

BOARDROOM CHATTER

PUBLICATION PREPARED BY: THE OFFICE OF PUBLIC RELATIONS

SUPERINTENDENT'S REPORT

Present Proclamation Recognizing Dr. Ben Brauer for His Service and Dedication to ACPS

The school board honored Dr. Ben Brauer for his service to ACPS for the past 12 years, most recently as the Supervisor of Student Services and Safety and Security. He has accepted a position at Frostburg State University.

Dr. Brauer was instrumental in forming the We Are Fort Hill group to focus on creating an identity that reflects the many positive attributes and aspirations of that school. He worked to improve the health and physical education curriculum to be up to date with curriculum standards and greater fidelity in delivery to students. Dr. Brauer implemented the STARS breakfast to recognize students for their accomplishments and for those who have made significant growth. Dr. Brauer helped develop programming that included guest speakers and recovering addicts to talk directly to students to educate them about the negative effects of drug abuse.

Dr. Brauer established a strong relationship of mutual trust, integrity, respect, and responsiveness with local law enforcement agencies and the judicial system, and he took personal initiative in promoting and convening community collaborations with ACPS's response to the mental health needs of students. He also coordinated efforts to identify and increase support for mental health resources and promoted mental health awareness at not only the school level but also within the community. Dr. Brauer represented ACPS as the liaison with the Maryland Department of Health and Mental Hygiene and the Western Maryland Health System serving on various committees about drug and opioid abuse.

Dr. Brauer always strived to ensure that

students in ACPS remained safe and secure in school throughout the day including closely collaborating with the ACPS Information Technology department regarding video surveillance and badge access to buildings, and he created an anti-bullying form and database to allow for tracking all areas of concern. Finally, Dr. Brauer also served as the co-director of the Prescribe Change 4 Miler since inception three years ago.

Safety and Security Report

Dr. David Cox updated the school board on safety and security in ACPS. He recently attended a PASSM meeting with both Maryland State Superintendent of Schools, Dr. Karen Salmon, and Mr. Ed Rice, Director of the Maryland Center for School Safety. The Maryland Safe to Learn Act of 2018 was passed in the most recent General Assembly session, and many provisions of this law have been met and/or exceeded in ACPS including Stop the Bleed training, critical incident plans, effective relationships with local law enforcement, better School Resource Officer coverage than many districts, strong relationships with the Allegany County Health Department and contracts for services. ACPS is also in the process of hiring a mental health coordinator.

The Maryland Safe to Learn Act 2018 does the following:

- Expands the Center and makes governance changes
- Provides funding for local school systems and the Center
- Requires each school system to develop multi-disciplinary behavioral health assessment teams
- Requires standardized training and certification of SROs
- Requires schools to file a report that they have an SRO or adequate law

Board of Education

Dr. Sara-Beth Bittinger, President
Mrs. Tammy Fraley, VP
Mr. Nicholas Hadley
Mrs. Laurie Marchini
Mr. Wayne Foote
Dr. David Cox, Superintendent
Ms. Eesha Bokil, SMOB

enforcement coverage

- Requires schools to conduct a safety evaluation and annually update their safety plans
- Report to Center certain data regarding lockdowns, threats, etc.
- Appoint a mental health services coordinator to coordinate resources
- Develop an annual schedule of drills
- Identify a school safety coordinator to be certified by the Center

\$40.6 million was included in the FY 2019 budget for school safety, including \$3 million for expansion of the Center and \$37.6 million in funding to local school systems for operating funds, safety evaluations, operating funds for schools at risk of hate crimes, and capital improvements. There are a variety of things that the safe schools fund can be used for, and Dr. Brauer's replacement, Mr. Matt Marlowe, is leading the effort in writing grants for funding.

In addition, Dr. Cox noted that the new Allegany High School was designed with AIA safety and security standards. The increased amount of glass not only provides natural light, but also serves as a safety feature by providing an important line of sight into hallways. The school was also designed for easy evacuation, and local drills are practiced at all schools. ACPS critical incident plans are confidential, but are developed in cooperation with law enforcement. In

SUPERINTENDENT'S REPORT CONT.

ACPS, safety protocols have also been expanded to include Run, Hide, Fight, and ALICE.

School board vice president, Mrs. Tammy Fraley, spoke about a recent meeting she attended about the Federal Commission on School Safety Creating a Citadel of Learning: New Tools to Secure Our Schools, Inside and Out, along with her husband, who is a region II director with the National Association of School Resource Officers. The meeting featured three panels, which included the following:

- Best Practices for School Building Safety, presented by Jay Brotman, Managing Partner at Svigals and Partners and member of the American Institute of Architects (AIA); and Max Schachter, CEO and founder of Safe Schools for Alex
- Active Shooter Training for Schools, presented by Jarrod Burguan, Chief of Police at the San Bernardino Police Department; and Chris Fraley, Region 2 Director of the National Association of School Resource Officers
- Practitioner Experience with School-Based Threat Assessments, presented by Donna P. Michaelis, Manager of the Virginia Center for School and Campus Safety, Division of Law Enforcement at the Virginia Department of Criminal Justice Services; and Susan Payne, founder and Executive Director of Safe2Tell Colorado and Director of Safe Communities – Safe Schools.

Staff Engagement Survey Key Points

Dr. Sara-Beth Bittinger, school board president, spoke about the recent staff engagement survey administered by the Superintendent's office. The school board plans to use the results of this survey to inform goal and initiative setting next year and to use as a benchmark year to show improvement over time. The school board supported this survey as it aligned with their 2016 goal of improving employee morale through effective communication. The response rate was 837 out of 1,178, which breaks down to 86% of certified employees and 40% of classified employees.

The survey was designed with the help of focus groups including Teacher Roundtable, principal councils, and the Classified Roundtable, with a focus on engagement and morale. For the purpose of the survey, morale was defined as "a state of mind determined by one's anticipation of the extent of satisfaction of those needs which one perceives as significantly affecting the total work situation (i.e. self worth, respect, affirmation, appreciation, and acknowledgement)." Also for the purpose of the survey, retribution was defined as "fear of unjustified consequences given by a person of authority toward one's words or actions."

The following focused questions were answered by participants

with either AGREE or STRONGLY AGREE:

- The district focuses on achievement for all students (66%)
- I have a positive working relationship with the members of my team/department (92%)
- My administration (school, unit, building) is approachable (85%)
- I am responsible for my own morale (73%)
- Negative people lower morale (93%)

Dr. Bittinger noted that the school board does still have areas in which they can improve. 28% of respondents answered that the AGREE or STRONGLY AGREE that there is transparency in decision making at the district level as it relates to compensation, assignment to a building, classes, and work schedule. She encouraged the public to review the school board's policy on communication, File BH, as well as to review board meetings on the school system's website and in summarizing newsletters and on Board Docs.

All results of the staff engagement survey have been shared at the school level to help inform school-based improvement plans.

NEW BUSINESS

Vote to Meet in Executive Session September 11, 2018, as necessary.

The school board voted unanimously to meet in Executive Session on September 11, 2018, pending any unfinished business or appeals. The public meeting will be held at the Board of Education's central office beginning at 3 p.m.

Student Member of the Board Report

Eesha Bokil, SMOB, recently attended the MABE orientation for student board members. Topics covered included board member roles and responsibilities, the school board's legal role, policy, community presence, and current legislative issues. Additionally, the Allegany County Association of Student Councils (ACASC) has had several meetings with Chris Delaney of the Health Department to discuss aspects of the upcoming Social Awareness campaign.

Board Member Updates

School board members wished all staff and students a successful 2018-2019 school year, which opens on Wednesday, August 29, 2018.

CONSENT AGENDA

The school board approved the following consent agenda:

- Approve minutes for school board meeting on July 17, 2018.
- Approve routine personnel actions for the period of July 1-31, 2018.
- Receive school construction/maintenance report for the period of July 1-31, 2018.
- Receive information technology report for the period of July 1-31, 2018.
- Receive monthly financial report for July 2018.
- Approve bus contract award to McCray Busing for the 2018-2019 school year.
- Approve 2018-2019 table of rates for bus contractors.
- Approve to extend the contract term for trash removal and cardboard recycling with Burgmeier's Hauling, Inc. at the current contract price of \$89,331.50 for the 2018-2019 school year.