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BOARD OF EDUCATION  
BALTIMORE COUNTY

PUBLIC MEETING OF THE BOARD OF EDUCATION  
BROADCAST VIA MICROSOFT TEAMS

August 18, 2022

Transcribed by:  
CRC Salomon

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1 **BOARD MEMBERS:**  
 2 Julie C. Henn, Board Chair  
 3 Rodney R. McMillion, Vice Chair  
 4 Kathleen Causey  
 5 Dr. Erin Hager (Absent)  
 6 Moalie S. Jose  
 7 Russell T. Kuehn  
 8 John H. Offerman, Jr.  
 9 Lily P. Rowe  
 10 Makeda Scott  
 11 Felicia Stolusky (Absent)  
 12 Roah Hassan, Student Member  
 13  
 14  
 15  
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1 PROCEEDINGS  
 2 CHAIRWOMAN HENN: Good evening. This is  
 3 Chairwoman Julie Henn. I now call to order the  
 4 special meeting of the Board of Education of Baltimore  
 5 County for Thursday, August 18, 2022. Tonight's Board  
 6 of Education meeting is being held virtually and  
 7 broadcast on-line through Microsoft Teams.  
 8 In order to efficiently conduct this  
 9 meeting, all voting items this evening will be done by  
 10 roll call vote.  
 11 The first item on the agenda is the  
 12 consideration of the August 18th agenda. Dr.  
 13 Williams, are there any additions or changes to  
 14 tonight's agenda?  
 15 DR. WILLIAMS: I am unaware of any changes  
 16 or additions for tonight's agenda, Ms. Henn.  
 17 CHAIRWOMAN HENN: Thank you, Dr. Williams.  
 18 Hearing none, the agenda stands as presented.  
 19 Our next item is public comment that was  
 20 postponed from the August 9th, 2022, board meeting.  
 21 Those that registered and were selected to speak

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1 during the August 9th meeting were provided an  
 2 opportunity to call in this evening to give their  
 3 comments. Each speaker is allowed three minutes to  
 4 address the Board. However, no speaker substitutions  
 5 will be allowed. While we encourage public input on  
 6 policy, programs, and practices within the purview of  
 7 this Board and this school system, this is not the  
 8 proper forum to address specific student or employee  
 9 matters or to comment on matters that do not relate to  
 10 public education in Baltimore County. We encourage  
 11 everyone to utilize existing dispute resolution  
 12 processes as appropriate. I remind everyone that  
 13 inappropriate personal remarks or other behavior that  
 14 disrupts or interferes with the conduct of this  
 15 meeting are out of order. I ask speakers to observe  
 16 the three-minute clock, which will let you know when  
 17 your time is up. Please conclude your remarks when  
 18 you hear the tone or see the time has expired. The  
 19 microphone will be turned off at the end of your time,  
 20 and it could be turned off if a speaker addresses  
 21 specific student or employee matters or is commenting

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1 on matters not related to public education in  
 2 Baltimore County.

3 The public may submit their comments to the  
 4 Board members via e-mail at BOE@BCPS.org. More  
 5 information is provided on the Board's website at  
 6 BCPS.org under Board of Education, participation by  
 7 the public.

8 Our first stakeholder group speaker is  
 9 Mr. Lloyd Allen representing TABCO. Mr. Allen?

10 MR. ALLEN: Good evening.

11 CHAIRWOMAN HENN: Good evening.

12 MR. ALLEN: Dr. Williams and members of the  
 13 Board, thank you for the opportunity to speak tonight.  
 14 As a member of the board of directors at TABCO  
 15 speaking on behalf of TABCO tonight. I was originally  
 16 signed up as an individual rather than stakeholder,  
 17 but some circumstances have changed since last  
 18 Tuesday's meeting.

19 The charge remains the same. In the short,  
 20 medium, and long term, we have as a system recruit  
 21 enough educator to serve our students, and we need to

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1 retain our staff once they are hired. We are  
 2 concerned both with the situations of the vacancies of  
 3 themselves and the fact that resource teachers and ISP  
 4 facilitators who would have been supporting our  
 5 educators need to be deployed into the schools. We  
 6 agree that having a stable educator in the classroom  
 7 improves outcomes. However, it is vital that new  
 8 educators, educators new to the county, and educators  
 9 who are changing roles have adequate support to be  
 10 successful this year. I am confident that the system  
 11 is pursuing creative avenues to fill these positions.

12 I'm curious whether we have data about the  
 13 reasons for attrition and what we are doing to address  
 14 the root causes of the attrition. Students need  
 15 safety and stability in order to learn. As educators,  
 16 we do our best to provide a safe and stable  
 17 environment to the extent that we can for the part of  
 18 the day that we have control over. However, when  
 19 assignments are shifted after the last day of the  
 20 previous year, and even as late as the week before  
 21 staff reports to schools, these pivots make it harder

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1 for the educators themselves to feel safe and secure.  
 2 When we have job-related stress, this makes  
 3 it more difficult for us to provide that environment  
 4 for the students. Leaders at all levels, TABCO,  
 5 school buildings, central office, and county  
 6 government, I implore you to help us feel safe,  
 7 supported, and valued.

8 With the redeployment to so many of the  
 9 supports for so many of our educators, we will need to  
 10 have each other's backs. I challenge us to help each  
 11 other to share resources and to collaborate positively  
 12 within our work sites and within our disciplines, and  
 13 to verify sources before amplifying rumors that we  
 14 hear on social media.

15 Board, we can't ask for more than what you  
 16 did by voting to reallocate funding last week. It is  
 17 crucial that we comply with the blueprint which states  
 18 that by 2026 we need to reach a higher minimum salary  
 19 for teachers and that we do so in a way that respects  
 20 experienced educators as well. We need to find a way.  
 21 While compensation isn't the sole driver of

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1 recruitment and retention or a compensation package  
 2 may attract new educators and help veterans to stay in  
 3 the game.

4 Currently, the data shows that Baltimore  
 5 County ranks 8th in career earnings for Maryland  
 6 educators. We must out compete our neighboring school  
 7 systems and dates. Educators, we face another year of  
 8 challenges and opportunities that center ourselves and  
 9 continue to move ourselves and our students forward  
 10 and to remind ourselves that they are why we do what  
 11 we do. Thank you.

12 CHAIRWOMAN HENN: Thank you. I now call on  
 13 general public comment, and our first speaker is Jean  
 14 Milstein.

15 JEAN MILSTEIN: Good evening. Dr. Williams  
 16 and members of the Board, Lois Crevice is a passionate  
 17 and accomplished artist. These days she is into  
 18 singing and songwriting. She is also known for her  
 19 portraiture. Her portraits have been displayed in her  
 20 home state of Georgia, and she has even presented one  
 21 of her pieces (inaudible) college to live in the

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1 community rather than the institutions that have been  
 2 her on again and off again home since she was 11 years  
 3 old.  
 4 The state of Georgia agreed that she and her  
 5 co-plaintiff, Elaine Wilson, could live in the  
 6 community but failed to provide the funding necessary  
 7 to make their move a reality. In other words, the  
 8 state of Georgia, essentially, told the two women that  
 9 they were not worth the state's investment.  
 10 Their court case went all the way to the  
 11 supreme court, which ruled in favor of the plaintiffs.  
 12 The court argued that it was unconstitutional to  
 13 withhold the resources necessary for the women to live  
 14 independently. They further stated that presenting  
 15 the women from living independently was a violation of  
 16 their civil rights under the Americans with  
 17 Disabilities Act.  
 18 When asked what she wished for all the  
 19 people not living in the community because of her  
 20 efforts, Louis said, I hope they live long lives and  
 21 have their own place, I hope that they make money. I

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1 hope they learn every day. I hope they meet new  
 2 people, celebrate their birthdays, write letters,  
 3 clean up, go to friend's houses and drink coffee. I  
 4 hope they have a good breakfast every day, call people  
 5 on the phone and feel safe. In other words, Lois  
 6 wants what everyone wants, disabled or not. She wants  
 7 her tribe to be valued members of their community.  
 8 Lois stood up to the state of Georgia when  
 9 it said she was not worth the effort. She sued and  
 10 won. Access is a civil right. It is Lois's civil  
 11 right, and it is also the civil right of every student  
 12 in BCPS regardless of disability.  
 13 That access to education sometimes requires  
 14 adult support. You have heard me and others advocate  
 15 for these temporary and undervalued employees time and  
 16 time again. Last year they made \$12.50 for a skilled  
 17 job, a hard job, a worthy job, that provides access  
 18 for our students. I'm thrilled to see that pay for  
 19 these positions has increased to \$18 for this school  
 20 year. I also want to thank you for providing  
 21 financial support and training so that some of our

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1 AAA's can become permanent employees with benefits in  
 2 the form of PERA educators. I would argue, however,  
 3 that it would be wonderful if the AA position itself  
 4 was similar.  
 5 The message that Lois and company got from  
 6 the state of Georgia was that they weren't worth the  
 7 investment. I want to thank you for taking the first  
 8 step to invest in our students, our staff, and our  
 9 future, and ask you to continue your investment over  
 10 the ensuing years. Thank you.  
 11 CHAIRWOMAN HENN: Thank you. Our next  
 12 speaker is Sharon Saroff. Ms. Saroff?  
 13 MS. SAROFF: Can you hear me?  
 14 CHAIRWOMAN HENN: Yes, we can.  
 15 MS. SAROFF: Okay. Good evening. You all  
 16 know me as Sharon Saroff, a very loud and respected  
 17 advocate in the community for special needs students.  
 18 There are less than two weeks to the start  
 19 of the school year on August 29. And according to the  
 20 media, Baltimore County Public Schools has over 400  
 21 special education support systems or staff positions

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1 still unfilled. I'm once again raising this concern  
 2 because many of our special ed students did not  
 3 receive all their services from the last school year  
 4 due to shortages. Many of these services were not  
 5 made up during the summer because of lack of staff  
 6 available.  
 7 In addition, there were more services that  
 8 were not able to be provided during the extended year  
 9 and summer school sessions because of lack of staff.  
 10 Our students are behind already due to  
 11 COVID. Our students are behind because Baltimore  
 12 County decided instead of following IEPs that they  
 13 would do a one-size-fits-all. Staff left because they  
 14 did not get what they needed, and students are the  
 15 ones that are suffering. This is not how we provide  
 16 stake.  
 17 I want to know what this school board and  
 18 Dr. Williams is going to do about the fact that we  
 19 can't even get ahold of the Office of Special  
 20 Education. We, meaning your BCPS staff, we, meaning  
 21 your parents, we, meaning your advocates like myself.

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1 Attempts to get ahold of the Office of Special Ed are  
 2 in vain because no one answers the phone or e-mails.  
 3 Your district is rated needing intervention.  
 4 There are only two school systems in the state that  
 5 have that rating, Baltimore County and Baltimore City.  
 6 I want to know what this Board and our superintendent  
 7 plan to do with less than two weeks left before the  
 8 start of school to address the needs of our students  
 9 currently and the needs that were not addressed in the  
 10 previous school year for the summer.  
 11 Thank you for your time.  
 12 CHAIRWOMAN HENN: Thank you. Next, we have  
 13 Jen Reedholm. Ms. Reedholm?  
 14 MS. REEDHOLM: Can you hear me?  
 15 CHAIRWOMAN HENN: Yes.  
 16 MS. REEDHOLM: Hello, can you hear me?  
 17 CHAIRWOMAN HENN: Yes, we can.  
 18 MS. REEDHOLM: Okay. Sorry. It wouldn't  
 19 unmute.  
 20 Good evening everyone. Thank you for your  
 21 time. My son Matthew spoke recently about the

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1 disgusting school meals being served. If I were a  
 2 student and that was my only option, I'd go hungry.  
 3 And as it turns out, many students are going hungry.  
 4 Green meet, moldy bread, dried up Doritos and more,  
 5 who can stomach any of that?  
 6 I brought this up a while back and Dr. Hager  
 7 responded publicly stating that she wanted to work on  
 8 getting better food for the students. Dr. Hager, how  
 9 is that going? It's been over a year and nothing has  
 10 changed.  
 11 Dr. Williams, are you concerned? Are you  
 12 willing to help improve the quality of the meals? Who  
 13 is making these decisions, ordering this horrible  
 14 food, and how can cafeteria staff serve rotten food to  
 15 a child in good conscious?  
 16 I remember really good lunches in my public  
 17 high school on Long Island. They were convenient,  
 18 cheap, and even the teachers bought them. With  
 19 made-to-order sandwiches and hot entry options, I have  
 20 seen nothing comparable in BCPS. My middle schooler  
 21 sends me daily pictures of garbage her friends are

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1 served, and my 10-year-old got permission to have  
 2 pictures taken for his presentation. It is shocking,  
 3 but I guess BCPS didn't think that students would  
 4 notice or report it.  
 5 What is evident is that BCPS is not serving  
 6 what they teach in health classes by serving Pop Tarts  
 7 and chocolate chip muffins for breakfast. And what  
 8 does "contains bioengineered food ingredients" mean on  
 9 the side of the Trix yogurt? Children carbs cause you  
 10 to be more sluggish throughout the day rather than  
 11 giving you a boost. I'm all for the free breakfast,  
 12 but let's set the kids up for success by providing  
 13 healthier options that include a protein. This is  
 14 teaching kids poor eating habits, which can lead to  
 15 other health issues in life. Also, there's no color  
 16 in the food. Everything is brown, white, or orange  
 17 and simply unappealing. I warned this Board on a few  
 18 occasions about the unnecessary ingredient carogean, a  
 19 thickening agent in the milk. Did you know the  
 20 ingredient causes focus issues? The NIH, another  
 21 reputable health agency confirms this.

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1 So while BCPS is patting themselves on the  
 2 back for filling bellies so the kids can focus on  
 3 learning instead of how hungry they are, the plan is  
 4 backfiring because kids are now unable to focus, which  
 5 can cause behavioral and classroom management issues.  
 6 I recently called the nutrition office for a  
 7 listing of ingredients for all food served, and I was  
 8 told I had to drive to an office in Middle River to  
 9 read it in a binder. Why is this not available on our  
 10 website like neighboring counties? I asked for this  
 11 in 2015, and six years later I'm told they're still  
 12 working on it. It's not that hard to scan papers into  
 13 a document to post to a website.  
 14 These issues are not pandemic-related. This  
 15 has been going on for years prior to 2020. I'm  
 16 consistently saying BCPS needs to do better. I'm not  
 17 asking for gourmet meals, but if the military and  
 18 correctional centers can serve better food to mass  
 19 numbers of people, BCPS has no excuse here. Thank you  
 20 for your time.  
 21 CHAIRWOMAN HENN: Thank you. Our next

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1 speaker is Dr. Bash Pharoan.  
 2 DR. BASH PHAROAN: Can you hear me?  
 3 CHAIRWOMAN HENN: Yes, we can.  
 4 DR. BASH PHAROAN: Okay. Good evening,  
 5 Ms. Henn, Dr. McMillion, Dr. Williams, all board  
 6 members.  
 7 I'm really still at work and there is noise  
 8 around me, so I want to basically ask you to listen or  
 9 to read my note I sent to you by e-mail. I do not  
 10 want to waste your time by repeating it. And I take  
 11 this opportunity again and again to thank all board  
 12 members for the work that you do.  
 13 People complain about this and that.  
 14 Actually, I appreciate your work and hopefully  
 15 (inaudible) hopefully, you can respond to my request.  
 16 Thank you very much.  
 17 CHAIRWOMAN HENN: Thank you. Our next  
 18 speaker is Kendrick Tilghman. Kendrick Tilghman?  
 19 MR. TILGHMAN: Good evening.  
 20 CHAIRWOMAN HENN: Good evening.  
 21 MR. TILGHMAN: Can you hear me?

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1 CHAIRWOMAN HENN: Yes, we can.  
 2 MR. TILGHMAN: Good evening, Dr. Williams,  
 3 chair and vice chair McMillion, and members of the  
 4 school board.  
 5 I'm Kendrick Tilghman, founder of the  
 6 (indiscernible) Foundation and I'm the owner of Five  
 7 Star Enterprise, which is a STEM manufacturing  
 8 company. We strongly believe, in education and  
 9 providing support and development for our youth and  
 10 this rapidly changing 21st century job market.  
 11 Our signature initiative or product is math  
 12 through music where it teaches young people how to  
 13 D.J. with using mathematical principles. We love math  
 14 through music because we found students enjoy it  
 15 through the studies we've had with a few universities,  
 16 and they seem to really attract math in music.  
 17 And so, I just really want to commend you  
 18 all on a successful community outreach fair. I was  
 19 hosted by you all at Baltimore County Public Schools,  
 20 so thank you Superintendent Williams for extending  
 21 that invitation to network with over 200 partners that

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1 attended. And really I'd like to remove the word  
 2 networking and say relationships. And you build  
 3 relationships it builds trust. You build trust, you  
 4 start to build capacity as we start to fill in those  
 5 voids of the needs that we need satisfied or the  
 6 problems that we need to solve.  
 7 I believe the event was a huge success. It  
 8 allowed to us to really build those relationships with  
 9 some emerging partners and hear the great things that  
 10 you all are doing at Baltimore County Public Schools.  
 11 And I also heard of a challenges as well where I feel  
 12 like our organization and non-profit could fill some  
 13 voids.  
 14 Dr. Williams encouraged all of the partners  
 15 to continue to work with Baltimore County Public  
 16 Schools and support all the emerging partners to find  
 17 some support. That's really why I'm here tonight is  
 18 really just to ask you all as the school board to  
 19 continue with the community outreach because this is  
 20 the way we can all address these challenges and  
 21 education, which are facing all around the country

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1 together. Teamwork makes the dream work.  
 2 And at the partnership fair, we really got  
 3 to go to workshops and ask questions, get a dialogue,  
 4 we felt like we had a voice, and then those voices  
 5 were actually being heard to address the issues that  
 6 we wanted to really address. And I really just feel  
 7 like it showed a really big level of accountability  
 8 and engagement at that partnership fair. Our  
 9 organization, Five Star Enterprise, we know oh so well  
 10 of the difficulties the school facing in these  
 11 challenging times with teacher shortages, bus driver  
 12 shortage, and the ever present COVID cloud that seems  
 13 to hover over us all.  
 14 The school systems are finding new ways and  
 15 creative ways to address the achievement gap and  
 16 increase standardized test scores, increase graduation  
 17 rates with the goal of making sure that our zip code  
 18 and just a reminder we wanted a husband, father to,  
 19 grandfather to right here in Baltimore County, and we  
 20 all want the same thing. We want a great education  
 21 for our youth with educational programs, mentorship

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1 programs and partnerships are supercritical right now.  
 2 And I just want to say that our product Math  
 3 Through Music has become a successful tool. We are  
 4 using it in Montgomery County Public Schools, and they  
 5 said we lower violence, increased attendance, in 50  
 6 percent of the student's math scores went up.  
 7 So in closing I will say, Dr. Williams and  
 8 the school board, please continue to have this  
 9 successful partnership fair and aspire me to speak at  
 10 this board meeting tonight, and on a personal level,  
 11 serving as the president of Madam speaker at Baltimore  
 12 County African American Cultural Festival, just thank  
 13 you for your support over the years as we give up for  
 14 the first Saturday of September in Towson. Thank you.  
 15 CHAIRWOMAN HENN: Thank you. That was our  
 16 final speaker for the meeting.  
 17 The next item on the agenda is personnel  
 18 matters, and for that I call on Ms. Lowry,  
 19 MS. LOWRY: Good evening, chairwoman Henn,  
 20 vice chairman McMillion, Superintendent Williams, and  
 21 members of the board.

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1 I would like the board's consent for the  
 2 personnel matters presented in Exhibits D1 through D6.  
 3 CHAIRWOMAN HENN: Thank you. Do I have a  
 4 motion to approve the personnel matter that's  
 5 presented in Exhibit D1?  
 6 MR. OFFERMAN: Offered, Offerman.  
 7 MS. HASSAN: Second, Hassan.  
 8 CHAIRWOMAN HENN: Ms. Hassan, the student  
 9 member cannot vote on this item.  
 10 MS. HASSAN: Sorry, that's my bad.  
 11 CHAIRWOMAN HENN: And you cannot vote on it.  
 12 May I have another second for D1?  
 13 MS. ROWE: Second.  
 14 CHAIRWOMAN HENN: Thank you, Ms. Rowe, and  
 15 thank you for the motion, Mr. Offerman.  
 16 Any discussion? May I have a roll call  
 17 vote, please?  
 18 MS. GOVER: Ms. Rowe?  
 19 MS. ROWE: Yes.  
 20 MS. GOVER: Ms. Causey.  
 21 MS. CAUSEY: Abstain.

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1 MS. GOVER: Ms. (Indiscernible)? Ms. Jose?  
 2 MS. JOSE: Yes.  
 3 MS. GOVER: Mr. McMillion.  
 4 MR. MCMILLION: Yes.  
 5 MS. GOVER: Mr. Offerman.  
 6 MR. OFFERMAN: Yes.  
 7 MS. GOVER: Ms. Scott.  
 8 MS. SCOTT: Yes.  
 9 MS. GOVER: Dr. Hager. Mr. Kuehn?  
 10 Ms. Henn?  
 11 CHAIRWOMAN HENN: Yes.  
 12 MS. GOVER: In favor 6.  
 13 CHAIRWOMAN HENN: So, the motion fails.  
 14 MS. GOVER: Passes.  
 15 MS. HOWIE: No, it does not. For the  
 16 purposes, I'll let Mr. Brousaides speak to it, but you  
 17 only needed six because the student member of the  
 18 board is not eligible to vote.  
 19 CHAIRWOMAN HENN: So it carries with 6, Ms.  
 20 Howie?  
 21 MS. HOWIE: Yes, ma'am.

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1 CHAIRWOMAN HENN: I'm sorry. Thank you for  
 2 that clarification. So the motion carries.  
 3 Do I have a motion to approve the personnel  
 4 matters as presented in Exhibits D2 through D6?  
 5 MR. OFFERMAN: So moved, Offerman.  
 6 CHAIRWOMAN HENN: Thank you. Do I have a  
 7 second?  
 8 MR. MCMILLION: Yes, I'll second that, Rod  
 9 McMillion.  
 10 CHAIRWOMAN HENN: Thank you, Mr. McMillion.  
 11 Any discussion?  
 12 MS. CAUSEY: Madam Chair, this is  
 13 Ms. Causey. I had a question.  
 14 CHAIRWOMAN HENN: Yes, Ms. Causey?  
 15 MS. CAUSEY: Thank you. In the documents  
 16 that are attached to the board's content for this,  
 17 there are a number of resignations and retirements  
 18 that are dated June 30th, 2022, and I'm curious why  
 19 the length of time between that date and today's date?  
 20 MS. LOWRY: I can address that.  
 21 CHAIRWOMAN HENN: Ms. Lowry?

<p style="text-align: right;">Page 26</p> <p>1 MS. LOWRY: Yes. If someone resigns between                  2 the end of the school year and the start of when                  3 teachers report, which would be next Monday, the                  4 resignation is effective 6/30. Because during that                  5 period of time, because they are 10-month employees,                  6 they are not employed. So it goes back to their last                  7 date of work during that period of time, which would                  8 be 6/30.</p> <p>9 MS. CAUSEY: Thank you for that. As a                  10 follow up, there were a number of resignations of                  11 teachers and other certificated that said that they                  12 attained other employment. And for, my understanding                  13 is, and you can unpack this or clarify, that a teacher                  14 certificated employee needs to give notice by a                  15 certain date in order for them to be able to apply to                  16 other districts to do a similar job that requires                  17 their teaching certificate. And do we know if those                  18 teachers and certificated employees that resigned or                  19 retired after June 30th. If they, where it says June                  20 30th, were they able to seek employment with other                  21 districts or were they deciding that it was, that they</p>	<p style="text-align: right;">Page 28</p> <p>1 compensation, well deserved by this staff, that we are                  2 limiting our recruitment efforts and our retention                  3 efforts. Thank you.</p> <p>4 CHAIRWOMAN HENN: Thank you. Any other                  5 questions or comments, board members? May I have a                  6 roll call vote, please?</p> <p>7 MS. GOVER: Ms. Rowe?                  8 MS. ROWE: Yes.                  9 MS. GOVER: Ms. Causey.                  10 MS. CAUSEY: No.                  11 MS. GOVER: Ms. Jose?                  12 Mr. McMillion?                  13 MR. MCMILLION: Yes.                  14 MS. GOVER: Ms. Hassan? Ms. Hassan?                  15 MS. JESS: Ms. Gover, this is Ms. Jose.                  16 Sorry, I was muted.                  17 MS. GOVER: And your votes, Ms. Jose?                  18 MS. JESS: Yes.                  19 MS. GOVER: Thank you. Ms. Hassan?                  20 MS. HASSAN: Sorry, I was having                  21 difficulties unmuting. Yes.</p>
<p style="text-align: right;">Page 27</p> <p>1 would not remain in education?</p> <p>2 MS. LOWRY: It's combination of both. So,                  3 any employee that resigns outside of the allowable                  4 window to seek employment in another LEA, they are                  5 informed that they are resigning with prejudice and we                  6 are informing MSDE of their resignation outside of                  7 that approved window.</p> <p>8 MS. CAUSEY: Okay. So I'm just curious how                  9 many of these valuable employees made the decision                  10 just recently when they realized that the, despite the                  11 board approving additional compensation, that the                  12 county executive indicated that he did not support                  13 that increased compensation. Do we know the exact                  14 date of when these employees made their decision?</p> <p>15 MS. LOWRY: Ms. Causey, with 150 plus                  16 resignations on here, I would not be able to provide                  17 you all of those dates this evening. So, at                  18 superintendent's direction, I could provide you with                  19 what you're asking for.</p> <p>20 MS. CAUSEY: Thank you. I'm just very                  21 concerned that with delay of providing additional</p>	<p style="text-align: right;">Page 29</p> <p>1 MS. GOVER: Thank you. Mr. Offerman?                  2 MR. OFFERMAN: Yes.                  3 MS. GOVER: Ms. Scott?                  4 MS. SCOTT: Yes.                  5 MS. GOVER: Ms. Henn?                  6 CHAIRWOMAN HENN: Yes.                  7 MS. LOWRY: The motion carries. Thank you.                  8 CHAIRWOMAN HENN: Thank you, Ms. Lowry.                  9 The next item on the agenda is recognition                  10 of administrative appointments from the August 9,                  11 2022, board meeting. And for that I call on Dr.                  12 Williams.</p> <p>13 DR. WILLIAMS: Good evening, everyone, to                  14 Chair Henn, vice chair McMillion and the board.                  15 The last time we meet, we were unable to                  16 show all of our power points of our newly appointed                  17 administrators as of August 9th, so I would like to                  18 recognize those administrative appointments from                  19 August 9, 2022, board of education meeting. We have a                  20 tradition of showing faces and pictures, so bear with                  21 me as I go through all of them.</p>



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1 Reside to transition to the power point?  
 2 Wonderful.  
 3 First appointee is LaJuan Alston as a  
 4 specialist in the Office of Title I. Previously, she  
 5 was a teacher of mathematics at Shady Springs  
 6 Elementary.  
 7 She brings previous experience outside of  
 8 Baltimore County Public Schools where she served the  
 9 Baltimore County Public Schools in Cumberland County  
 10 Public Schools and Hot Spots Extended Care Program.  
 11 Congratulations, Ms. Alston.  
 12 Next, we have Stacy S. Barry as the  
 13 Assistant Principal at Chase Elementary School. She  
 14 brings to us 15 years of service in Baltimore County.  
 15 Previously, she was the supervisor elementary in the  
 16 office of virtual learning programs. Prior to that,  
 17 she served as a supervisor in the office of digital  
 18 safety and teacher of library science at Roger Ford  
 19 Elementary School and teacher at Spark's Elementary  
 20 School. Congratulations, Stacy S. Barry.  
 21 Next, we have Dr. Nashae Bennett. Dr.

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1 Bennett as the new executive director elementary in  
 2 the department of schools. She brings to us 23 years  
 3 of service in Baltimore County. Previously, she was  
 4 the principal at Herronwood Elementary School. Prior  
 5 to that, she served as a principal at Scott Bridge  
 6 Elementary School, Hemphill Early Learning Center,  
 7 assistant principal at Wood Home Elementary and New  
 8 Town Elementary. She also served as a classroom  
 9 teacher at Deer Park Elementary and Pal Hatton  
 10 Elementary School. Congratulations Dr. Nashae M.  
 11 Bennett.  
 12 Next we have Alicia A. Cagnolatti as the  
 13 assistant principal at Cedarmere Elementary School.  
 14 She brings 23 years of service in Baltimore County.  
 15 Prior to this appointment, she was a classroom teacher  
 16 at Lions Mill Elementary, and she has had previous  
 17 experience in Howard County Public Schools, as well as  
 18 Los Angeles Unified School District and Marina Valley  
 19 Unified School District. Congratulations, Alicia  
 20 Cagnolatti as new assistance principal at Cedarmere  
 21 Elementary School.

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1 Next, we have Heather A. Caulton as the  
 2 principal as Loch Raven Technical Academy. She brings  
 3 to us 31 years of experience in Baltimore County.  
 4 Prior to this appointment, she served as the assistant  
 5 principal at Franklin Middle as well as Deer Park  
 6 Middle Magnet School. She served as music specialist  
 7 for the department of elementary programs, also a  
 8 vocal music teacher at Woodlawn High School and vocal  
 9 music teacher at Perry Hall Middle, Deep Creek Middle.  
 10 And prior experience she served in Baltimore City  
 11 Public Schools. Congratulations, Heather A. Caulton.  
 12 Next, we have Charles S. Chapman as the  
 13 assistant principal at Northwest Academy of Health  
 14 Sciences. Congratulations and welcome back to  
 15 Baltimore County Public Schools. Prior to this  
 16 appointment, he served as the assistant principal at  
 17 Shepherd Prack Health System for over five years. He  
 18 serves in many roles, including serving as the  
 19 admissions compliance and transition specialist at  
 20 Kennedy Kreger Institute. He also served as the  
 21 school individual education plan and testing

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1 coordinator at the Children's Guild, and he served as  
 2 a special ed teacher in inclusion at Loch Raven  
 3 Technical School and a variety of other positions,  
 4 including a special ed coordinator of autism in the  
 5 District of Columbia Public Schools. Congratulations  
 6 Charles H. Chapman.  
 7 Next, we have Elliot D. Crouthamel as the  
 8 supervisor of the office, in the office of health and  
 9 physical education. He brings to us 14 years of  
 10 experience in Baltimore County. Prior to this  
 11 appointment, he served as a teacher of physical  
 12 education at Cockeysville Middle School. He also  
 13 served as a consulting teacher at Allingsville  
 14 Elementary. Prior to that, he served as a physical  
 15 education teacher at Lionsville Elementary, Woodbridge  
 16 Elementary and Charlesmouth Elementary school.  
 17 Congratulations, Elliot D. Crouthamel.  
 18 Next, we have Alonzo Ellison as the  
 19 assistant principal at Parkville High School. Welcome  
 20 to Baltimore County Public Schools. Prior to this  
 21 appointment, he served as the assistant principal as

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1 North Dorchester Middle School in Dorchester County  
 2 Public Schools. He served as an instructional  
 3 coordinator, I.T. Academy at Glen Park High School.  
 4 He also served as a computer teacher in Montgomery  
 5 County and a computer science teacher at Edgewood  
 6 Independent School District. Welcome to Baltimore  
 7 County and congratulations, Alonzo Ellison.  
 8 Next, we have Sharon Fischer as the  
 9 principal of Middleborough Elementary School. She  
 10 brings to us 30 years of experience in Baltimore  
 11 County Public Schools. Prior to this appointment, she  
 12 served as the assistant principal at Warren Elementary  
 13 School. She also served as a reading specialist and a  
 14 classroom teacher at Kingsville Elementary School.  
 15 Prior to those experiences, she served as a resource  
 16 teacher in the office of language arts, as well as a  
 17 reading specialist an elementary teacher, classroom  
 18 teacher, at Red House Run Elementary School.  
 19 Congratulations, Sharon K. Fischer.  
 20 Next, we have Allyson M. Huey, as the senior  
 21 counsel in the office of law. She brings to us over

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1 eight years of service in Baltimore County Public  
 2 Schools. Prior to this appointment, she served as the  
 3 manager of the employee of student appeals in the  
 4 office of the chief of staff. Her prior experience  
 5 included working in Prince George's County Public  
 6 Schools and Baltimore City Public Schools.  
 7 Congratulations, Allyson M. Huey.  
 8 Next, we have Katie L. Judge as a specialist  
 9 in the office of Title I. She brings to us 17 years  
 10 of service in Baltimore County Public Schools. Prior  
 11 to this appointment, she served as a science teacher  
 12 at Middle River Middle School. Prior to that she was  
 13 a resource teacher and again science teacher at Middle  
 14 River Middle School and at Haliburton Middle.  
 15 Congratulations, Katie L. Judge.  
 16 Next, we have Dr. Otis L. Lee as the  
 17 assistant principal as Pikesville High School. He  
 18 brings to us three years of service in Baltimore  
 19 county public schools. Prior to this appointment, he  
 20 served as a social studies teacher at Pikesville  
 21 Middle School. He also served as a social teacher at

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1 Southwest Academy. He has prior experience in  
 2 Montgomery County Public Schools, Baltimore City  
 3 Public Schools and several other systems.  
 4 Congratulations, Dr. Otis L. Lee.  
 5 Next, we have Katherine McLean as the  
 6 supervisor of multi-tiered systems and support. I  
 7 want to congratulate Ms. McLean for her appointment as  
 8 the supervisor in the multi-tier systems and support.  
 9 Next, we have Brian A. Pluim as the  
 10 assistant principal at Deep Creek Elementary School.  
 11 Prior to this appointment, he served as the interim  
 12 principal and assistant principal at Baltimore  
 13 Collegiate School For Boys and in Baltimore City  
 14 Public Schools. He brings a wealth of experience,  
 15 including serving as the principal of Gifford  
 16 Elementary Middle School and Westside Elementary  
 17 School all in Baltimore City. He also served as an  
 18 instructional support teacher of mathematics, an  
 19 elementary school teacher and assistant site  
 20 coordinator at Parks and People Super Kids in  
 21 Baltimore City Public Schools. Congratulations Brian

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1 K. Pluim.  
 2 Next, we have Richard M. Salkin as a people  
 3 personnel worker, virtual learning program in the  
 4 office of people personnel services. He brings to us  
 5 21 years of service in Baltimore County. Prior this  
 6 appointment, he served as a teacher of social  
 7 emotional learning at Franklin High School. Prior to  
 8 that, he served as a behavior interventionist at  
 9 Franklin High School, a crisis interventionist at  
 10 Franklin High, Newtown High and Newtown Elementary  
 11 School. He also has previous experience at Carroll  
 12 County Public Schools. Congratulations, Richard M.  
 13 Salkin.  
 14 Next, we have Lesley N. Stepney as the  
 15 principal at Harford Hills Elementary School. She  
 16 brings to us three years of service in Baltimore  
 17 County. Prior to this appointment she served as the  
 18 assistant principal at Millbrook Elementary, and prior  
 19 to that she was also a classroom teacher at Glenfield  
 20 Elementary, and prior to that she has previous  
 21 experience in Baltimore City Public Schools. Over 20

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1 years of service in Baltimore City. Congratulations,  
 2 Lesley N. Stepney.

3       Next, we have Brenda J. Strumke as  
 4 specialist curriculum and instruction in the  
 5 department of special education. She brings to us  
 6 four years of service in Baltimore County. Prior to  
 7 this appointment, she served as a specialist,  
 8 board-certified behavior analyst in the department of  
 9 special education, and prior to that experience, she  
 10 served in Carroll County Public Schools as well as  
 11 Kennedy Kreger Institute and Johns Hopkins University.  
 12 Congratulations, Brenda J. Strumke.

13       Next, we have Micah E. Wiggins as the  
 14 principal of Parkville Middle School. Prior to this  
 15 appointment, he served as the assistant principal at  
 16 Payne Branch High School. Also, he served as the  
 17 assistant principal at Bricks Cheney Middle School,  
 18 Richard Montgomery High School, and Quince Orchard and  
 19 Einstein High School, all in Montgomery County. He  
 20 served also as an assistant principal at Walter  
 21 Johnson High School, as well as a social studies

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1 teacher at Walter Johnson's High School, Independence  
 2 Middle School in Virginia Beach, Garner Senior High  
 3 School of Wake County, and Tallwood High School in  
 4 Virginia Beach. Welcome to Baltimore County Public  
 5 Schools, Micah E. Wiggins.

6       Next, we have Deanna Ashenfelter as a fiscal  
 7 supervisor III in the office of the controller. She  
 8 brings four years of service in Baltimore County.  
 9 Prior to this appointment, she served as the fiscal  
 10 supervisor II in the office of accounts payable.  
 11 Prior to that experience, she served at Health Pro for  
 12 close to three years, Industry Retail Group, and  
 13 Inside Lacross magazine. Congratulations, Deanna  
 14 Ashenfelter.

15       Next, we have Angela J. Cooper as the  
 16 assistant principal at Bear Creek Elementary School.  
 17 She brings to us 14 years of service in Baltimore  
 18 County. Prior to this appointment, she served as the  
 19 staff development teacher and Brookshire Elementary  
 20 School. She served as a Kindergarten teacher at  
 21 Hallsted Academy, classroom teacher, as well as a pre-

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1 K teacher all at Hallsted Academy. And prior to that,  
 2 she served at Hartford County Public Schools.  
 3 Congratulations, Angela J. Cooper.

4       Next, we have Heather Gaskins as a people  
 5 personnel worker 1.0 in the Office of School Climate  
 6 and Culture. Prior to that, she served as a .6 people  
 7 personnel worker. She served for us for one year.  
 8 We're excited. Prior to this one year of experience,  
 9 she served as a coordinator at Shepard Park Health  
 10 System. She also was a diagnostic and prescriptive  
 11 teacher at Shepherd Park Health System and served at  
 12 Hartford County Public Schools, and also a special ed  
 13 teacher at Lincoln Intermediate Unit.  
 14 Congratulations, Heather Gaskins.

15       Next, we have Michael B. Gorecki as the  
 16 assistant principal at White Oak School. He brings to  
 17 us 18 years of service in Baltimore County Public  
 18 Schools. Prior to this appointment, he served as a  
 19 special ed inclusion teacher at Norwood Elementary  
 20 School. Prior to that, he served as a classroom  
 21 teacher and social emotional learning teacher at

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1 Norwood, as well as New Town. Congratulations Michael  
 2 B. Gorecki.

3       Next, we have Kristy M. Gorman as a  
 4 supervisor health services in the Office of Social  
 5 Emotional Support. She brings us to seven years of  
 6 experience in Baltimore County. Prior to this  
 7 appointment, she served as a school nurse in Essex  
 8 Elementary School. She also has previous experience  
 9 at the University of Maryland Medical Systems, as well  
 10 as Personal Touch Home Health Agency, University of  
 11 Maryland School of Nursing, and University of Maryland  
 12 Medical Center. Congratulations, Kristy M. Gorman.

13       Next, we have Christina L. Jordan as a  
 14 specialist in the Office of School Counseling. She  
 15 brings us to almost nine years of service in Baltimore  
 16 County. Prior to this appointment, she served as a  
 17 school counselor at Lansdowne Middle School. She also  
 18 served as a school counselor at Chesapeake High  
 19 School. And prior to those experiences, she was a  
 20 special education inclusion teacher at Chase  
 21 Elementary, and she brings prior experience from

<p style="text-align: right;">Page 42</p> <p>1 Baltimore City Public Schools in Shephard Park Health                  2 System. Congratulations, Christina L. Jordan.                  3 Next, Beth A. Lambert as the supervisor in                  4 the Office of Student Support Services. She brings 22                  5 years of service in Baltimore County. Prior to this                  6 appointment, she served as the facilitator of SST 504                  7 in the Office of Student Support Services, and prior                  8 to that she was an instructional support teacher at                  9 Sandy Plains Elementary School, a special education                  10 teacher at Chase Elementary School and prior                  11 experience in Baltimore City Public Schools.                  12 Congratulations, Beth A. Lambert.                  13 Next, we have Andrew J. Prietz as the                  14 assistant principal at Northwest Academy of Health                  15 Services. He brings to us eight years of service in                  16 Baltimore County. Prior to this appointment, he                  17 served as a mathematics teacher at Sparrows Point High                  18 School. He also served as a mathematics teacher at                  19 Franklin High. He was a special education                  20 self-contained teacher at Franklin High, an inclusion                  21 special ed teacher at Patasco High, and he brings</p>	<p style="text-align: right;">Page 44</p> <p>1 Elementary School. She brings over 23 years of                  2 service in Baltimore County Public Schools.                  3 And I believe that concludes the                  4 appointments. Congratulations to all of those who are                  5 appointed on August 9. It was an honor to read and to                  6 show your pictures on today's special board of                  7 education meeting.                  8 CHAIRWOMAN HENN: Thank you, Dr. Williams,                  9 and congratulations to everyone.                  10 So, the next item on the agenda is the                  11 superintendent's report. And Dr. Williams, I'll hand                  12 it back over to you.                  13 DR. WILLIAMS: Thank you, Ms. Henn. So,                  14 good evening again to our board. I am pleased to                  15 present my superintendent's report to the board and to                  16 team BCPS. My report includes celebrations, updates,                  17 and evidence of our strategic plan that encompass our                  18 pathway to excellence in action.                  19 So, I would like to take a moment to honor                  20 and celebrate our class of 2022 summer graduates. Our                  21 annual summer commencement exercises took place on</p>
<p style="text-align: right;">Page 43</p> <p>1 prior experience from Montgomery County Public                  2 Schools. Congratulations, Andrew J. Prietz.                  3 Next, we have Jessica Sweet as a specialist                  4 in public placement in the Department of Special Ed,                  5 special education. She brings to us over 16 years of                  6 service in Baltimore County. Prior to this                  7 experience, she served as an IEP facilitator, and                  8 prior to that she served as a special ed inclusion                  9 teacher at Towson High, she served as special ed                  10 self-contained teacher at Parkville, she served as a                  11 hearing-impaired self-contained teacher at Pine Grove,                  12 as well as a hearing-impaired self-contained teacher                  13 at Rosedale Center. Congratulations, Jessica Sweet.                  14 Next, we have Nicole R. Wagner as a pupil                  15 personnel worker in the Office of School Climate and                  16 Culture. Prior to this appointment, she served as a                  17 reading specialist at Chapel Hill Elementary School.                  18 And prior to that experience, she served as a                  19 classroom teacher at Chapel Hill, as well as Warren                  20 Elementary. She also served as a resource teacher,                  21 reading specialist, and classroom teacher at Ceneca</p>	<p style="text-align: right;">Page 45</p> <p>1 Saturday, August 13th at George Washington Carver                  2 Center For Arts and Technology. It was incredible to                  3 see graduates from BCPS students around the county                  4 receive their diplomas. Many thanks to the families,                  5 friends, and members of team BCPS who were there to                  6 recognize our students. We're proud of their                  7 accomplishments, excited for their future, and looking                  8 forward to seeing what they do next.                  9 So, more than 750 new Baltimore County                  10 educators gathered at Peri Hall High School to attend                  11 the BCPS new educators orientation this week. Each                  12 year, Baltimore County Public Schools Department of                  13 Organization Development and Leadership in                  14 collaboration with offices in the Division of                  15 Curriculum Instruction provide a comprehensive                  16 induction program for newly hired teachers and other                  17 professionals.                  18 This effort to support our new educators                  19 begins with an orientation event. This event, the                  20 event was hybrid, including both face-to-face and                  21 virtual components. Attendees enjoyed meeting key</p>

<p style="text-align: right;">Page 46</p> <p>1 staff, connecting with one another and setting in,                  2 settling in at their new schools and offices. We are                  3 so excited to welcome these newest members of Team                  4 BCPS, and we are grateful that they chose Baltimore                  5 County Public Schools and are committed to supporting                  6 them and ensuring their success.</p> <p>7       And I've had an opportunity to visit today                  8 and met a new teacher to Baltimore County Public                  9 Schools who was one of my former high school students                  10 when I was a principal in Montgomery County. So, it's                  11 all about relationships. I appreciate she's starting                  12 a second career, and we're excited to welcome her and                  13 others, the over 750 new educators, to Baltimore                  14 County Public Schools.</p> <p>15       Please join us Saturday, August 20th, for                  16 the 2022-2023 school year kickoff, BCPS Fest. The                  17 event is from 11 a.m. to 1 p.m. at George Washington                  18 Carver Center for the Arts and Technology. We're                  19 looking forward to a free day of family fun,                  20 activities, entertainment, resources and more as we                  21 prepare to go #backtoBCPS.</p>	<p style="text-align: right;">Page 48</p> <p>1 intense focus include improved academic performance,                  2 reduction of vacancies, consistent and reliable                  3 transportation services, and safe and supportive                  4 environments. While public school systems across the                  5 nation are grappling with these issues, we are                  6 committed to tangibly improve in these areas in BCPS.</p> <p>7       As a result, we have a progress on all of                  8 this summer as promised. Evidence of these efforts                  9 are depicted on this slide. We will continue to work                  10 with our partners and stakeholders throughout the year                  11 to provide additional updates on our progress.</p> <p>12       Team BCPS is collaboratively working to                  13 address the effects of the national shortage of                  14 teachers. We are still hiring. Department of Human                  15 Resources staff are engaged in intensive recruitment                  16 and hiring efforts, and central office teams are                  17 working with schools and partner organizations to                  18 maximize efficiency and reduce hiring needs. We have                  19 detail ships and recruitment, elementary assignment                  20 and secondary school options to help address remaining                  21 vacancies.</p>
<p style="text-align: right;">Page 47</p> <p>1       Mark your calendars for the following                  2 important dates, Thursday, August 25th, 2022, the                  3 early entry day for grades 6 and 9, and virtual                  4 orientation for students in the virtual learning                  5 program.</p> <p>6       On Monday, August 29th, it is the first day                  7 of school for grades 1 through 12, and Wednesday                  8 August 31st, 2022, the first day for kindergarten.</p> <p>9       Additional information about the start of school can                  10 be found on the BCPS website. From the home page,                  11 click the Back to BCPS link under the 2022-2023                  12 heading. Additional information is available at your                  13 child's school, and bus route information will be                  14 available in Focus Monday, August 22nd.</p> <p>15       So, as we prepare to embark on a new school                  16 year, we know that our efforts to heal, rebuild, and                  17 recover must be ongoing. We return to five day,                  18 in-person learning; has not been without challenge.                  19 This upcoming year, we will continue to move forward                  20 to meet the ongoing needs of Team BCPS.</p> <p>21       So, as reported in the spring, areas of</p>	<p style="text-align: right;">Page 49</p> <p>1       So, to provide some additional information,                  2 as of August 16, BCPS is 95.6 percent staffed. To                  3 date, we have approximately 400 remaining vacancies,                  4 and this number is likely changing as ongoing efforts                  5 to hire and onboard continue. As the table of the                  6 slide indicates, the majority of our schools have two                  7 or fewer vacancies. 29 out of the 176 schools have                  8 been identified as priority schools and are the focus                  9 of intensive efforts to redirect staffing and assure                  10 that every classroom, every classroom has a qualified                  11 teacher on the first day of school.</p> <p>12       So, some of those mitigation strategies                  13 include the following: Master schedule adjustment.                  14 School leaders have worked to meet student needs while                  15 maximizing operational efficiency.</p> <p>16       Elementary school reassignment options.                  17 Principals have reassigned select non-teaching staff                  18 to classroom teacher positions. Certified central                  19 office staff have been reassigned to schools in                  20 critical need areas, including special education,                  21 university interns from Morgan State University, UMBC</p>

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1 and Towson University has been assigned as long-term  
 2 subs in professional development schools. Interns are  
 3 provided with university support during the  
 4 experience, and BCPS has the opportunity to hire them  
 5 as permanent staff after successful completion.

6 Kelly Substitutes has worked to place  
 7 qualified, long-term substitutes in open positions.  
 8 Many substitutes are former teachers. School leaders  
 9 have worked with curriculum and instruction to design  
 10 e-learning options for virtual math and technology  
 11 courses, and 140 secondary teachers have elected to  
 12 teach an extra period for additional compensation.  
 13 Additionally, BCPS has one permanent daily substitute  
 14 assignment at each school to help with emergency  
 15 coverage needs.

16 We have several hiring events this week,  
 17 this weekend, next week, and throughout the year. As  
 18 positions are filled, reassigned staff will be  
 19 released to their original positions.

20 So, we will continue to update the board,  
 21 our community, and Team BCPS during these challenging

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1 and changing times, but we are excited about starting  
 2 another new school year. So thank you for allowing me  
 3 to present my report.

4 CHAIRWOMAN HENN: Thank you, Dr. Williams.  
 5 The next item on the agenda is the Chair's report.

6 And for my report, I want to take this  
 7 opportunity to say thank you to our teachers, our  
 8 support staff, our administrators, and every  
 9 individual in Team BCPS who has chosen to serve  
 10 children in Baltimore County.

11 As Dr. Williams said, we know this is going  
 12 to be a challenging year. We also know that you had a  
 13 choice. A choice to remain in the profession, a  
 14 choice to remain within BCPS, and we know that choice  
 15 was likely not an easy one for you to make. And I  
 16 want to say thank you for choosing to stick with it,  
 17 for choosing to stick with us, for choosing children  
 18 because they need you. They need what you have to  
 19 offer, and again, we know how challenging this year is  
 20 going to be, but we also know how amazing you are. I  
 21 am in awe of you. And I am so very grateful for the

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1 examples that each one of you set for our children and  
 2 the amazing lessons of perseverance and dedication  
 3 that they are taking away from the example that you  
 4 are setting for them.

5 We talk a lot about the losses that this  
 6 pandemic has brought us. What we fail to talk about  
 7 are the gains that our children will take away, and  
 8 the biggest one that I see is the example that they  
 9 take from you all and what they are learning from the  
 10 example that you are setting for them. We say that  
 11 they are resilient. I say that our staff are  
 12 resilient. And you are amazing. Again, I am in awe  
 13 of you. I'm looking forward to an amazing year  
 14 because of you, not one that will be without challenge  
 15 but one that you will continue to rise and meet along  
 16 the way because of your dedication to children. So,  
 17 thank you, and I'm looking forward to an outstanding  
 18 year because of you. Thank you very much.

19 The next item on our agenda this evening is  
 20 the student board member's report, and for that I call  
 21 on Ms. Hassan.

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1 MS. HASSAN: Thank you so much. Good  
 2 evening, everyone. Thank you to all of my colleagues  
 3 present today, to everyone at home watching tonight's  
 4 board meeting, superintendent and superintendent  
 5 staff. Thank you all for being here with us, for  
 6 everything that you do. I cannot thank you enough.

7 And I know today is a little bit  
 8 unconventional as a virtual meeting, at least for me.  
 9 For me it means my little brothers are running around  
 10 and making a point to try to distract me. But,  
 11 nevertheless, we persist.

12 Before I begin, I would like to send my love  
 13 and best wishes to Ms. Mack. Although I never had the  
 14 pleasure of meeting her, I'd like to wish her the best  
 15 and a quick and safe recovery. Thank you so much for  
 16 your service.

17 So, I will be honest with all of you, I did  
 18 intend to introduce a resolution tonight. However, I  
 19 believe we can only do so with the collaboration of  
 20 every single board member, especially, you know, as we  
 21 hold seats on the (indiscernible 1:01) we have to be

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1 ready to work together and I want to make sure that we  
 2 are when I do introduce a resolution. And I believe  
 3 that's the best and only way to move forward. So for  
 4 those reasons, I have chosen to postpone a Bill of  
 5 Rights and continue to put in the work with all of you  
 6 to write resolutions that please the future of  
 7 Baltimore County.

8       Once again, I look forward to working with  
 9 all of you and continuing to put in the hard work.  
 10 So, today also serves as my report directly prior to  
 11 the return of the school building. I personally am  
 12 beyond excited to enter my senior year of high school  
 13 and continue serving as a senior member of the board  
 14 challenging the needs of every single BCPS student in  
 15 absolutely every single thing that I do this year. I  
 16 look to my peers, and I remind myself every day that  
 17 they are why we are here.

18       So, the month of August holds a collection  
 19 of returning feelings and new beginnings. Students,  
 20 teachers and staff are returning back to school, a new  
 21 academic year begins. Students now feel a pit in

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1 their stomach that they may be the next school  
 2 headline for violence. So many extra curriculums are  
 3 starting back up. Mental health is once again on the  
 4 decline as a stress from balancing it all is not  
 5 exactly met with consistent and effective responses.  
 6 College applications are opened up and we truly see  
 7 the impact of the opportunity gap and inconsistent  
 8 access to college, career, and financial readiness on  
 9 the future of our students.

10       Board members, this is the reality of  
 11 August. It is beautiful and exciting, but it is also  
 12 anxiety inducing for almost every single person in the  
 13 BCPS. I can speak for both myself and for the  
 14 students when I say we have a lot of work to do, and  
 15 that work must enter the power and the voices of our  
 16 students. It must cherish their health and safety, as  
 17 well as their education and opportunities.

18       We have and are experiencing a mental health  
 19 and school safety crisis. We know the statistics, the  
 20 data, but it is one thing to see the data and another  
 21 to live it. The heart-breaking thought is that mental

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1 health struggles are absolutely everywhere, and no  
 2 matter how silent and it echoes into the soul of every  
 3 single student impacted, that feeling of being  
 4 overwhelmed or depressed, every single student I know  
 5 has experienced that. The feeling of your heart  
 6 dropping into your stomach as you hear the news of the  
 7 loss of life of a child is a familiar one. Students  
 8 making jokes about school shootings, yet on the other  
 9 side of the screen texting their parents an I love you  
 10 when a school goes into lockdown, missing a day of  
 11 school when there's a threat, legitimate or not, and  
 12 feeling guilty that your friends are there and you're  
 13 not.

14       Board members, I want you to know that this  
 15 is real. This is the terrifying part of returning  
 16 back to school, but it is also the reason we must  
 17 fight for our safety. It is the reason we must find  
 18 an effective and long-lasting solution to ensure that  
 19 we are safe and ready to learn. It truly is our turn  
 20 to make change.

21       I want you to know that I'm an optimist. I

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1 strongly believe that this year will be a good one. I  
 2 sincerely acknowledge the hard work the superintendent  
 3 and staff administrators, teachers, board members, and  
 4 most importantly students have put in because they are  
 5 why I continue to have such optimism.

6       I may be idealistic, but I know we can  
 7 create an opportunity where students are empowered and  
 8 we never stop being heard and feeling safe. I believe  
 9 that this year will be the year that we create  
 10 positive strides to improving the lives and education  
 11 of every single student and we live up to that  
 12 statement.

13       We are surrounded by an outstanding  
 14 community, and it is our turn to serve them. We must  
 15 always be the representation of that community. This  
 16 is who we are representing. We are representing the  
 17 students who sit in the back of the class who don't  
 18 have the confidence to raise their hands, the students  
 19 who work harder than anyone I know to help provide for  
 20 their families, to the students who walk home from  
 21 school after extra curriculums, the students who feel

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1 safer in a school building than they do in their own  
 2 home, the students who need help and don't know how to  
 3 ask, the students who don't have the same resources  
 4 that some of their friends had, the students who put  
 5 trust in our system, and every single student that  
 6 deserves the very best we can offer them.

7 I look forward to putting in the work and  
 8 continuing to do so with your help and representing  
 9 our students. We must never stop fighting. And to  
 10 honor Congressman John Lewis, let's get in good  
 11 trouble. Thank you all.

12 CHAIRWOMAN HENN: Thank you, Ms. Hassan.  
 13 The next item on the agenda is contract  
 14 awards. And for that I call on Mr. McMillion, vice  
 15 chair of the building and contracts committee,

16 MR. MCMILLIAN: Good evening. Members of  
 17 the board, the board's building and contracts  
 18 committee met on Monday, August 8th, 2022. Items I-1  
 19 through I-12 are being forwarded to the full board for  
 20 approval.

21 CHAIRWOMAN HENN: Do I have a motion to

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1 approve motions I-1 through I-12?  
 2 MR. OFFERMAN: So moved, Offerman.  
 3 CHAIRWOMAN HENN: Thank you. No second is  
 4 needed since the recommendation comes from the  
 5 committee. Is there any discussion? Hearing none,  
 6 may I have a roll call vote?  
 7 MS. CAUSEY: This is Ms. Causey. I put in  
 8 the chat that I request contracts are separated into  
 9 items 1 through 5 and 6 through 12, please.  
 10 CHAIRWOMAN HENN: Okay. Do I have a motion  
 11 to approve items I-1 through I-5?  
 12 MR. OFFERMAN: So moved, Offerman.  
 13 CHAIRWOMAN HENN: Thank you. Any  
 14 discussion, Ms. Causey?  
 15 MS. CAUSEY: Well, if the -- and I know it  
 16 was last week, but if I can have an opportunity to  
 17 attend the building and contracts committee, if I  
 18 could just have staff speak briefly to the Orden  
 19 Gillingham Training and Consultation, it's a program  
 20 that has greatly benefited our students, and I just  
 21 would like to highlight the addition that it will

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1 provide this coming school year.  
 2 CHAIRWOMAN HENN: Do you have specific  
 3 questions for staff, Ms. Causey?  
 4 MS. CAUSEY: No. If they just wanted to  
 5 read the little paragraph or couple sentences, that  
 6 would be great.  
 7 CHAIRWOMAN HENN: Because it was presented  
 8 in committee and the meeting.  
 9 MS. CAUSEY: So there was discussion there  
 10 that's on video?  
 11 CHAIRWOMAN HENN: Yes.  
 12 MS. CAUSEY: Okay. Thank you.  
 13 CHAIRWOMAN HENN: Thank you. Thank you,  
 14 Mr. Hartlove.  
 15 Any further discussion on Nos. 1 through 5,  
 16 board members? (No response.)  
 17 May I have a roll call vote, please?  
 18 MS. GOVER: Ms. Rowe?  
 19 MS. ROWE: Yes.  
 20 MS. GOVER: Ms. Causey?  
 21 MS. CAUSEY: Yes.

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1 MS. GOVER: Ms. Jose?  
 2 MS. JOSE: Yes.  
 3 MS. GOVER: Mr. McMillion?  
 4 MR. MCMILLION: Yes.  
 5 MS. GOVER: Ms. Hassan?  
 6 MS. HASSAN: Yes.  
 7 MS. GOVER: Mr. Offerman?  
 8 MR. OFFERMAN: Yes.  
 9 MS. GOVER: Ms. Scott?  
 10 MS. SCOTT: Yes.  
 11 MS. GOVER: Mr. Kuehn?  
 12 MR. KUEHN: Yes.  
 13 MS. GOVER: Ms. Henn?  
 14 CHAIRWOMAN HENN: Yes.  
 15 That motion carries.  
 16 May I have a motion for Items I-6 through  
 17 I-12?  
 18 MR. OFFERMAN: So moved, Offerman.  
 19 CHAIRWOMAN HENN: Thank you. Any questions  
 20 or discussion? Ms. Causey, did you have any questions  
 21 on 6 through 12?



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1 MS. CAUSEY: Thank you, Madam Chair. In the  
 2 contract for additional heating, ventilation, and air  
 3 conditioning over the increase of 6 million dollars,  
 4 and it says it's a combination of funding, is any of  
 5 that funding coming from the Esser (phonetic) grants  
 6 or other grants affiliated with the (indiscernible)  
 7 funding.  
 8 CHAIRWOMAN HENN: Thank you. Mr. Hartlove,  
 9 is that a question you can answer, or Mr. Dixit? Good  
 10 evening.  
 11 MR. DIXIT: Good evening. So, the answer is  
 12 yes, the funds are for operating budget and for  
 13 different types of grants, including Esser grant.  
 14 CHAIRWOMAN HENN: So, Esser grants are a  
 15 source of funding for this contract, is that correct?  
 16 MR. DIXIT: That's correct.  
 17 CHAIRWOMAN HENN: Okay. Any further  
 18 questions, Mrs. Causey?  
 19 MS. CAUSEY: Nope. Thank you.  
 20 CHAIRWOMAN HENN: Thank you, ma'am. Thank  
 21 you, sir.

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1 Any other questions, board members? Hearing  
 2 none, may I have a roll call vote, please?  
 3 MS. GOVER: Ms. Rowe? Ms. Rowe? (No  
 4 response.)  
 5 MS. GOVER: Ms. Causey?  
 6 MS. CAUSEY: Recuse.  
 7 MS. GOVER: Ms. Jose?  
 8 MS. JOSE: Yes.  
 9 MS. GOVER: Mr. McMillion?  
 10 MR. MCMILLION: Yes.  
 11 MS. GOVER: Ms. Hassan?  
 12 MS. HASSAN: Yes.  
 13 MS. GOVER: Mr. Offerman?  
 14 MR. OFFERMAN: Yes.  
 15 MS. GOVER: Ms. Scott?  
 16 MS. SCOTT: Yes.  
 17 MS. GOVER: Mr. Kuehn?  
 18 MR. KUEHN: Yes.  
 19 MS. GOVER: Ms. Rowe? (No response.)  
 20 Ms. Henn?  
 21 CHAIRWOMAN HENN: Yes.

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1 MS. GOVER: Thank you.  
 2 CHAIRWOMAN HENN: The motion carries. Thank  
 3 you.  
 4 The next item on the agenda is unfinished  
 5 business, consideration of board policies. And for  
 6 that, I call on the policy review committee chair,  
 7 Ms. Rowe.  
 8 MS. ROWE: Hi. Members of the board, the  
 9 policy review committee asks that the board accept the  
 10 committee's recommendation to amend the following  
 11 board policies: Policy 1270, community relations,  
 12 community involvement, parent and family engagement;  
 13 Policy 3215, purchasing contract execution; Policy  
 14 3230, purchasing qualification and vendors; policy  
 15 3231 purchasing vendor performance evaluation; policy  
 16 3540, physical plant services, energy conservation and  
 17 sustainability; policy 4103, personnel conduct, child  
 18 abuse and neglect; policy 54.70 services to student's  
 19 wellness; policy 5562 conduct, student registered sex  
 20 offender learning options off of school property;  
 21 policy 7250, designing school building design. This

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1 recommendation is presented to you tonight as agenda  
 2 Item Exhibit J.  
 3 CHAIRWOMAN HENN: Thank you. Do I have a  
 4 motion to adopt the recommendation of the board's  
 5 policy review committee?  
 6 MR. HASSAN: So moved, Hassan.  
 7 CHAIRWOMAN HENN: Thank you, Ms. Hassan. No  
 8 second is needed since the recommendation comes from  
 9 the committee.  
 10 Is there any discussion? (No response.)  
 11 May I have a roll call vote please?  
 12 MS. GOVER: Ms. Rowe?  
 13 MS. ROWE: Yes.  
 14 MS. GOVER: Ms. Causey?  
 15 MS. CAUSEY: I did want to make a comment,  
 16 but I'll make it after. Yes.  
 17 MS. GOVER: Ms. Jose? (No response.)  
 18 Mr. McMillion?  
 19 MR. MCMILLION: Yes.  
 20 MS. GOVER: Ms. Hassan?  
 21 MS. HASSAN: Yes.

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1 MS. GOVER: Mr. Offerman?  
 2 MR. OFFERMAN: Yes.  
 3 MS. GOVER: Ms. Scott?  
 4 MS. SCOTT: Yes.  
 5 MS. GOVER: Mr. Kuehn?  
 6 MR. KUEHN: Yes.  
 7 MS. GOVER: Ms. Henn?  
 8 CHAIRWOMAN HENN: Yes.  
 9 That motion carries. Thank you.  
 10 The next item on the agenda is the report on  
 11 the proposed fiscal year 2024 state capital budget  
 12 request, and for that I call on Mr. Hartlove and  
 13 Mr. Dixit.  
 14 MR. DIXIT: Good evening, again. Thank you  
 15 very much. Can you hear me?  
 16 CHAIRWOMAN HENN: Yes, we can. Thank you.  
 17 MR. DIXIT: Okay. So, good evening, Chair  
 18 Henn, vice chair McMillion, Dr. Williams, and members  
 19 of the board.  
 20 Tonight we are here to start the process of  
 21 state capital budget for fiscal year '24. Today I'll

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1 share you the schedule for this process, and then in  
 2 the next board meeting there will be a work session.  
 3 In the meantime, you are encouraged to send any  
 4 questions that you may have about the, about the  
 5 proposed budget, the budget is included in board docs  
 6 since August 9th. We have up to August 18th to get  
 7 questions from you. And then from there on, after  
 8 this work session, the final approval of the board  
 9 will be requested on September 13th. And after that,  
 10 it will be submitted to state in the first week of  
 11 October. And that's all I have to say for today.  
 12 CHAIRWOMAN HENN: Mr. Dixit, would you mind  
 13 repeating the date the questions were due? I believe  
 14 you said it.  
 15 MR. DIXIT: So, in the original plan the  
 16 questions were due on August 15th, and the board had  
 17 seen in Board Doc the proposed plan on August 9 for  
 18 August 9th meeting, but you still have some more time  
 19 because of rescheduling superintendent has extended  
 20 the date to August 20th. That will give us a couple  
 21 of days to prepare responses. We'll share those

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1 responses to you on August 23rd, and they will be  
 2 posted on Board Doc.  
 3 CHAIRWOMAN HENN: Then if that date could be  
 4 updated in Board Docs, that would be fantastic. Thank  
 5 you for that information.  
 6 Board members, any comments or questions for  
 7 Mr. Dixit? Ms. Rowe and then Ms. Causey. Go ahead,  
 8 Ms. Rowe.  
 9 MS. ROWE: Yes, I just have two questions.  
 10 One, why is there no funding request for priority item  
 11 five, which is Delaney High School? And I would also  
 12 like to know if the County has committed to fund  
 13 priority items 6 through 33 if the state does not?  
 14 MR. DIXIT: So, let me take care of the  
 15 first question. The reason there is no request is  
 16 because the request for the state is for construction  
 17 funds. For Delaney, the funds have already been  
 18 approved by the county. And once the design is  
 19 completed or near completion, we plan to request for  
 20 state funds sometime next year or after that.  
 21 The second question about 6 through 33, the

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1 County is waiting for the board's approval for this.  
 2 But they are aware of this request, and they will  
 3 finalize their approval after board approves the plan.  
 4 MR. ROWE: Thank you, Mr. Dixit.  
 5 CHAIRWOMAN HENN: Thank you. And as a  
 6 reminder, board members, we will be having our work  
 7 session for detailed discussion. So tonight, the  
 8 primary focus is on the schedule itself, and the  
 9 process where we'll be having the detailed discussion  
 10 on the proposal at our work session at the following  
 11 meeting. Ms. Causey?  
 12 MS. CAUSEY: Thank you. I think it would be  
 13 helpful to understand all of the state funding that  
 14 has been approved through the IAC, who have had  
 15 regular meetings and to have that specifically as a  
 16 document that's attached, but also to attach, provide  
 17 to board members and attach to Board Docs the previous  
 18 state capital and county capital budgets that were  
 19 approved by the board. Because that makes it more  
 20 clear of the timing and the process and the flow of  
 21 these projects and their priority levels.

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1 CHAIRWOMAN HENN: Thank you. And Mr. Dixit,  
 2 I did want to comment on Ms. Causey's question because  
 3 I agree with both of those needs and wanted to mention  
 4 that I, too, asked for the prior years' county and  
 5 state capital budget request to be posted on Board  
 6 Docs, so Ms. Causey, I have facilitated that request,  
 7 and that should be posted on Board Docs, but please go  
 8 ahead, Mr. Dixit.

9 MR. DIXIT: So, all of those details will be  
 10 procedure the work session. You already have last  
 11 year's county capital budget that was approved, which  
 12 has state shares included in there, and we'll again  
 13 post the, the last year's approved state budget  
 14 because of this request you made today.

15 MS. CAUSEY: Thank you, Ms. Henn, and thank  
 16 you, Mr. Dixit. Additionally, these projects are very  
 17 complicated, and obviously, you can't put all these  
 18 details in the single document, but there is the  
 19 educational facilities master plan that goes into  
 20 detail, and I thought it might be helpful to board  
 21 members but also to stakeholders to have a link to the

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1 EFMP also associated with this. And if it's not too  
 2 much to put, you know, a page notation by those  
 3 projects that are currently being considered by the  
 4 board.

5 MR. DIXIT: So, EFMP is already posted on  
 6 BCPS website. We can repost it as part of the work  
 7 session. And we'll go, I know it's a complex process,  
 8 and I'll try to explain as much as I can in the work  
 9 session.

10 MS. CAUSEY: Thank you.

11 MR. DIXIT: Thank you.

12 CHAIRWOMAN HENN: Thank you, Mrs. Causey.  
 13 Any other questions, board members? (No response.)  
 14 Okay. And again, board members, please  
 15 submit all questions by August 20th in preparation for  
 16 the August 23rd, 2022, work session.

17 Thank you, Mr. Dixit.

18 MR. DIXIT: Thank you very much.

19 CHAIRWOMAN HENN: The next item on the  
 20 agenda is the report on Watershed Public Charter  
 21 School, and for that I call on Dr. McComas.

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1 DR. MCCOMAS: Yes, good evening --  
 2 CHAIRWOMAN HENN: Good evening.  
 3 DR. MCCOMAS: -- Chair Henn and members of  
 4 the board.

5 We have here with us this evening members of  
 6 our charter school. Allow me to introduce, we have  
 7 joining us this evening Sage Magness, the board  
 8 president of Watershed, Lori Widney, our principal,  
 9 Jessie Lehson, the executive director, and we have Dr.  
 10 Doug Elmendorf, executive director of academic  
 11 programs and options, and Ms. Melissa Dedenoto  
 12 (phonetic).

13 At this point, I'm going to hand it over to  
 14 Dr. Elmendorf to walk us through. This is an  
 15 informational update to our board to let you know how  
 16 our Watershed Charter School is going. Thank you.

17 DR. ELMENDORF: Thank you, Dr. McComas, and  
 18 good evening Chairwoman Henn, vice chair McMillion,  
 19 Dr. Williams, and members of the board.

20 As the charter school liaison for BCPS, I  
 21 have enjoyed getting to know the students, faculty,

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1 and staff during my visits to Watershed Public Charter  
 2 School both during the school year and when I went to  
 3 visit summer programs this summer.

4 Tonight the Watershed team is excited to  
 5 share about the work they have been involved in  
 6 throughout the years, as well as their plans for the  
 7 future. At this time, like to turn over the  
 8 presentation to Ms. Jessie Lehson, who is executive  
 9 director of Watershed Public School.

10 MS. LEHSON: Thank you. No, stay there,  
 11 actually. Sorry.

12 Good evening, members of the board. We  
 13 wanted to start tonight's presentation off with a  
 14 little bit of background about Watershed. It first  
 15 developed as an idea in 2015 in response to  
 16 inequitable access to environmental education and a  
 17 deeply held belief in the importance of hands-on,  
 18 multi-disciplinary learning. These ideas grew and  
 19 expanded in 2016, and in 2017 the board officially  
 20 formed and Watershed filed for incorporation.  
 21 We were granted non-profit status in 2018

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1 and secured our facility in 2019. We opened our doors  
 2 that summer in August 2019 for the '19-'20 school  
 3 year. Watershed is not a charter management  
 4 organization or a large company with schools all over  
 5 the country. Watershed is and always has been a grass  
 6 roots group of people who were passionate about public  
 7 education.

8 The Watershed board is a not-for-profit  
 9 organization that operates Watershed as outlined by  
 10 our contract with the board of education. We are  
 11 pleased to be able to report to you on our progress  
 12 thus far, and with that I'm going to turn it over to  
 13 our principal, Lori Widney.

14 Next slide, please.

15 MS. WIDNEY: Thank you, Jessie.

16 The Watershed is currently serving students  
 17 in grades kindergarten through 5th. In 2020-2021,  
 18 Watershed successfully opened fourth grade during the  
 19 pandemic and school closure. This past year,  
 20 Watershed opened one sex of 5th grade. For the  
 21 2022-2023 school year, we will expand to add a second

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1 fifth grade class doubling the enrollment for our  
 2 fifth grade. Lottery and enrollment for Watershed has  
 3 been steady with a large wait list each year averaging  
 4 four applications for every seat opening. And teacher  
 5 retention has grown from 46 percent in 2019-2020, to  
 6 over 90 percent to in 2021-2022.

7 Stakeholder commitment is a strong part of  
 8 the mission and vision of Watershed. 21 of our  
 9 families completed more than 40 hours of community  
 10 service and engagement and were recognized for their  
 11 contribution. 127 families logged volunteer hours  
 12 throughout the course of 2021-2022 school year,  
 13 totaling more than 3300 volunteer engagement hours.

14 Watershed is continuing the process of writing the  
 15 middle school curriculum and the opening of 6th grade  
 16 for the 2023-2024 calendar year.

17 Watershed was granted a one-year extension  
 18 on our charter contract given the effects of the  
 19 pandemic. The extension was requested by Ms. Lehson  
 20 in early 2021 with the support of the Maryland State  
 21 Department of Education and was accepted by this board

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1 on July 13, 2021. There extended the contract from  
 2 July 1st, 2019, through June 30, 2023, to July 1st,  
 3 2019, through June 30, 2024.

4 Also, as a direct impact of the pandemic,  
 5 the Watershed Public Charter School board chose to  
 6 delay the expansion of middle school by one year.

7 Jessie?

8 MS. LEHSON: One of the things that makes  
 9 Watershed unique in our system is our focus on  
 10 environmental and arts-integrated project-based  
 11 learning. To that end, we've developed our own  
 12 project-based learning definition because it's a term  
 13 that can mean different things to different people.  
 14 On your screen, you'll see a general understanding of  
 15 project-based learning for reference. At Watershed,  
 16 project-based learning is a curricular approach in  
 17 which students learn content and skills through  
 18 actively engaging in long term and personally  
 19 meaningful projects. At Watershed, we strive to  
 20 collaboratively create project studies that are  
 21 interdisciplinary, hands on, and centered in an

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1 exploration of our community, the environment, and the  
 2 arts.

3 The interdisciplinary projects are a big  
 4 part of our story that aren't obviously reflected in  
 5 the standardized test scores. More than half of our  
 6 students met or exceeded standards on unit 3 projects.  
 7 More importantly, students are engaged and interested  
 8 in their class work.

9 The pictures we're looking at right now are  
 10 from our third grade unit that centers around life  
 11 cycles and how habits impact the organisms that live  
 12 within them. Students raised meal worms, plants and  
 13 sunfish in their classroom, and then work with the  
 14 Department of Natural Resources to release the fish in  
 15 the Patapsco River after conducting string testing on  
 16 campus and at Patapsco.

17 In the first two pictures, you'll see  
 18 students on site testing water and observing the  
 19 habitat. In the final picture, a student is  
 20 showcasing her work to Dr. McComas. There's a label  
 21 diagram of the fish, an opinion writing piece about

<p style="text-align: right;">Page 78</p> <p>1 what the best home for the fish would be, a map                  2 showing dissolved oxygen levels in the Chesapeake Bay,                  3 and a graph demonstrating the cleanliness of each                  4 environment. Math, science, art, social studies and                  5 outdoor exploration are integrated to enhance the                  6 student's engagement and understanding.</p> <p>7 We look forward to continuing to update you                  8 on our project-based learning outcomes in the future.                  9 Next slide, please.</p> <p>10 MS. MCCOMAS: Watershed was enrolled at 265                  11 students for the 2021-2022 school year. Target                  12 enrollment for this upcoming 2022-2023 school year is                  13 286 students. In November of each year, Watershed                  14 opens enrollment applications and provides multiple                  15 opportunities for families to interact with staff and                  16 the facility.</p> <p>17 For the 2021-2022 school year, Watershed                  18 maintained an attendance rate of 95.15 percent. This                  19 places Watershed as 7th for attendance overall for the                  20 entire southwest area, including all elementary,                  21 middle, and high schools. Out of the elementary</p>	<p style="text-align: right;">Page 80</p> <p>1 assessment period to the next and helps identify what                  2 students have learned and what they are ready to                  3 learn.</p> <p>4 The following data is from the school year                  5 2021-22, winter math assessment, which was                  6 administered to students in kindergarten through 5th                  7 grades in both reading and math. All students at                  8 Watershed participated in the assessment. As the data                  9 provides information for classroom teachers,                  10 administrators, instructional leadership team and                  11 parents, the data that is displayed identifies the                  12 percent of students who performed at the 61 percent                  13 percentile or higher on the assessment for both                  14 Watershed and Baltimore County. I would like to                  15 highlight the following data points.</p> <p>16 Watershed had a greater percentage of                  17 students score at or above the 61 percent percentile                  18 on the MAP math assessment in kindergarten and first                  19 grades. Using the Bridge's Curriculum in conjunction                  20 with project-based learning, students are able to                  21 apply the MAP standards and solidify their learning in</p>
<p style="text-align: right;">Page 79</p> <p>1 schools in the southwest, Watershed is 3rd overall for                  2 attendance. Biweekly attendance meetings with our                  3 pupil personnel worker, as well as extensive                  4 collaboration and communication with families has                  5 helped maintain high attendance expectations for a                  6 school that relies primarily on parents or family                  7 organized transportation. Next slide, please.</p> <p>8 For the 2021-2022 school year, Watershed                  9 demographic data included 58.1 percent black or                  10 African American students, 34.7 percent white                  11 students, 4.8 percent Asian students, and 2.4                  12 percent American Indian or Alaskan Native students. 9                  13 percent of our students qualified for special                  14 education services, and 4 percent of students have 504                  15 services. Next slide, please.</p> <p>16 The measures of academic progress, or MAP,                  17 is an assessment tool that is used by both Watershed                  18 and Baltimore County to provide teachers and school                  19 leaders with measures of student progress aligned with                  20 the Maryland College and Career Readiness standards.                  21 Map is an adapted test that assesses growth from one</p>	<p style="text-align: right;">Page 81</p> <p>1 different ways.</p> <p>2 For example, in this image, you see students                  3 directly grouping, graphing, counting, and sorting                  4 within a natural learning space of Watershed. They                  5 were then able to apply their knowledge beyond the                  6 standardized test. Next slide, please.</p> <p>7 Watershed had a greater percentage of                  8 students score at our above the 61st percentile on the                  9 MAP reading assessment in kindergarten, first, fourth,                  10 and fifth grades as compared to Baltimore County.                  11 Here in this photograph, students are in the midst of                  12 their storm water unit and were able to read a book                  13 about storm water while observing the effects of storm                  14 water.</p> <p>15 Watershed has written its own English                  16 language arts curriculum, which allows students to                  17 build comprehension through multi-disciplinary                  18 experiences. Students then apply knowledge of content                  19 toward a unit project while progressing on reading                  20 foundational skills.</p> <p>21 In grade levels and contents where Watershed</p>

<p style="text-align: right;">Page 82</p> <p>1 had fewer students at or above the 61st percentile,                  2 continuing data analysis is being conducted to                  3 identify instructional gaps and areas of unfinished                  4 learning so that teachers can provide responsive                  5 instruction to support their students.                  6       It is our goal for every student at                  7 Watershed to perform at the highest levels using                  8 cross-disciplinary content understanding, student                  9 engagement and inquiry, student collaboration, and                  10 hands-on, real world experiences. Next slide, please.                  11       MS. LEHSON: Even though the first three                  12 years of our operation have been during the COVID 19                  13 pandemic, we have a number of accomplishments that                  14 we'd like to share with you tonight as well. This                  15 year, we were a Maryland Charter School of the Years                  16 nominee, Ms. Widney, our principal, was a Maryland                  17 Charter School Principal of the Year nominee, and                  18 Ms. Gulcher, who you'll see in the next picture there,                  19 was a Maryland Charter School Educator of the Year                  20 nominee.                  21       Our virtual learning curriculum was featured</p>	<p style="text-align: right;">Page 84</p> <p>1 growing middle school. That installation will begin                  2 in the summer of 2023. We will also apply for                  3 contract renewal in August of 2023, and that will                  4 begin the renewal process as outlined in the renewal                  5 process booklet. Thank you for inviting us to present                  6 this evening. Next slide, please.                  7       CHAIRWOMAN HENN: Thank you very much.                  8 Thank you for that wonderful presentation. Yes, Dr.                  9 McComas?                  10       DR. MCCOMAS: I'm so sorry. I was just                  11 going to say this concludes our presentation for this                  12 evening. So, thank you everyone. Thank you,                  13 Ms. Henn.                  14       CHAIRWOMAN HENN: Thank you all. Board                  15 members, I'll open it up to any questions or comments.                  16       MR. MCMILLION: Yes, I have a question.                  17       CHAIRWOMAN HENN: Yeah, go ahead, vice chair                  18 McMillion.                  19       MR. MCMILLION: I'm curious on your                  20 expansion to the middle school, how many grades do you                  21 anticipate expanding toward?</p>
<p style="text-align: right;">Page 83</p> <p>1 on the children and nature network. We became a                  2 Maryland green school in our second year of operation                  3 in 2021. Watershed was featured in education weekly.                  4 We were a national fish and wildlife grant recipient,                  5 which allowed us to make extensive storm water                  6 improvements to our property and to add a beautiful                  7 rain garden. We were invited to present at the 2021                  8 and 2022 Maryland Association For Environmental and                  9 Outdoor Education Conferences about our work at                  10 Watershed, and we have also been invited to present at                  11 the 2023 North American Association For Environment                  12 Education Conference.                  13       On that last picture there is Olszewski                  14 visiting us in 2020 and reading a story to the                  15 Kindergartners and their chickens. Next slide,                  16 please.                  17       In the upcoming school year, Watershed will                  18 add a second 5th grade class, and the year after that                  19 we will begin our expansion to middle school.                  20       Part of that expansion will mean the                  21 installation of modular classrooms to accommodate our</p>	<p style="text-align: right;">Page 85</p> <p>1       MS. LEHSON: Sixth, seventh, and eighth is                  2 what we're contracted to expand to.                  3       MR. MCMILLION: And I've been in your                  4 building twice back in 2019. I'm looking forward to                  5 coming back.                  6       MS. LEHSON: Anytime.                  7       MR. MCMILLION: Thank you.                  8       CHAIRWOMAN HENN: And I would love to tag                  9 along with Mr. McMillion because I am anxious to get                  10 out and visit.                  11       MS. LEHSON: Certainly.                  12       CHAIRWOMAN HENN: Ms. Rowe?                  13       MS. ROWE: Yes, I have a question about the                  14 MAP in the past as it was administered. So, in the                  15 winter test, it's my understanding that the children                  16 were allowed to read, or have the questions read to                  17 them regardless of whether they had an IEP or not. Is                  18 that the case?                  19       MS. WIDNEY: The accommodations that were                  20 provided for second graders were based on their                  21 performance in the fall math assessment. So,</p>

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1 depending on how they performed in the fall MAP was  
 2 the determining factor as to whether or not second  
 3 graders either heard or read on their own.  
 4 MS. ROWE: Okay. So, the accommodation that  
 5 was school system wide that they would all have it  
 6 read to them, that isn't something that you did at  
 7 Watershed?  
 8 MS. WIDNEY: No, in the fall --  
 9 MS. ROWE: In the fall?  
 10 MS. WIDNEY: Correct. In the fall, yeah, we  
 11 administered the 2 through 5 MAP reading assessment,  
 12 which did not read to the students, and then based on  
 13 their performance, they either got the K through 2 MAP  
 14 assessment or they received the second through  
 15 fifth-grade MAP assessment.  
 16 MS. ROWE: Okay. So Ms. McComas, can you  
 17 just clarify for me was that different than what the  
 18 rest of the BCPS school system was? Because I was  
 19 under the impression that during the pandemic when  
 20 they did that first MAP test in the fall and in the  
 21 winter that all of the other BCPS students had all of

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1 the questions read to them.  
 2 DR. MCCOMAS: Thank you, Ms. Rowe. I have  
 3 to honestly get back to you because I know what you're  
 4 talking about. There was a change in the form of the  
 5 MAP at that time, but I don't have those details in  
 6 front of me and I wouldn't want to misspeak.  
 7 MS. ROWE: Okay. Yeah.  
 8 DR. MCCOMAS: To be fair to everyone.  
 9 MS. ROWE: I'd like to see that data,  
 10 because if we're comparing Watershed and the percent  
 11 of their students that are over the 61 percentile, and  
 12 most of the students read the questions themselves,  
 13 then that becomes not really that comparable to BCPS  
 14 if they had all of the questions read to them.  
 15 DR. MCCOMAS: Sure. I certainly understand  
 16 your question and your concern. I will work with Dr.  
 17 Williams to get that clarifying information to you.  
 18 MS. ROWE: Okay. Thank you.  
 19 DR. MCCOMAS: My pleasure. Thank you.  
 20 CHAIRWOMAN HENN: Thank you. Mrs. Causey?  
 21 MS. CAUSEY: Good evening. Thank you, Madam

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1 Chair.  
 2 Thank you for this presentation. It's  
 3 really exciting to see. I really enjoyed visiting  
 4 Watershed and being there at the opening, and I also  
 5 look forward now that things are open consistently to  
 6 be able to come and visit again.  
 7 I had two questions, and the first one is  
 8 your attendance rate is just commendable. That's  
 9 wonderful. And I'm wondering what do you attribute to  
 10 the success? And also, I wanted to with that speak a  
 11 little bit about the transportation because you said  
 12 that it's all parent arranged?  
 13 MS. WIDNEY: That's correct. I truly  
 14 believe that our attendance rate is due to the  
 15 collaboration and the communication that our staff has  
 16 with parents. Watershed does not employ a  
 17 transportation system. We rely on community and  
 18 students and connection. I believe that the choice to  
 19 come to Watershed, it's very clear we don't have  
 20 buses, and we do pull from all around Baltimore  
 21 County. So our families are committed to having this

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1 experience that is a little different than your  
 2 traditional schools.  
 3 MS. CAUSEY: Okay. Thank you for that. And  
 4 my next question, in my district, which is counsel  
 5 district 3, there's three high school, Loch Raven High  
 6 School, Delaney High School, and Handford High School.  
 7 And Hanford has the only agricultural program as a CTE  
 8 completer in the County. And I think it would be  
 9 wonderful in, if there's some way to increase  
 10 awareness of that program to your students, some of  
 11 whom with their orientation to the environment and  
 12 their family's orientation to the environment might  
 13 see that as a possible next step at the high school  
 14 level. And just wondering how much with your  
 15 engagement, with the environment is related to  
 16 agriculture.  
 17 MS. WIDNEY: So we have actually spoken  
 18 directly to Harford about partnering on some projects.  
 19 COVID has sort of derailed that, but that is something  
 20 that we've been in communication with them about. And  
 21 my background is actually in ag education as well as

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1 environmental education. I was previously the  
 2 director of Great Kids Farm in Baltimore City Schools.  
 3 So we worked with the Ag Ed Foundation and we worked  
 4 with a group of ag teachers from Penn State. They  
 5 actually helped us set up our farm initially. So we  
 6 do, that is something that is both infused in our  
 7 curriculum and something that we think is important  
 8 for our students, particularly being in such an urban  
 9 area, you know, understanding where food comes from  
 10 and how to raise food in small spaces.

11 MS. CAUSEY: And also, the opportunities  
 12 within the agricultural industry are not necessarily  
 13 top of mind for many students and families, but, in  
 14 fact, it is one of the largest industries in the state  
 15 of Maryland. So that is wonderful to hear. I really  
 16 appreciate the work that you've done, especially  
 17 through the pandemic, and look forward to coming to  
 18 visit a visit soon.

19 MS. WIDNEY: Thank you.

20 MS. CAUSEY: Thank you.

21 CHAIRWOMAN HENN: Thank you. Any other

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1 comments or questions, board members? (No response.)  
 2 Okay. Hearing none, I will thank you again  
 3 for that outstanding presentation. Been looking  
 4 forward to that for quite some time. Several board  
 5 members requested it, so thank you very much for  
 6 joining us this evening. We really appreciate it.  
 7 And look forward to coming out. Thank you.

8 So, the last item on tonight's agenda is  
 9 announcements.

10 The board's next meeting will be held on  
 11 Tuesday, August 23rd, 2022, at 6:30 p.m. I'd like to  
 12 thank you all for joining us tonight for this special  
 13 meeting. The meeting is now adjourned. Have a good  
 14 evening, everyone.

15 (Meeting adjourned.)

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1 TRANSCRIBER'S CERTIFICATE  
 2  
 3 I, Vivian Saxe, hereby certify that I transcribed  
 4 from audio file the proceedings to the best of my  
 5 ability in the foregoing-entitled matter; and I  
 6 further certify that the foregoing is a full, true and  
 7 correct transcript of the audio files produced.

8 IN WITNESS THEREOF, I have subscribed my name on  
 9 August 24, 2022.

10  
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12 Vivian Saxe  
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