They look at what students have not shown up and determine if they can be a taken off the rolls. There is a lot of analysis of the data that happens from September 30th through the beginning of November. She said the final September 30th number, which funding is based on, comes out in November. They are only a 100 over from last year, but they are still under the state rated capacity. Mr. Dodd asked how many of those 100 students are students who wanted to go to a new school and transferred over. Dr. Townsend said they would need special permission, and they have really gotten strict on that.

Transparency of Board Meetings

Dr. Hanlin said they implemented a new program called Swagit. Mr. Langan said they have been implementing over the past few years numerous strategy pieces around transparency. About three years ago, they released the transparency portal for all their financials. They went to BoardDocs, which

is an e-governance system several years back. That helps guide them through a Board meeting. It is used by school systems as well as state and local governments. They started using, about one year ago, a service called govdelivery, which is a national service that allows them to broadcast news and events to a subscription based service where people can opt in to receive information and that can go all the way up to the Department of Education as they are on govdelivery as well. Mr. Langan said they are heading down the path of key performance indicators where they can start establishing metrics to measure their success and compare themselves and school system to other school systems around the country. Most recently they embarked on the live or archive of all of their Board meetings. About a year ago, they spoke to the BoardDoc folks to get some guidance and they suggested two vendors, which they looked at both, but pursued one. The company is called Swagit. Mr. Langan said their core business is to provide video services to state and local governments and school systems. About a third of their clientele is school systems and their other clientele is state and local governments. He said what they do is they take their Board agenda, whether it is a work session or an open Board meeting. They have set up a three-camera system in the room and related video equipment in the auditorium. They have the agenda in advance and as soon as they turn on the microphones they begin recording. They have a director and producer assigned to a Board meeting and they produce and remotely control the Board meeting from Texas. They follow the agenda, do the camera control, listen for the speakers, and they direct the cameras accordingly. They have a camera on the podium and cameras pointed at the board table. He said they are professionals at it. The second part is they attach the video to the BoardDocs agenda. The BoardDoc's agenda is published in advance, but they take the video and time align it to each agenda item. For example, if you click on the Pledge of Allegiance, within seconds the video of the Pledge of Allegiance section of that meeting plays. Their secret sauce, so to speak, is how they integrate and the speed by which they integrate to produce the video. If it is an evening Board meeting, by the next meeting, they will have broadcast of the meeting recorded and available for watching at any time. They are also streaming the videos live, which is the most important. He said through the Board of Education's website, you can watch a video live and in session. There is a three-second delay, but you can watch it from your home or car. He said they will archive meetings for the life of the contract. At this point, it is an open-ended contract so they foresee archiving being available for several years. Finally, PAC14 recently has expressed interest in rebroadcasting the Board meetings. They will make available for three days after each Board meeting the full stream video of the Board meeting and PAC 14 can download it and then rebroadcast through their services. He said they just received the logistics on how that will be done. Essentially, PAC14 will log onto a Swagit website, and they will post the full-length video. It will not be tied to the agenda, it will just be the fully produced video, and they can download it. Mr. Dodd clarified that it will be on their calendar so people can watch the video at various times, to which Mr. Landon responded, that is correct. He said there are two ways to see a BoardDocs video. You can login to the BoardDoc system through Board of Education's website through the leadership connection, or they placed a large accessible red button on their homepage that says "watch live or archive Board meeting". He said if people do not want to navigate BoardDocs, the Swagit folks have built a very simple interface that lists the agenda in black and white. He said by clicking on an agenda item, in a very small pane, you can instantly watch the video. Mr. Dodd clarified that to watch the meeting live, you have to be on a computer, to which Mr. Langan responded, that is correct or come to a meeting. Mr. Cannon said govdelivery requires you to set up your own email and establish an account. Mr. Langan said it is an opt-in service, so people can subscribe to their govdelivery messages and then because you choose a K-12 entity, they will offer other counties and institutions that provide govdelivery. For example, Prince George's County should appear on the list to choose to receive their updates. He said someone can opt-in to receive the U.S. Department of Education updates as well. Dr. Townsend explained that govdelivery is not tied to the Board meetings. Mr. Langan said the City of Ocean City uses govdelivery to broadcast flood warnings. He said they are very excited about Swagit.

He said it took them about year to get where they are, as they had to get the funding, do some testing, and they needed to acquire the hardware. The Swagit folks are very professional and extremely organized in doing what they do. He said they were extremely helpful in guiding them down this path.

Public and Private Partnerships

Mr. Cannon said over the last year or so it has been discussed to help offset the funding issues if there can be more incentives for the three Ps, Public-Private-Partnership. He said it has been suggested within the last year that there were processes underway to begin finding some type of input or support, but he has not heard anything since, so he is wondering if there is an avenue for revenue or resources out there. Dr. Hanlin said she has not had that conversation locally, but she thinks she shared with Mr. Cannon that she has experience in opening up a school through public private partnership. She is very open to that idea, but she does not know what conversations have taken place about that locally. Mr. Cannon said the discussions Council had were all very vague. Mr. Fitzgerald said there has not been a lot of discussion, but he understands that we are always looking for ways to supplement. Mr. Cannon asked if there are restrictions they are bound by if they want to purchase everyone laptops and Samsung or Sony wanted to come in. Are there restrictions in being accused of indoctrination if you are promoting a product? Mr. Ford said if there is a situation of impacting a current contract in which the Board of Education is a party to that could potentially cause an issue, but only if there is current contact. Other than that, they solicit, and they receive contributions from many, many, different organizations. They solicit those and grants very competitively. They go after donations because they are always looking for additional sources of revenue. Mr. Dodd asked if they have someone on staff working on this, to which Mr. Ford responded, yes, their specific job requirement is to seek grant funding. They are all about trying to develop additional sources of revenue. Mr. Dodd then clarified that this person gives an update at every Board meeting, to which Mr. Ford responded, yes, sir. Mr. Ford said a good example is Under Armor. They recently entered into a contract with Team Distributors for an exclusive Under Armor contract. They are the first in the State of Maryland to enter into an exclusive provision contract with the company Under Armor, which most people know is a Maryland based company. He said they are very excited about the contract. It is providing for the athletic program. They have a very good relationship with a topnotch organization. Mr. Fitzgerald said the coaches will be provided Under Armor jerseys, and they would like to have them in the spring for softball, but it is whenever their turn comes around, it will happen. He said it is great for the County.

CTE Program Expansion Plans

Dr. Handy came before Council to discuss the CTE program expansion. She said, in the packet handed out to Council is information regarding the courses for the Career Technology Education (CTE) pathway. She said they do indeed call it a pathway program. As you can see, included in the information, is the total number of students enrolled in the CTE program last year, which is 1,116 students, and this year it is anticipated to have well over 1,200 students in the CTE program. Also listed are the nine career areas in the CTE program at Parkside High School. She said, within those nine areas, there are 24 specific programs. Dr. Handy said what they are doing, as they do every year, is that they look at the industry standards, and they look at the economic forecast. They have advisory groups that address the needs, locally, statewide and nationally, which determine the programs they implement in the CTE program. She said, as Council can see from the list, some of you may recall from previous conversations, that the programs have changed. They change based on enrollment and industry standards. She said what they have for this year, which they are excited about, is the Computer Science Program. They also expanded the nursing program with regard to health occupations as well as physical and occupational therapy. Also, this year they have a new program, which is the Teacher Academy of Maryland program. This program addresses students who they are trying to encourage and promote to become being interested

in education and becoming teachers and staying in the community. Dr. Handy said they are also excited, as they continue to move forward, as next year they are looking at an Interaction Media Program. They have been working very closely with local venues including the television stations and newspaper companies in terms of promoting, encouraging, and creating this particular program. She said they are also very excited to be looking into how can they can expand the engineering program called Project Lead the Way. They are excited to have students who have been in the program that have been extremely successful and what they want to do is expand the program. They are looking at how they can possibly have the program, not only at the CTE location, but at each of the four high schools. The program, unfortunately, they are phasing out is the Plumbing Program. She said for years the Plumbing Program has had very low enrollment. This year they only have four students in the program. She said they are four senior students, who are enrolled in the Plumbing II program, so they will finish out the program this year. The teacher, who is teaching the program, will continue to be employed by the Board of Education, but he will teach a Tech Ed program. Mr. Joe Holloway said a couple of weeks ago something was brought to his attention by a gentleman that is retired from the Board of Education, who was a welding teacher. The gentleman said the welding program a few years ago was going to be phased out, and he went to bat to keep the program going. He said possibly what is happening with the plumbing program is there is not enough emphasis put on that field. The school counselors are not doing the job they should do to try to get students interested in taking the plumbing program. Mr. Joe Holloway said what this gentleman did, which was two to three superintendents ago, is that he went to the schools and promoted his class, which he does not think the teachers get to do now. Mr. Joe Holloway then asked is there a reason why the teachers do not get to promote certain programs. Dr. Handy said teachers do get that opportunity. No one has discouraged any teachers or counselors from promoting the CTE programs. Dr. Handy said they promote all of their programs, including the plumbing program. She said several years ago, including last year, they did ask their teachers and counselors to promote the programs. Mr. Joe Holloway asked if the teachers were allowed to go to the schools to promote the program, to which Dr. Handy responded, yes. She said they not only promoted the plumbing program, but all of the CTE programs. Mr. Joe Holloway asked if the low enrollment is due to the fact that the County had a downturn in the building industry. Dr. Handy said they have had multiple discussions about that and that might be one of the reasons, but they do not know. Mr. Joe Holloway said he understands four people is not enough interest in the program, but he hates to see a program disappear that is teaching hands-on work. Dr. Handy said she agrees and everyone in the room can testify that we periodically need plumbers in our homes. She said she wishes she had a definitive answer, but she does not know why their students are not interested in the plumbing program, except to say there are other areas that have evolved that they seem to have more of an interest in. Mr. Cannon asked do those students know how much plumbers are charging for their work. Mr. Joe Holloway asked if the plumbing program could be worked into the HVAC program because it is sort of along the same lines. Dr. Handy said that is a suggestion that she will take under advisement and take back to the committee and under the advisement of Mr. Ashby and Mr. Stauffer, who are the supervisors of the programs. Mr. Cannon said he has a plumber who is also an electrician. He said he thought it was unusual to deal with electricity and water, but he does both, which is an amazing convenience. Mr. Dodd asked Dr. Handy if she has the date for the next CTE meeting, to which she responded, no, she does not have the date in front of her, but each year there is a fall and spring advisory meeting when the advisory groups get together. There is a dinner and they discuss the programs and some of the initiatives moving forward. She does not have the date, but she will get the date and provide it to council members. Mr. Cannon said they are anticipating a 7.5% increase in enrollment in the CTE program. He then asked what fields are really growing, to which Dr. Handy responded, computer science is growing astronomically as well as Project Lead the Way, which is the engineering program. Mr. Cannon then asked how does the CTE program coordinate with Wor-Wic

Community College. She said Wor-Wic Community College is a huge partner with the Board of Education with their endeavors to move the CTE program forward. She said it is a partnership not only with CTE, but with all of their institutions of higher education because this is creating a pathway for the students. It is important that they know what the offerings and expectations are at Wor-Wic Community College, so they can counsel their students into their next paths once they finish the CTE program and graduate. She said, as Council may know, some of the students receive certifications or journey licensure to move into another program at a higher level in college. Mr. Cannon said Dr. Hoy and his staff are very good with the transition. Mr. Matt Holloway asked if any of the students from the automotive technology program went to ITT Technology as that college is closing, to which Dr. Handy responded, she does not know. Mr. Dodd said if council members have not taken a tour of CTE, he thinks they will be impressed as it is not the CTE that we know, especially the engineering program.

Pre-Kindergarten Expansion Plan

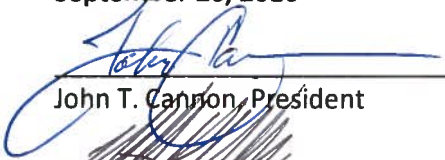
Dr. Handy said the last item is on the expansion of the prekindergarten programs. She said in looking at the chart provided, they have prekindergarten programs in 10 of the elementary schools and at the Wicomico Early Learning Center. She said what is most important for Council to see is whether the program is half day or full day and that depends on the funding level. The last column is the funding sources and grants that have enable them to have the pre-k programs. The ones that are local are through local general fund dollars, but they have been able to expand pre-k programs to full day programs. These programs have evolved due to grants that are being offered at the state and federal level. They are pleased that in our County we have full day pre-kindergarten programs at Chipman Elementary School, Pemberton Elementary School, Beaver Run, and at the Early Learning Center. This is possible due to federal and state grants. The federal and state grants have a higher threshold in terms of allowing students in the program based on income level. She said that is established by the federal guidelines. Mr. Cannon asked if there are satellite pre-k at daycare centers. He said he thinks Mitchell's Marshal Arts has a pre-k center. Mr. Cannon asked is it a pre-k school program or is it a pre-k babysitting program. Dr. Handy said the program has to be accredited by the state in order to be considered a program that meets the specific guidelines. There are a couple of daycares that are accredited. Mr. Cannon asked if those organizations work through the Board of Education, to which Dr. Handy responded, no, not at all. Mr. Cannon then clarified that their contract is with the State of Maryland, to which Dr. Handy responded, yes. Mr. Cannon asked if kindergarten will be for four and five year old children eventually, not just five year olds. Dr. Handy said what they would really like to see is universal pre-k and that is pre-k for every student regardless of income level. Mr. Cannon said he has always been concerned about how young you should start teaching, but every meeting you go to and talk to the people, who are closely in tune, say learning has to start early. Dr. Handy said the earlier the better. Dr. Hanlin said if the student is not reading by third grade, they are four times likely to drop out of school. Dr. Handy said it is important to provide an instructional settings and hands-on experience for the three and four year olds. They do have a three-year-old program as well.

Beaver Run School

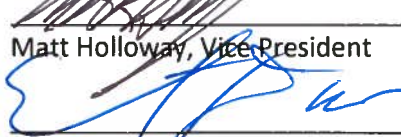
Mr. Hall asked for a status update on the Beaver Run water and sewer. Dr. Townsend said it is hooked up from the outside, but they are working on a feasibility study for the inside plumbing. Dr. Townsend said, to her knowledge, it is completely hooked up and working. Mr. Hall clarified that they can flush but they cannot drink, to which Dr. Townsend responded, yes, that is correct, but they do provide bottles of water. Mr. Hall said flushing is important.

Signatures are on the next page.

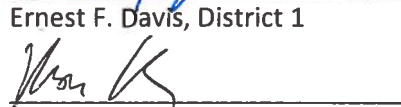
Open Work Session
Board of Education
September 20, 2016



John T. Cannon, President



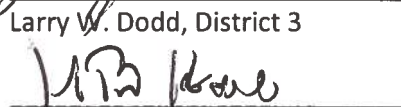
Matt Holloway, Vice President



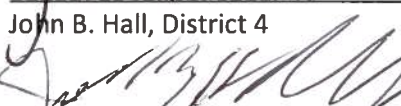
Ernest F. Davis, District 1



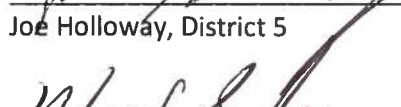
Marc Kilmer, District 2



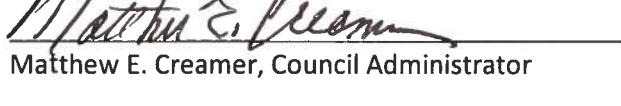
Larry W. Dodd, District 3



John B. Hall, District 4



Joe Holloway, District 5



Matthew E. Creamer, Council Administrator