

CRG8-2019

5/1 - 5/7

**Sayers, Margery**

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**From:** Brian Grodsky <bgrodsky@umbc.edu>  
**Sent:** Friday, May 3, 2019 9:22 AM  
**To:** CouncilMail  
**Subject:** Classes are getting way too big

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members,

I am writing to ask that you reconsider the school budget request in order to stop classes from growing to dangerously high levels. Our daughter, a third grader at PRES, already has 30 children in her class, which strikes me as very large (most of the classes I teach at the less fidgety university level are far smaller!). I cannot imagine what it would look like with a maximum of 33. I choose, and pay, to live in Howard County for the schools. I am very confident that the same goes for many others. I am also quite confident in saying that this is not the direction we want to go. Thank you for reconsidering.

Sincerely,  
Brian Grodsky

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Brian K. Grodsky  
Professor and Associate Chair  
Department of Political Science  
University of Maryland, Baltimore County (UMBC)

**Sayers, Margery**

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**From:** Andrew Farina <andrew@utilitiesunlimitedinc.com>  
**Sent:** Friday, May 3, 2019 8:40 AM  
**To:** CouncilMail  
**Cc:** Knight, Karen; ptachc@gmail.com; Kristen Farina  
**Subject:** School meetings and budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Earlier this week, many Howard County schools held meetings for their staff to inform them and discuss the possible challenges that may occur without full school funding.

One of the topics discussed was the potential surplus of staff and the increase of class sizes across all grades.

I am a parent of several children in the county and an educator in another county. Class sizes and teacher cuts should be a last resort only in dire financial situations. Children need small class sizes to ensure their needs are recognized and addressed by a multitude of staff members who are there to help and guide them to be their best and provide our county with a bright and successful future.

Increasing class sizes should not be on the table at this time. We need to maintain our level of academic excellence and always try to improve.

Cutting staff, increasing class sizes and hampering our childrens' academic growth is not a way to improve a budget or our future. Please go to bat for our kids and keep class sizes small and our great educators with our children at their current levels.

Sincerely,

Andrew Farina

(My wife and I attended Howard County Schools K-12 and we worked hard to insure our children were educated in this county, please keep the schools a top priority)



## Sayers, Margery

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**From:** Kristen Farina <kristen\_menz@hotmail.com>  
**Sent:** Friday, May 3, 2019 8:32 AM  
**To:** CouncilMail  
**Cc:** Knight, Karen; ptachc@gmail.com; Board@ptachc.org  
**Subject:** School meetings and budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Earlier this week, many Howard County schools held meetings for their staff to inform them and discuss the possible challenges that may occur without full school funding.

One of the topics discussed was the potential surplus of staff and the increase of class sizes across all grades.

I am a parent of several children in the county and an educator in another county. Class sizes and teacher cuts should be a last resort only in dire financial situations. Children need small class sizes to ensure their needs are recognized and addressed by a multitude of staff members who are there to help and guide them to be their best and provide our county with a bright and successful future.

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Cutting staff, increasing class sizes and hampering our childrens' academic growth is not a way to improve a budget or our future. Please go to bat for our kids and keep class sizes small and our great educators with our children at their current levels.

Sincerely,

Kristen Farina

(My husband and I attended Howard County Schools K-12 and we worked hard to insure our children were educated in this county, please keep the schools a top priority)

## Sayers, Margery

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**From:** Barbara Krupiarz -GOC- <barbara.krupiarz1@maryland.gov>  
**Sent:** Friday, May 3, 2019 8:08 AM  
**To:** CouncilMail  
**Subject:** Fwd: HCPSS budget information  
**Attachments:** PARCC\_scores.xlsx; Achievement Liaison Position Descriptions.pdf; hcpss\_perf\_meas\_2020-1.docx

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Resending with format corrected.

Dear County Council members,

There is a lot of talk about equity and restorative justice these days, which is important to me. However, students with disabilities are almost never included in that definition. HCPSS has been failing students with disabilities for many years. In fact, the Chief Academic Officer recently made a statement to the Board of Ed about those failures. Please watch this 44 second clip:

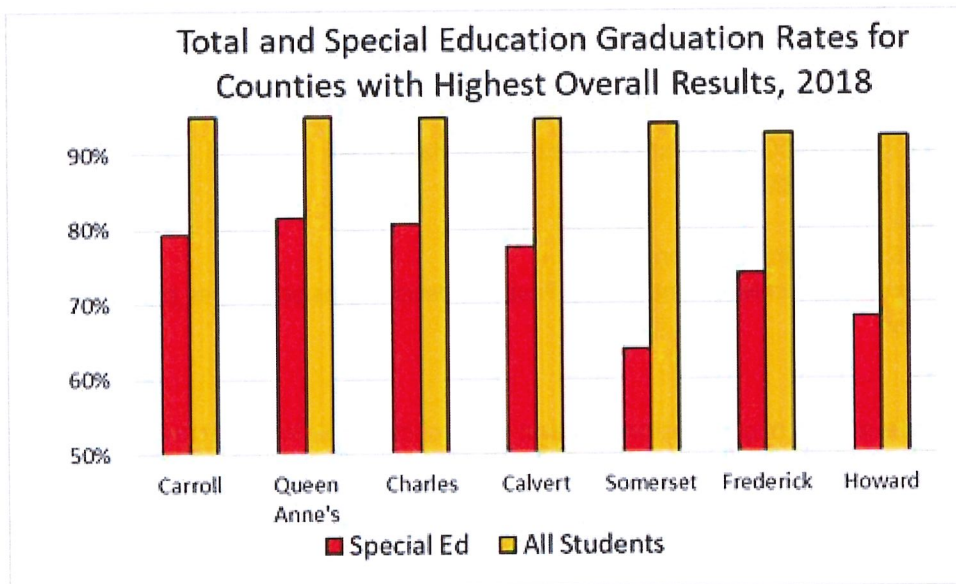
<https://www.youtube.com/watch?v=OLRpcJ6xme4>

HCPSS also recently presented a discipline report and talked about disproportionality of suspensions among various groups. For 2018, the following data lists the percentage above the total suspensions for each group:

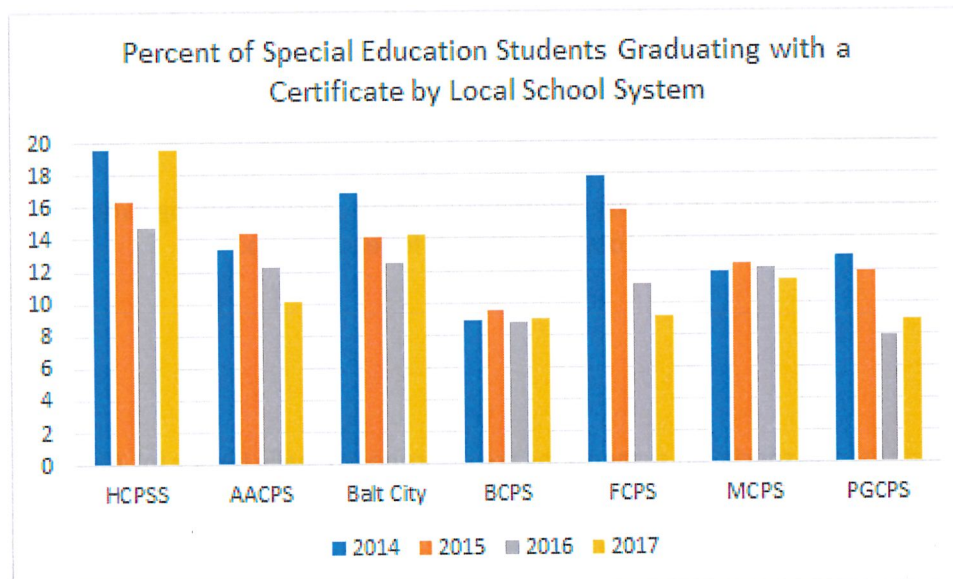
African American	3.2% higher
Latino	0.4% higher
FARMs	4.2% higher
ELL	lower than peers
Special Ed	4.4% higher (keep in mind that the special ed suspensions are disproportionally higher for African American males)

[https://go.boarddocs.com/mabe/hcpssmd/Board.nsf/files/BBBH73470C4B/\\$file/04%2025%202019%20Disproportionate%20Discipline%20Data%20BR.pdf](https://go.boarddocs.com/mabe/hcpssmd/Board.nsf/files/BBBH73470C4B/$file/04%2025%202019%20Disproportionate%20Discipline%20Data%20BR.pdf)

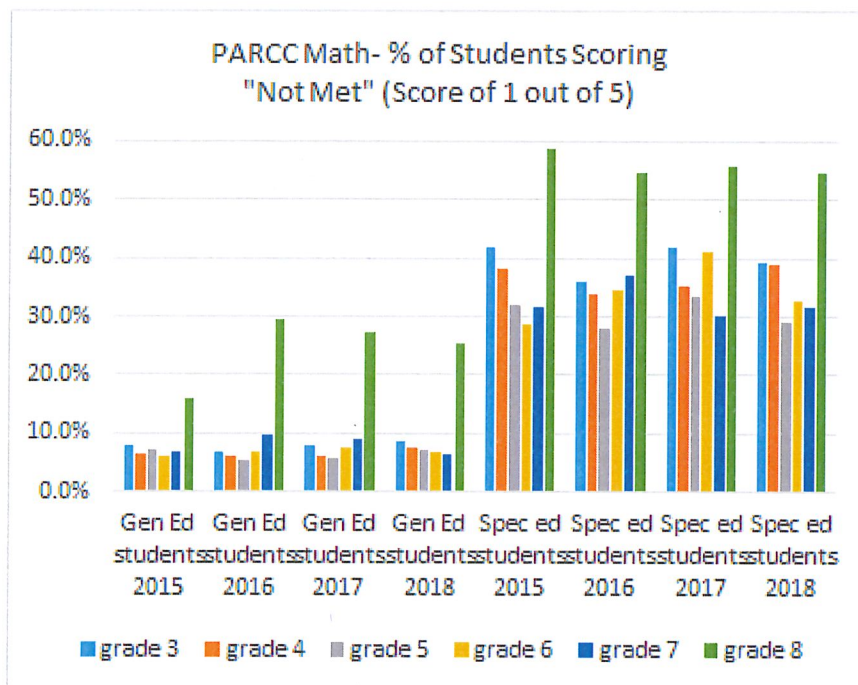
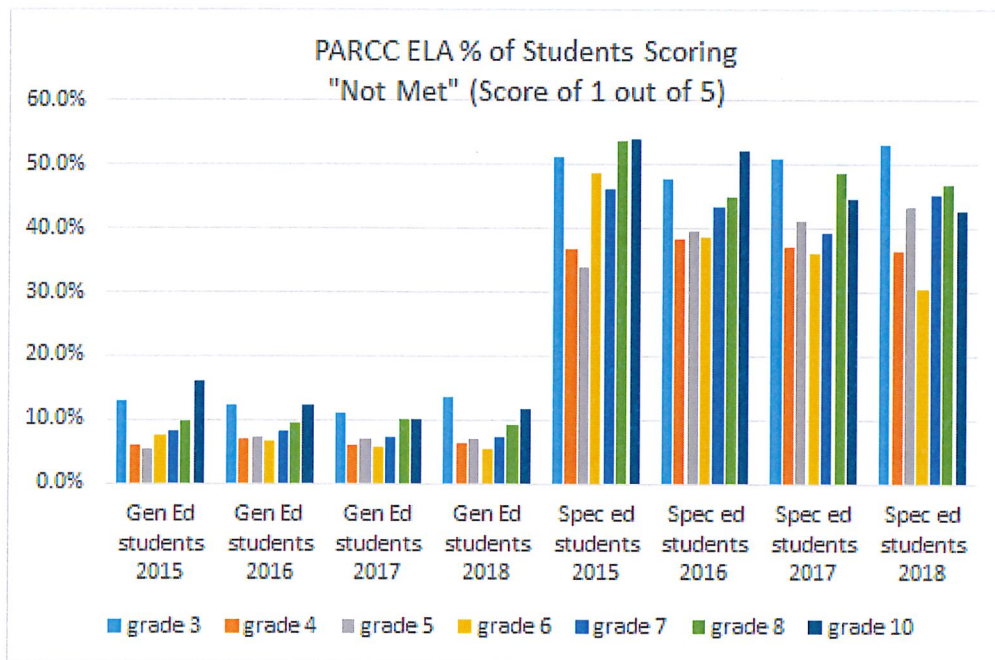
In addition, graduation rates for students in special education is much lower in Howard County than in counties with comparable general ed graduation rates:



HCPSS also has the highest percentage of its special education graduates graduating with a certificate of completion rather than a diploma:

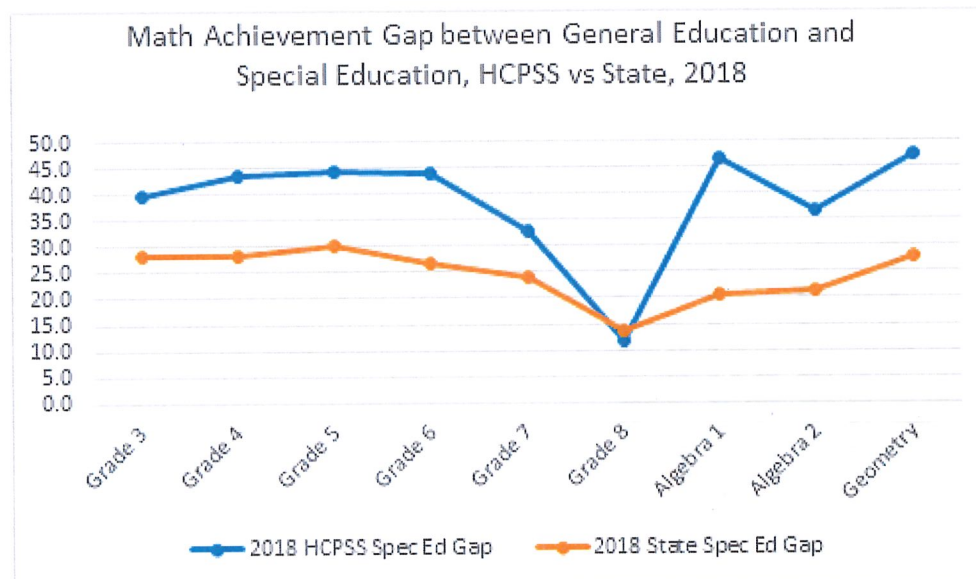
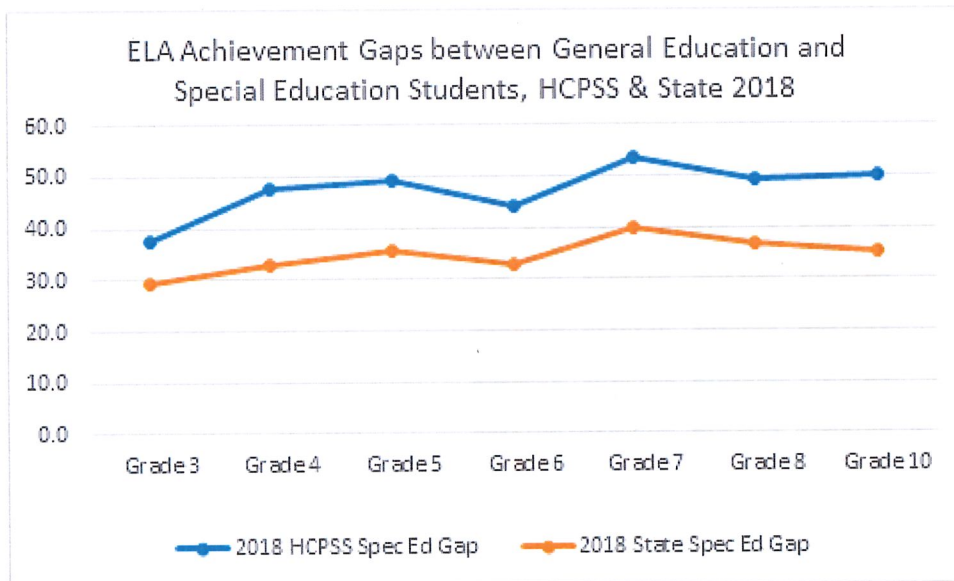


The math and ELA proficiency (based on MSDE criteria of proficiency on PARCC assessments) is abysmal for students with disabilities in HCPSS. The graphs below only show the lowest score of 1. Failing is also a score of 2 and sometimes 3 (full data is attached)



Also concerning is that the achievement gap between gen ed and special ed is higher in Howard County than the state average. The gap is defined as the difference in the percentage of students proficient between all students and special ed students:





I know you are getting emails requesting more achievement liaisons. There are currently 21 Black Student Achievement liaisons, 18 Hispanic Achievement liaisons, and 9 International Student Achievement liaisons and an Office of Equity, Inclusion, and Diversity. Like any program asking for more money, I always ask to see data on the effectiveness of the current program and the justification of the need. Also attached is the job descriptions of these liaisons, which reads like a special education achievement liaison. However, there are zero special education achievement liaisons.

Of course, that goes for special education also. Look at the level of detail in the report from 2008 linked below. It talks about programs that HCPSS no longer supports (e.g., LD/ADHD training for educators), it enumerates data collection (e.g., disproportionality of African American students in special education), and focuses on parent involvement in special ed. The last line of the report says - "The successful partnership efforts described in this report demonstrate that the education of children is truly a responsibility shared by parents, families, the school system and the community (Board Policy 10000)." Parents used to have much more inclusion in the education of students with disabilities than they do today - and they are the ones with the most knowledge (of their individual child as well as disabilities in general). HCPSS also used to use data on student outcomes to inform decisions much more than they do today.

[https://www.boarddocs.com/mabe/hcpssmd/Board.nsf/legacy-content/82C9EP106A9A/\\$FILE/BoardReport-BTE%204.24.08.pdf](https://www.boarddocs.com/mabe/hcpssmd/Board.nsf/legacy-content/82C9EP106A9A/$FILE/BoardReport-BTE%204.24.08.pdf)

I am asking you to review the budget with an idea of needs based on data.?? I also believe the school system must do a better job of collecting data and making funding decisions based on student outcomes. Also attached is a document I put together that pulls out all of the performance measures in the HCPSS 2020 proposed budget and some thoughts on how to improve those measures.

Thank you for your hard work during these tough budget times.

Appreciatively,

Barb Krupiarz

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	<p><b>Barbara Krupiarz</b> Deputy Director Office of Education Accountability Governor's Office for Children <a href="#">100 Community Place</a> <a href="#">Crownsville, Maryland 21032</a> <a href="mailto:barbara.krupiarz1@maryland.gov">barbara.krupiarz1@maryland.gov</a> 410.697.9247 (office)</p>
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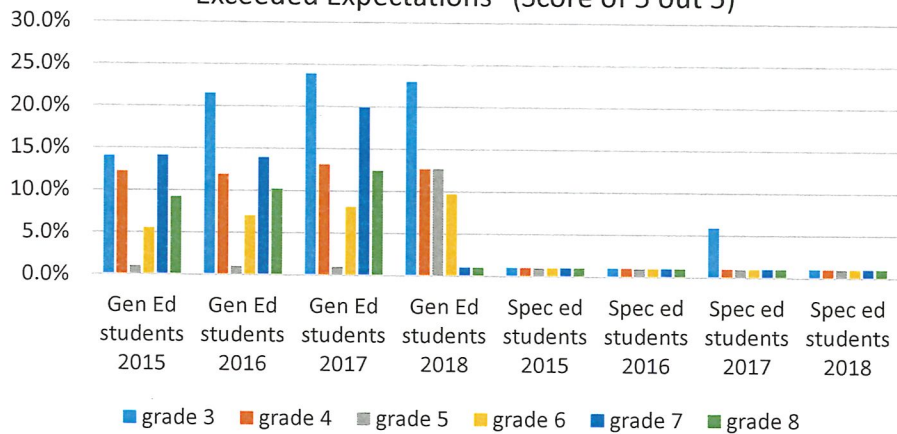
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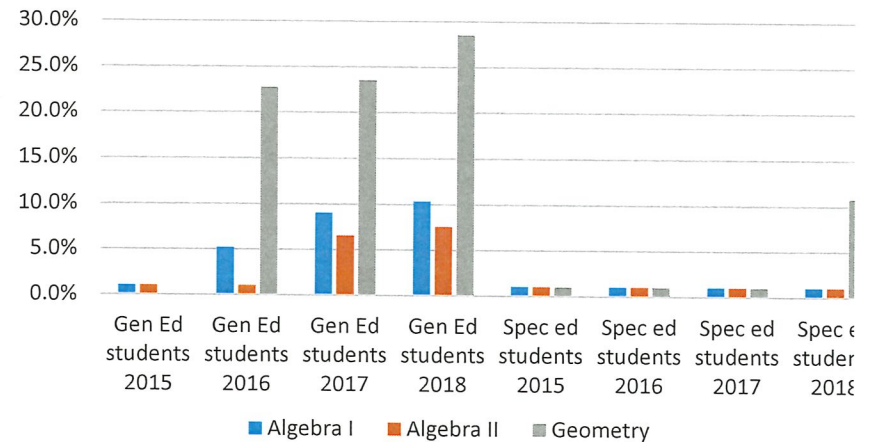
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## HCPSS TRENDS FOR THE TOP (PASSING) MATH SCORES 2015-2018

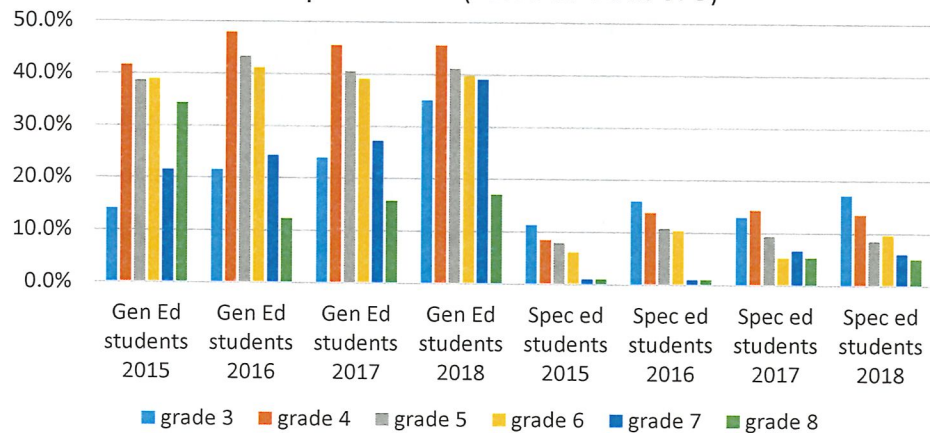
PARCC Math - % of Students Scoring  
"Exceeded Expectations" (Score of 5 out of 5)



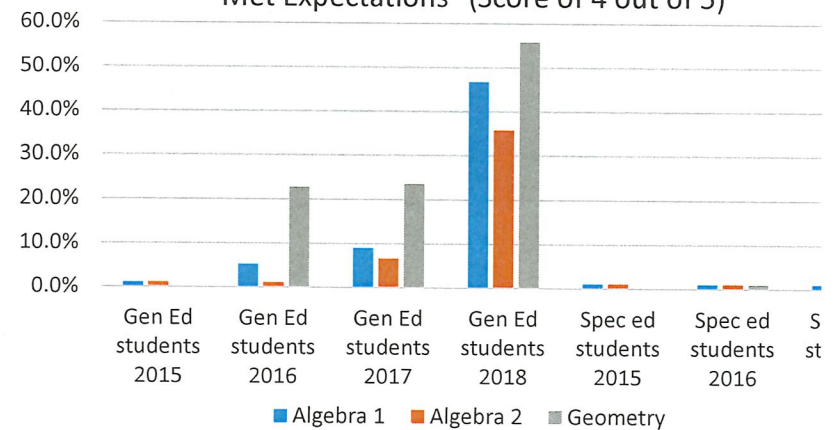
PARCC Math - % of Students Scoring  
"Exceeded Expectations" (Score of 5 out of 5)



PARCC Math- % of Students Scoring  
"Met Expectations" (Score of 4 out of 5)

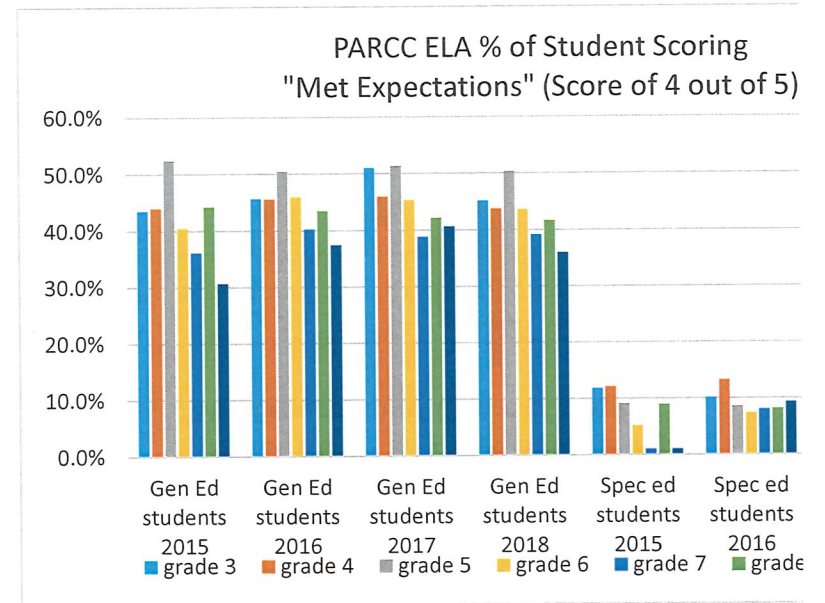
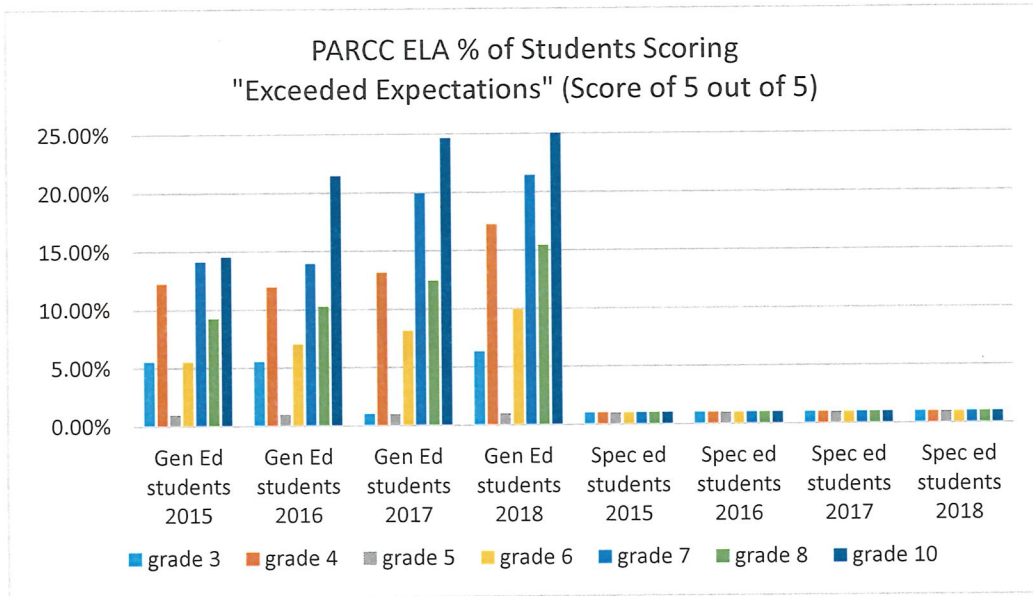


PARCC Math- % of Students Scoring  
"Met Expectations" (Score of 4 out of 5)

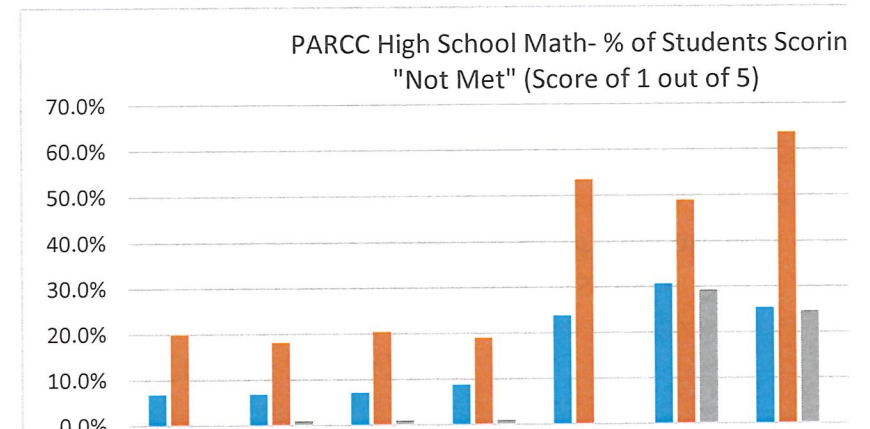
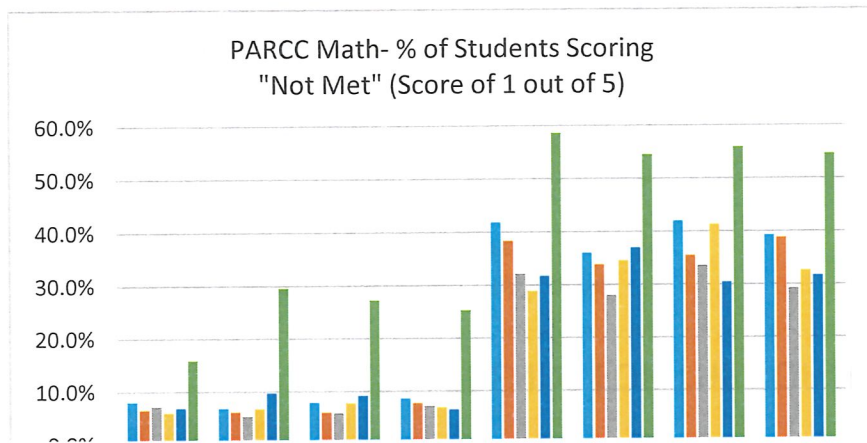




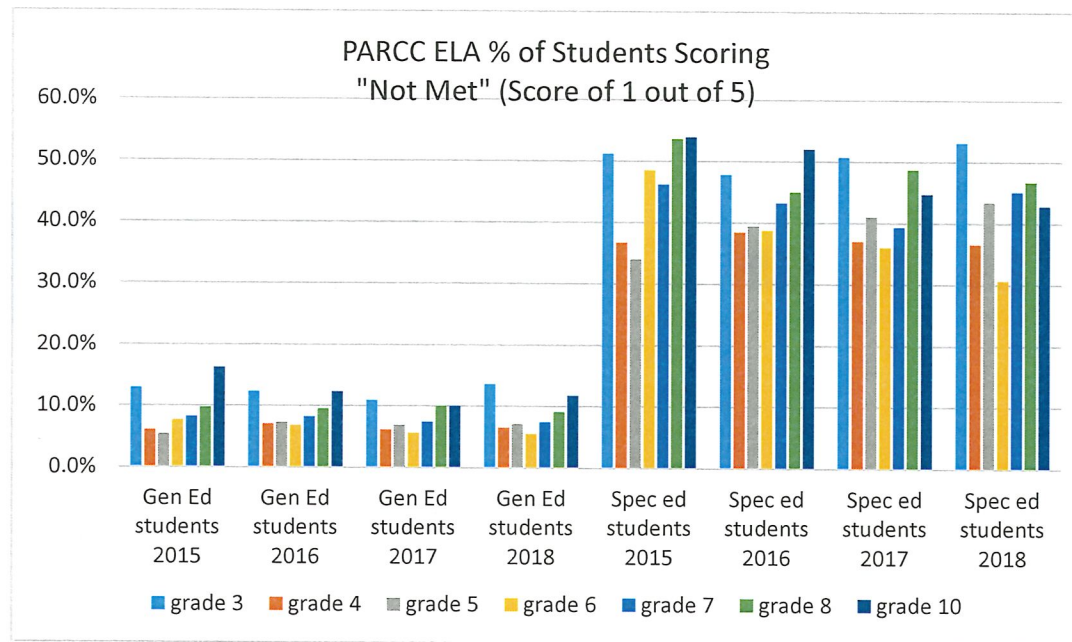
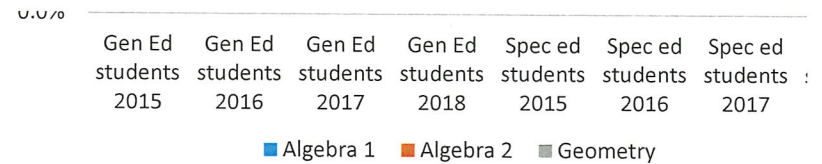
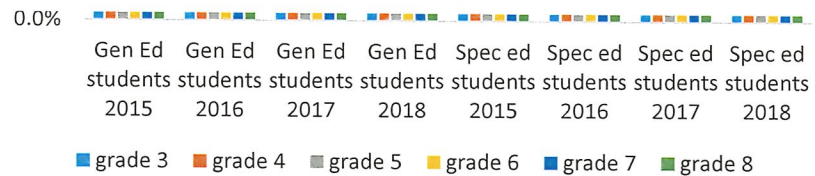
## HCPSS TRENDS FOR THE TOP (PASSING) ELA SCORES 2015-2018



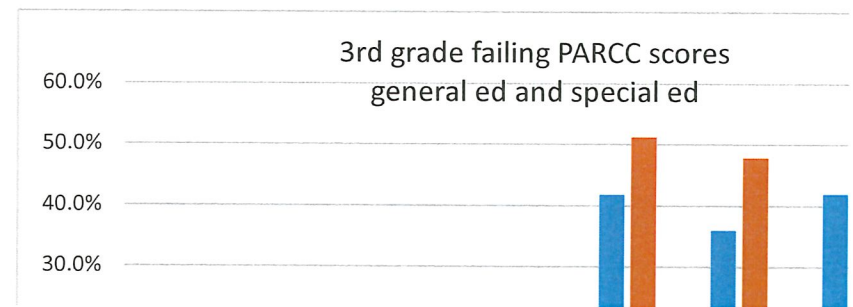
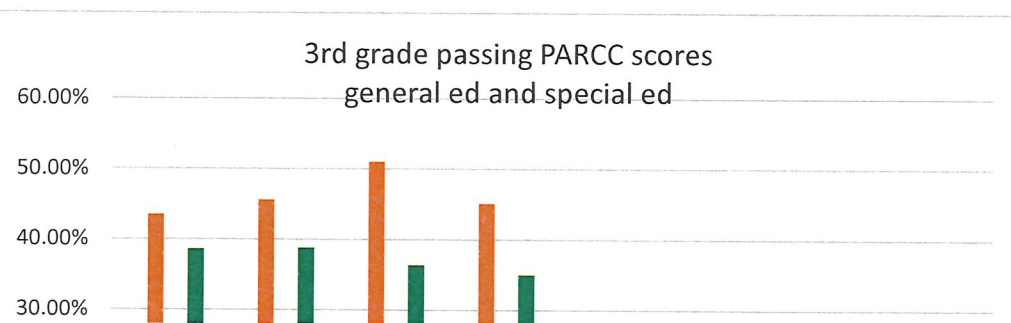
## HCPSS TRENDS FOR THE LOWEST MATH AND ELA SCORES 2015-2018

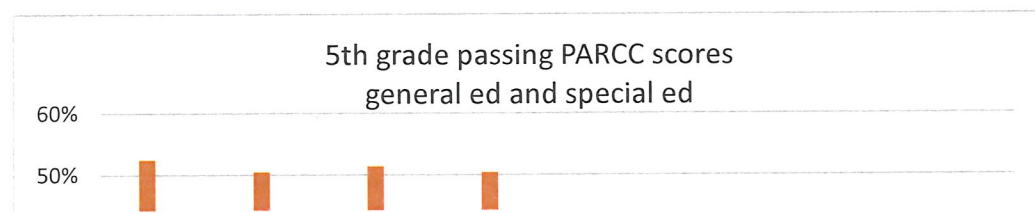
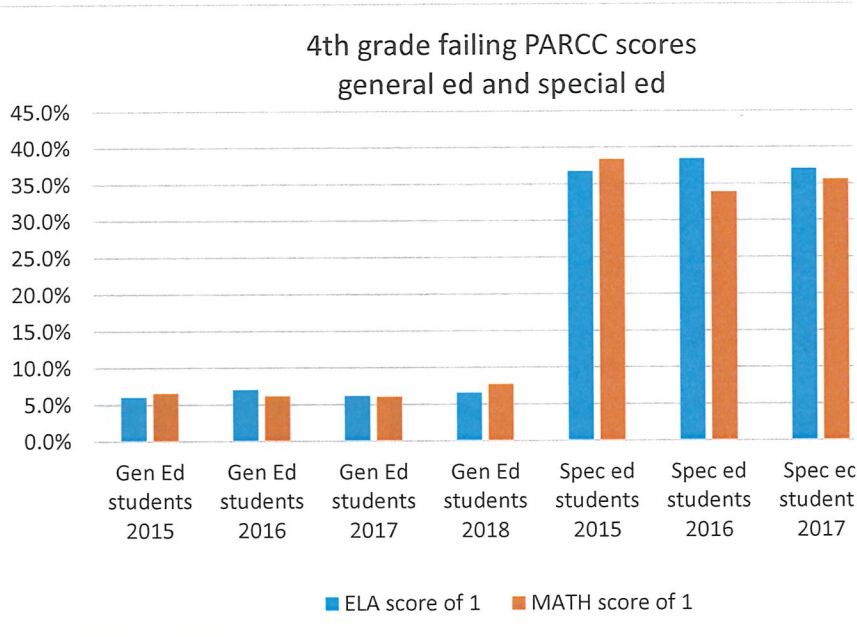
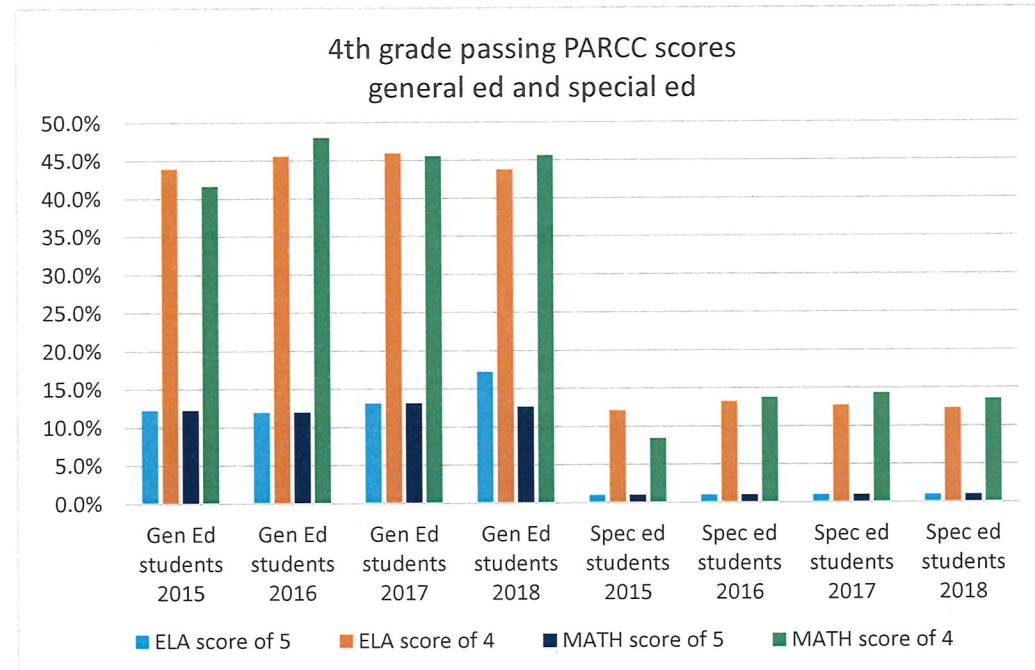
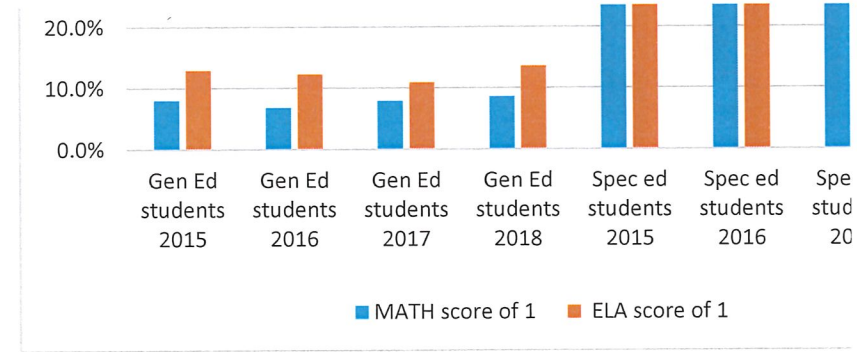
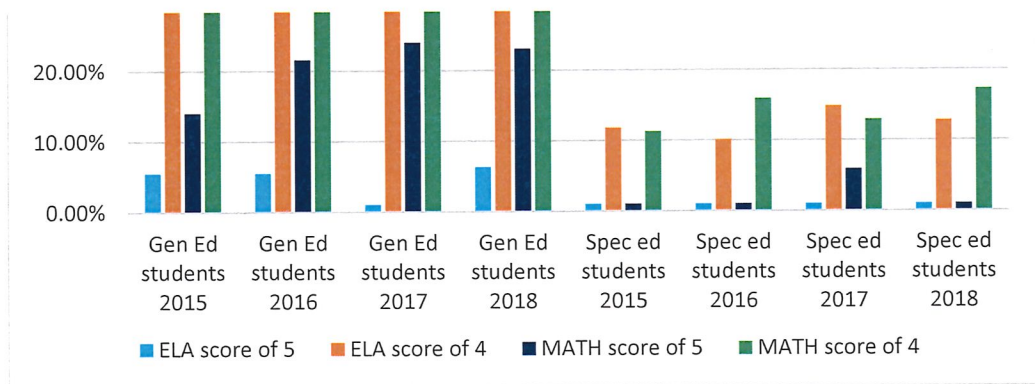


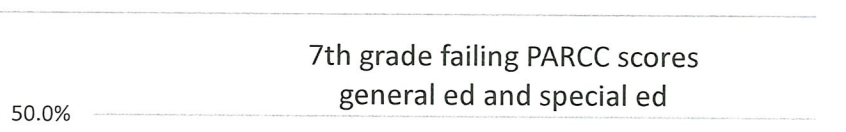
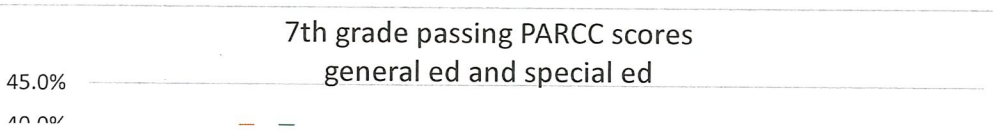
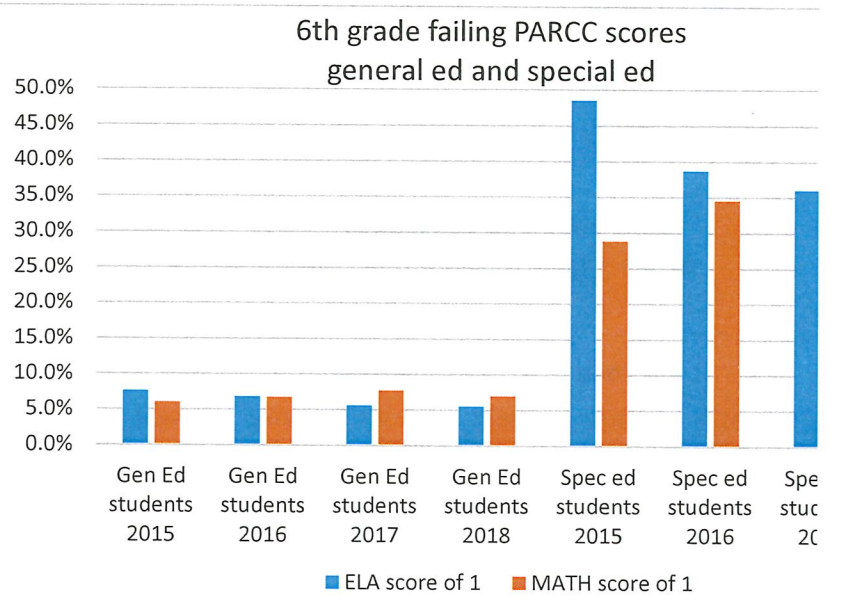
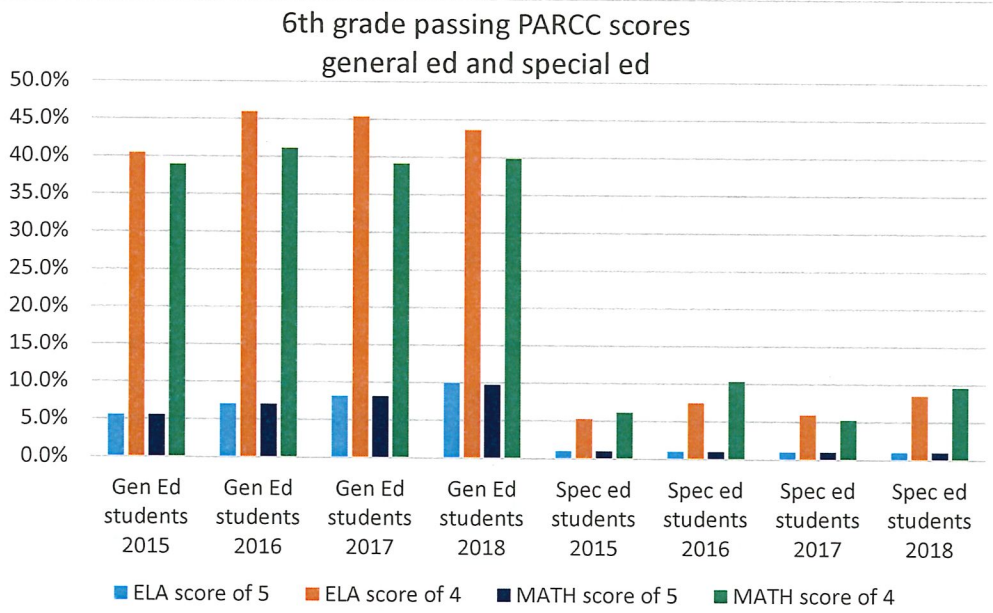
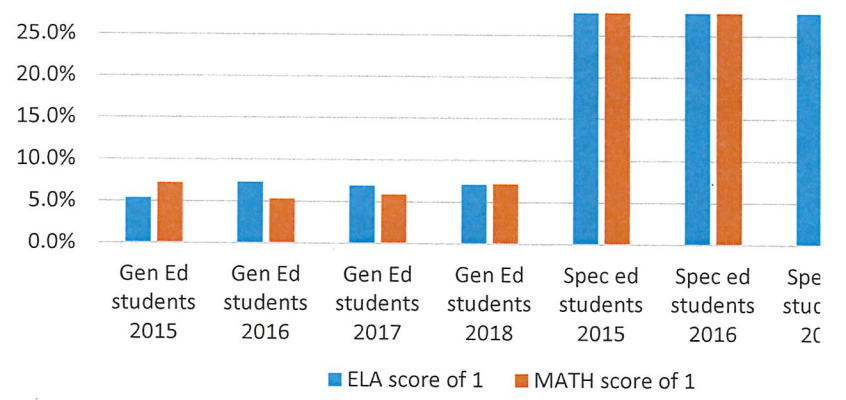
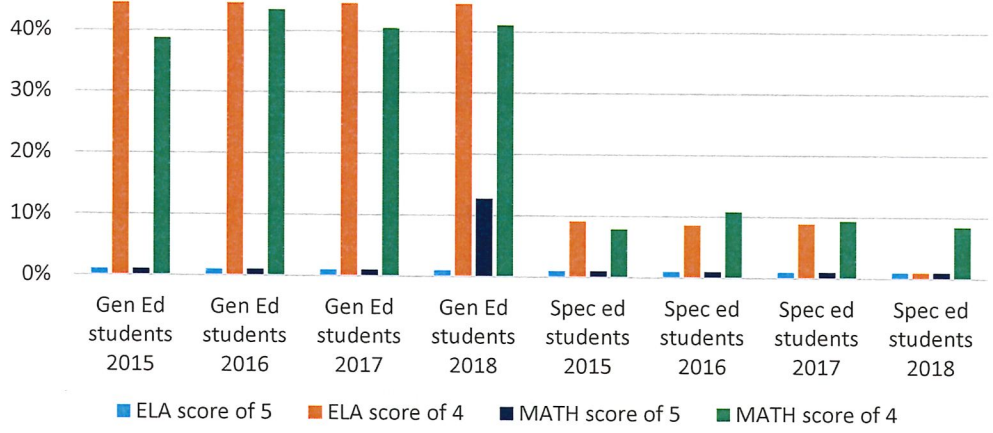




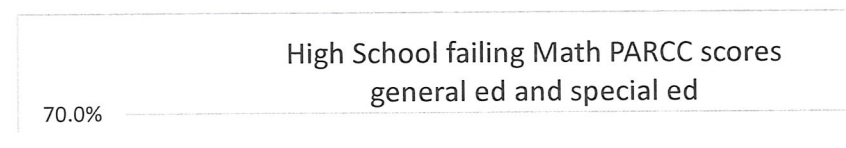
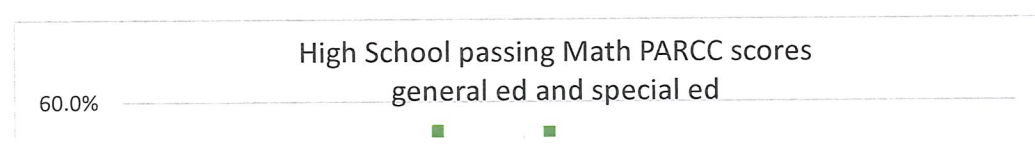
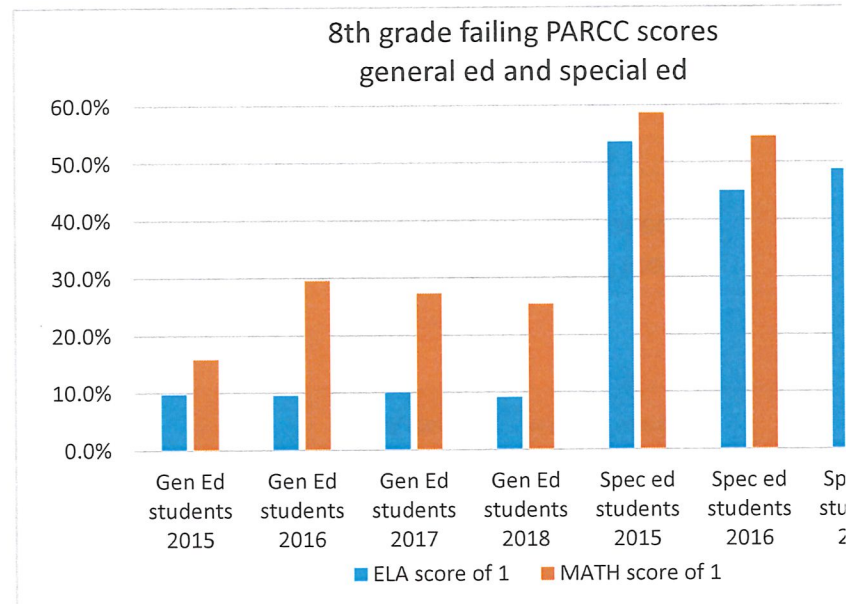
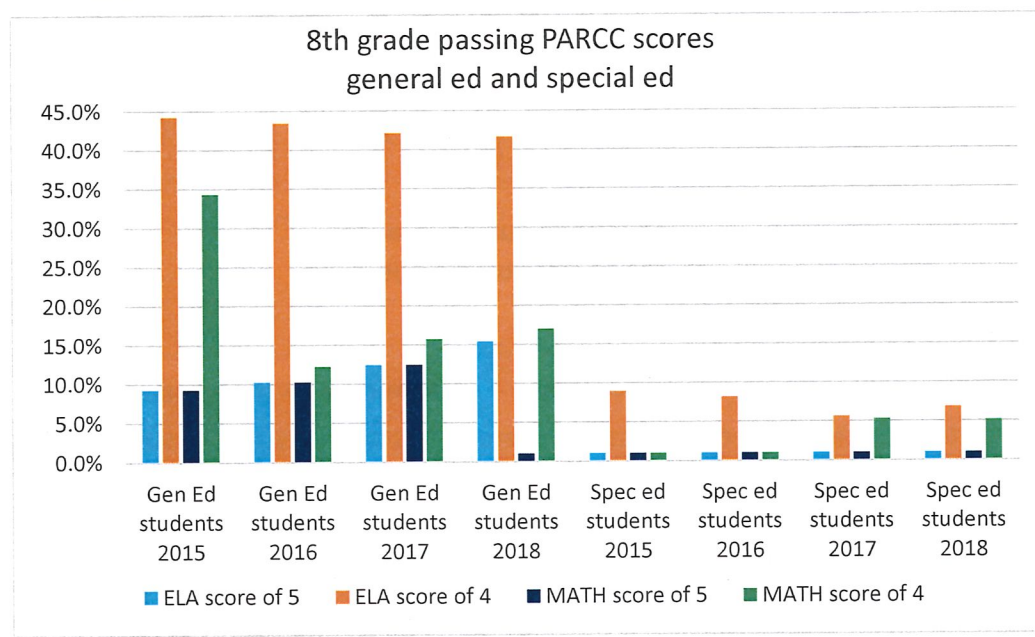
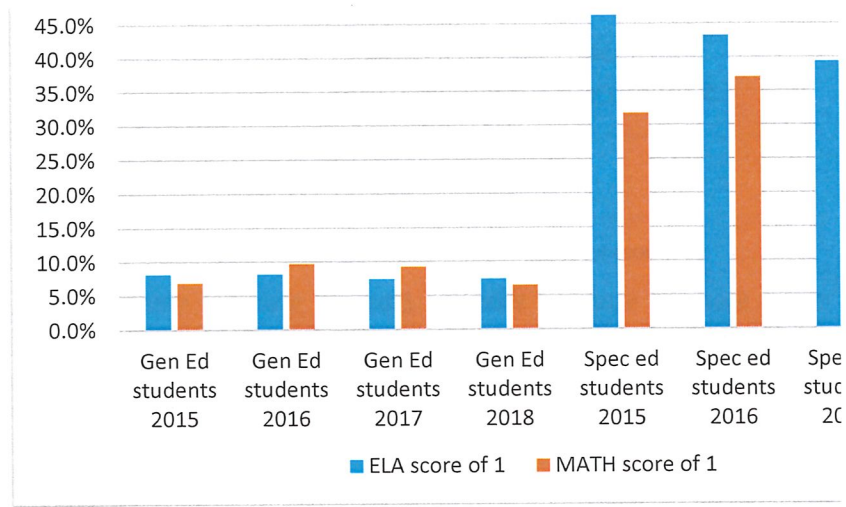
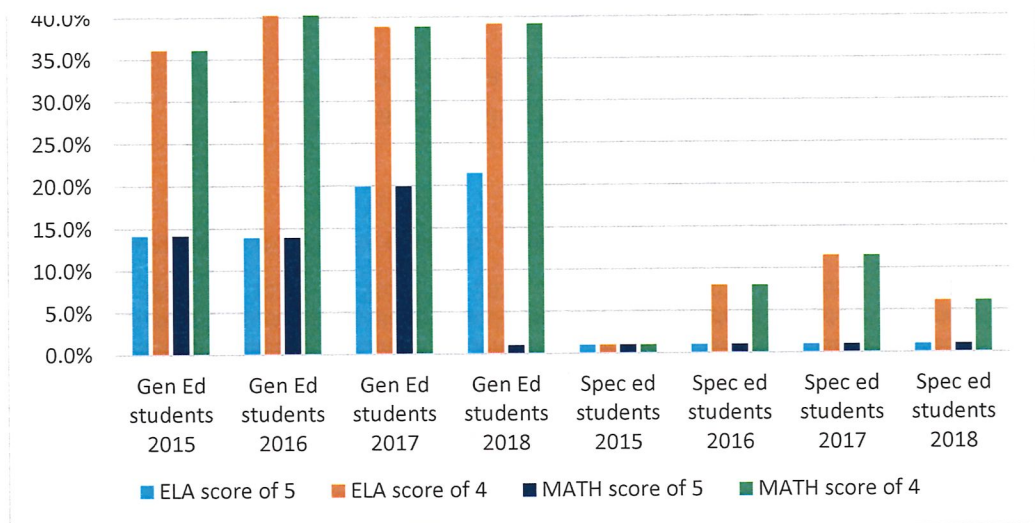
## HCPSS TRENDS IN PARCC SCORES BY GRADE 2015-2018

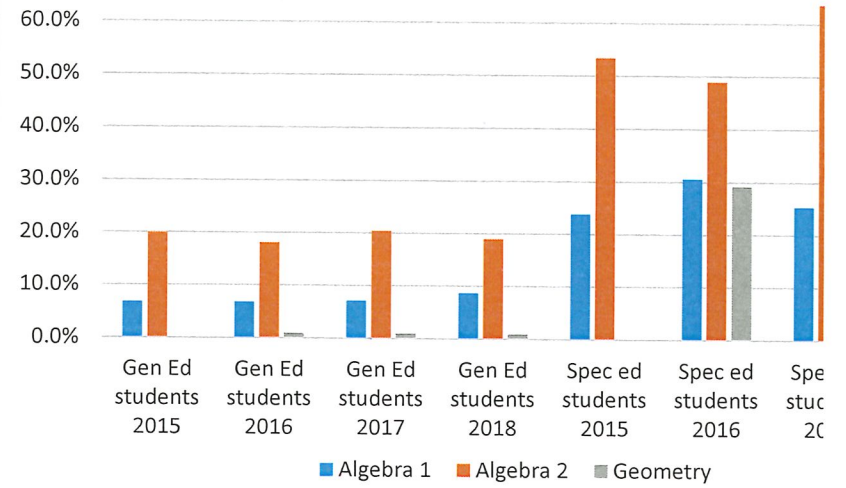
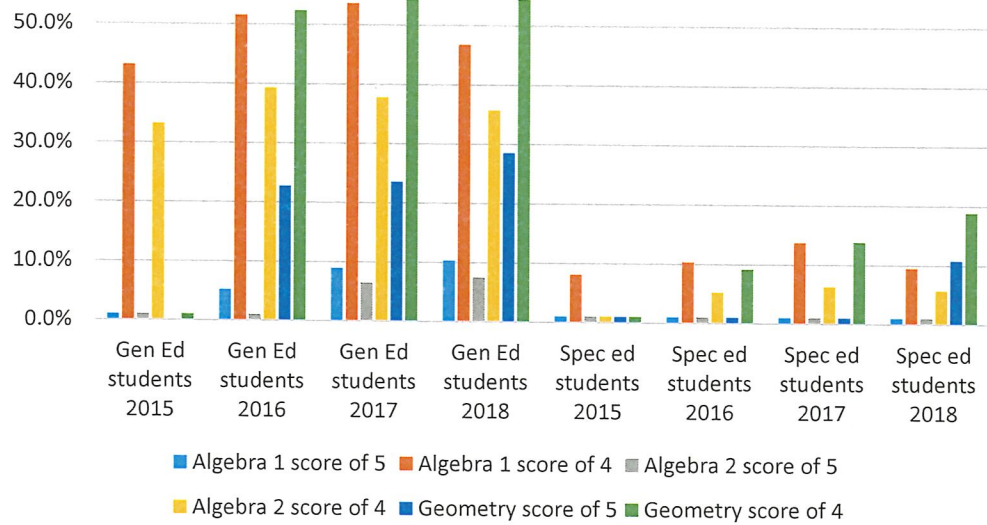








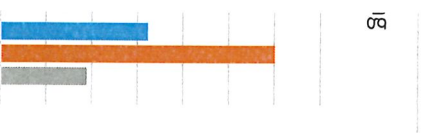
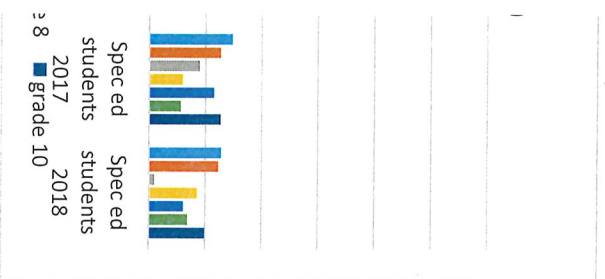




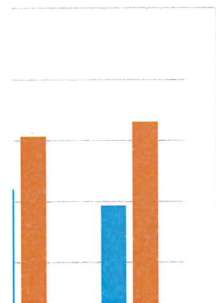


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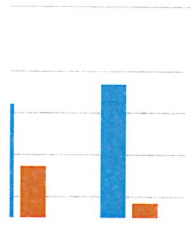
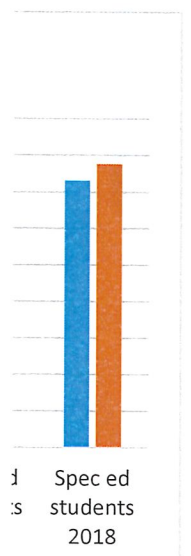
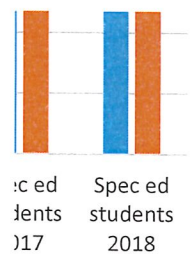
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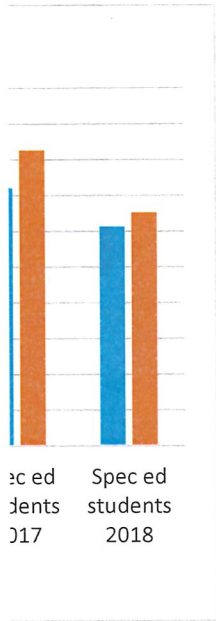
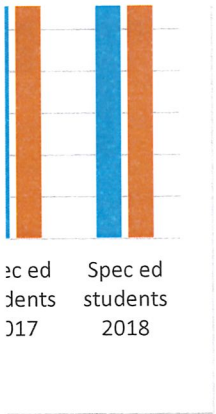


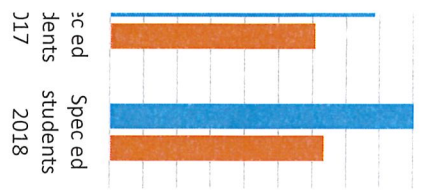
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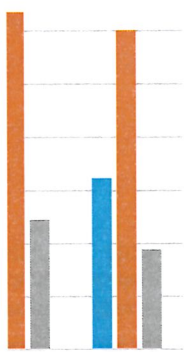






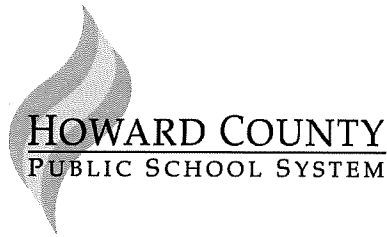






Spec ed  
students  
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2018



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**BSAP Achievement Liaison  
Secondary**

*A complete application and all application materials, including reference surveys,  
must be received by **January 2, 2018**.*

**DESCRIPTION**

The Black Student Achievement Program (BSAP) Secondary Achievement Liaison is employed through the Howard County Public School System and is assigned to one or more specific schools. Under the guidance of the BSAP Specialist, the person in this position collaborates with students, staff, families, and community members to accelerate the academic achievement of all African American students.

**ESSENTIAL JOB FUNCTIONS**

- Supports African American students and their families in the Howard County Public School System
- Serves as a communication link between school staff and African American students and their families
- Monitors the progress of all African American students, in collaboration with school staff, to ensure their placement in appropriate programs, in order to accelerate their academic achievement
- Monitors the behavioral data of all African American students, in collaboration with school staff, in order to increase positive learning behaviors and ensure student achievement
- Educates the school community towards a deeper understanding of African American students and their families
- Facilitates the involvement of African American families in the educational process
- Collaborates with non-profits and government agencies to support African American students and their families
- Conducts Parent Information Meetings in collaboration with Special Education and Student Services and curricular programs such as the beyond school day and year programs, Title I program, and GT program.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

## QUALIFICATIONS

**Applicants must meet all of the qualifications listed below to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.**

- Bachelor's degree in education, a social science, or a related field
- Experience working with African American Secondary students, and their families, in the United States
- Excellent written and oral communication skills
- Basic computer literacy
- Ability to work collaboratively with people of different backgrounds.

## SALARY

This is a 10-month position, Grade 20 on the Central Office Technical Salary Scale. The current salary range for this position begins at \$31,182. Salary placement will be in conjunction with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

## APPLICATION

A complete online application and all application materials, including **three** reference surveys, must be submitted by January 2, 2018.

Please be sure to include the following in your application materials:

- A complete listing of employment locations
- Dates of employment
- Names of direct supervisors
- Current salary

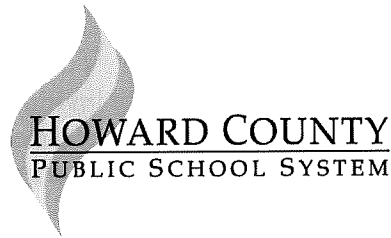
## **ADDITIONAL INFORMATION**

There will be a pre-screening of applicant credentials before inviting candidates in for an interview. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

**Only applicants who submit all of the application materials by the closing date of the vacancy will be considered for this position.**

*Equal opportunity employer*

The Howard County Public School System (HCPSS) is an Equal Opportunity Employer. HCPSS ensures equal employment opportunity for all persons without regard to race, color, religion, national origin, sex, marital status, disability, sexual orientation, or political affiliation.



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## **BLACK STUDENT ACHIEVEMENT PROGRAM ACHIEVEMENT LIAISON**

### **Elementary**

*A complete application and all application materials, including three reference surveys, must be received by October 9, 2017.*

### **DESCRIPTION**

The Black Student Achievement Program Elementary Achievement Liaison is employed through the Howard County Public School System and is assigned to one or more specific schools. The person in this position is supervised by a school-based administrator and trained by the BSAP office staff in the Department of Student, Family, and Community Services. In collaboration with the Black Student Achievement Program Specialist, the Elementary Academic Liaison works closely with school partners to assist in developing proficiency in reading and mathematics, improve performance on state tests, and increase college opportunities for African American students.

### **ESSENTIAL JOB FUNCTIONS**

- Supports African American students and families in HCPSS.
- Collaborates with school staff to meet the requirements of Goals 1 - 4 of the HCPSS as it pertains to African American students and their families.
- Facilitates the involvement and engagement of African American families in the educational process.
- Collaborates with national, state and community organizations to better serve African American students and their families.
- Collects, maintains, and analyzes data and data trends for African American students.
- Monitors academic progress of African American pre-K – grade 2 students.
- Conducts Parent Information Meetings in collaboration with GT, Special Education, and Title I.
- Coordinates and facilitates special initiatives (Black Saga, MESA).

This job description is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.



## **QUALIFICATIONS**

**Applicants must meet the following qualifications to be considered. Use the application, letter of introduction, and resume to specifically address each qualification. Applicants who do not meet all qualifications will not be considered for the position.**

- Bachelor's degree in education, social studies, or a related field.
- Experience working with African American students, and their families.
- Excellent written and oral communication skills.
- Efficient computer literacy (word, excel, internet).
- Demonstrated experience working collaboratively with people of different backgrounds.
- Demonstrated experience connecting with and motivate on, above, below grade level students.
- Commitment to impact upon the academic achievement of all students through effective home, school, and community partnerships.

## **SALARY**

This is a 10-month per year position on the Central Office Technical Salary Scale, Grade 20. The current salary range for this position starts at \$31,182. Salary will be determined by actual relevant experience and in conjunction with salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

## **APPLICATION**

A complete application and all application materials, including reference surveys, must be received in a timely fashion.

Please be sure to include the following in your online application, letter of introduction, and resume:

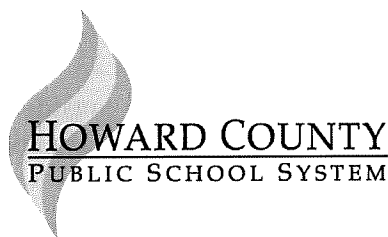
- A complete listing of employment locations
- Dates of employment
- Names of direct supervisors
- Current Salary

## **ADDITIONAL INFORMATION**

There will be a pre-screening of all applicant credentials. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

**Only applicants who submit all of the application materials, with the requested information, by the closing date of the vacancy will be considered for this position.**

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### **Hispanic Achievement Liaison Elementary**

*A completed application includes all application materials and three supervisory references.*

*This position closes on **September 14, 2017**.*

*Applicants are encouraged to submit their materials in a timely fashion.*

#### **DESCRIPTION**

The Hispanic Achievement Liaison is employed through the Howard County Public School System and is assigned to one or more specific schools. Under the guidance of the Hispanic Achievement Specialist, the person in this position collaborates with students, staff, families, and community members to accelerate the academic achievement of all Hispanic students.

#### **ESSENTIAL JOB FUNCTIONS**

- Supports Hispanic students and their families in the Howard County Public School System
- Serves as a communication link between school staff and Hispanic students, and their families
- Monitors the progress of all Hispanic students, in collaboration with school staff, to ensure their placement in appropriate programs, in order to accelerate their academic achievement
- Monitors the behavioral data of all Hispanic students, in collaboration with school staff, in order to increase positive learning behaviors and ensure student achievement
- Educates the school community towards a deeper understanding of Hispanic students and their families
- Facilitates the involvement of Hispanic families in the educational process
- Collaborates with non-profits and government agencies to support Hispanic students and their families
- Interprets and does short translations as needed
- Conducts Parent Information Meetings in collaboration with Special Education and Student Services and curricular programs such as the beyond school day and year programs, Title I program, and GT program.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

## QUALIFICATIONS

**Applicants must meet all of the qualifications listed below to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.**

- Bachelor's degree in education, a social science, or a related field
- Experience working with Hispanic families in the United States
- Fluent written and oral communication skills in English and in Spanish
- Basic computer literacy
- Ability to work collaboratively with people of different backgrounds.

## SALARY

This is a 10-month position, Grade 20 on the Central Office Technical Salary Scale. The current salary for this position begins at \$31,182. Salary placement will be in conjunction with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

## APPLICATION

A complete online application and all application materials, including **three** reference surveys, must be submitted by September 14, 2017.

Please be sure to include the following in your application materials:

- A complete listing of employment locations
- Dates of employment
- Names of direct supervisors
- Current salary

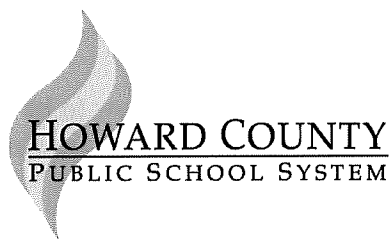
## ADDITIONAL INFORMATION

There will be a pre-screening of applicant credentials before inviting candidates in for an interview. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

**Only applicants who submit all of the application materials by the closing date of the vacancy will be considered for this position.**

*Equal opportunity employer*

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## **Hispanic Achievement Liaison Secondary**

*A complete application and all application materials, including reference surveys,  
must be received by August 29, 2017.*

### **DESCRIPTION**

The Hispanic Achievement Liaison is employed through the Howard County Public School System and is assigned to one or more specific schools. Under the guidance of the Hispanic Achievement Specialist, the person in this position collaborates with students, staff, families, and community members to accelerate the academic achievement of all Hispanic students.

### **ESSENTIAL JOB FUNCTIONS**

- Supports Hispanic students and their families in the Howard County Public School System
- Collaborates with school staff to meet Goals 1-3 of the HCPSS *Vision 2018: Fulfilling the Promise of Preparation* as it pertains to Hispanic students and their families
- Serves as a communication link between school staff and Hispanic students, and their families
- Monitors the progress of all Hispanic students, in collaboration with school staff, to ensure their placement in appropriate programs, in order to accelerate their academic achievement
- Monitors the behavioral data of all Hispanic students, in collaboration with school staff, in order to increase positive learning behaviors and ensure student achievement
- Educates the school community towards a deeper understanding of Hispanic students and their families
- Facilitates the involvement of Hispanic families in the educational process
- Collaborates with non-profits and government agencies to support Hispanic students and their families
- Interprets and does short translations as needed
- Conducts Parent Information Meetings in collaboration with Special Education and Student Services and curricular programs such as the beyond school day and year programs, Title I program, and GT program.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

## QUALIFICATIONS

**Applicants must meet all of the qualifications listed below to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.**

- Bachelor's degree in education, a social science, or a related field
- Experience working with Hispanic secondary students, and their families, in the United States
- Fluent written and oral communication skills in English and in Spanish
- Basic computer literacy
- Ability to work collaboratively with people of different backgrounds.

## SALARY

This is a 10-month position, Grade 20 on the Central Office Technical Salary Scale. The current salary range for this position begins at \$31,182. Salary placement will be in conjunction with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

## APPLICATION

A complete online application and all application materials, including **three** reference surveys, must be submitted by August 29, 2017.

Please be sure to include the following in your application materials:

- A complete listing of employment locations
- Dates of employment
- Names of direct supervisors
- Current salary

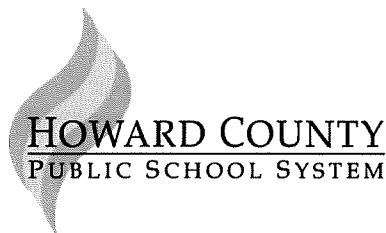
## **ADDITIONAL INFORMATION**

There will be a pre-screening of applicant credentials before inviting candidates in for an interview. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

**Only applicants who submit all of the application materials by the closing date of the vacancy will be considered for this position.**

*Equal opportunity employer*

The Howard County Public School System (HCPSS) is an Equal Opportunity Employer. HCPSS ensures equal employment opportunity for all persons without regard to race, color, religion, national origin, sex, marital status, disability, sexual orientation, or political affiliation.



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### **International Achievement Liaison**

*A completed application includes all application materials and three supervisory references.*

*This position is posted until filled, with an initial screening date of **July 27, 2015**.*

*Applicants are encouraged to submit their materials in a timely fashion.*

### **DESCRIPTION**

The International Achievement Liaison is employed through the Howard County Public School System and is assigned to one or more specific schools. Under the guidance of the International Student and Family Services Specialist, the person in this position collaborates with students, staff, families, and community members to accelerate the academic achievement of all International students.

### **ESSENTIAL JOB FUNCTIONS**

- Supports International students and their families in the Howard County Public School System
- Collaborates with school staff to meet Goals 1-3 of the HCPSS *Vision 2018: Fulfilling the Promise of Preparation* as it pertains to International students and their families
- Serves as a communication link between school staff and International students, and their families
- Monitors the progress of all International students, in collaboration with school staff, to ensure their placement in appropriate programs, in order to accelerate their academic achievement
- Monitors the behavioral data of all International students, in collaboration with school staff, in order to increase positive learning behaviors and ensure student achievement
- Educates the school community towards a deeper understanding of International students and their families
- Facilitates the involvement of International families in the educational process
- Collaborates with non-profits and government agencies to support International students and their families
- Interprets and does short translations as needed
- Conducts Parent Information Meetings in collaboration with Special Education and Student Services and curricular programs such as the beyond school day and year programs, Title I program, and GT program
- Welcomes newcomer International students and families and assists in accessing available school services.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

## QUALIFICATIONS

**Applicants must meet all of the qualifications listed below to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.**

- Bachelor's degree in education, a social science, or a related field
- Experience working with International families in the United States
- Fluent written and oral communication skills in English and one of the Chin languages (Hakka or Zophei)
- Basic computer literacy
- Ability to work collaboratively with people of different backgrounds.

## SALARY

This is a 10-month per year position on the Central Office Technical Salary Scale, Grade 20. The current salary range for this position starts at \$29,972. Salary will be determined by actual relevant experience and in conjunction with salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

## APPLICATION

A complete online application and all application materials, including **three** reference surveys, must be submitted by July 27, 2015.

Please be sure to include the following in your application materials:

- A complete listing of employment locations
- Dates of employment
- Names of direct supervisors
- Current salary

## ADDITIONAL INFORMATION

There will be a pre-screening of applicant credentials before inviting candidates in for an interview. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

**Only applicants who submit all of the application materials by the closing date of the vacancy will be considered for this position.**

*Equal opportunity employer*



### **Board of Education – 0101**

Measure: The Board shall determine, with the advice of the Superintendent, the educational policies of the school system. The Board will adopt approximately 20 policies after receiving the Superintendent's recommendation, public input, and then making any additional edits necessary.

Result: Will be provided for FY 2019 in FY 2020

Measure: The Board will submit a responsible Capital and Operating Budget to the County Executive that is a product of public input through public hearings, written testimony, and work sessions. The budget will be finalized after public meetings with the County Government.

Result: Will be provided for FY 2019 in FY 2020

Increasing the number of policies does not measure anything related to effectiveness of those policies.

The second measure is simply a legal requirement and not a measure of effectiveness of the Board.

Suggestion- track the number and type of issues raised at public forum, written communication to the Board, and Board Coffee and Conversations to determine areas of community concern.

### **Legal Services – 0104**

Desired Outcome: Transparent, open and accessible communication helps to ensure that parents, guardians and community members trust in the integrity of the school system and are active and valued partners.

Measure: Maryland Public Information Act Requests Completed Within Initial 10-Day Deadline

Result:

Maryland Public Information Act Requests Completed within Initial 10-Day Deadline				
FY 2018	FY 2019		FY 2020	
Completed	Estimated	Actual	Estimated	Actual
78%	>78%	TBD	>FY2019	TBD

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Savings in Legal Fees/Costs

Result:

Savings in Legal Fees/Costs		
FY 2018	FY 2019	
Actual Savings	Estimated Savings	Actual Savings
\$1,148,751.18	\$300,000	TBD

Completing MPIA responses in a timely manner does not measure the effectiveness of the responses. Measuring repeat requests could be an indicator for the effectiveness of the responses.

Measuring legal fees costs saving, while helpful for the budget, does not measure effectiveness of the office.

Suggestion – evaluate legal categories to determine if costs are incurred due to staff ignorance of policies, laws, or regulations. Provide training to staff to reduce those costs.

#### **Diversity, Equity, and Inclusion – 0106**

Desired Outcome: Students’ mental health and social-emotional learning are nurtured through skill development, collaborative dialogue, and a restorative culture in our classrooms and communities.

Measure: Create a Restorative Culture throughout the Howard County Public School System by implementing restorative justice practices and training staff in these practices.

Result:

<b>Professional Development/Continuing Education Attendance</b>				
	<b>FY 2019</b>		<b>FY 2020</b>	
	<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
Schools implementing restorative justice practices	45%	TBD	50%	TBD
Staff trained in restorative justice and/or restorative practices	8.4%	TBD	10%	TBD

<b>Professional Development/Continuing Education Attendance</b>				
	<b>FY 2019</b>		<b>FY 2020</b>	
	<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
Schools conducting school wide DEI activities w/ staff, students, families, and/or community	15%	TBD	25%	TBD
Schools sending cadres through cultural proficiency training	40%	TBD	65%	TBD
Staff trained in cultural proficiency	25%	TBD	35%	TBD

Numbers of training sessions does not measure effectiveness of the program.

Suggestion – anonymously survey students/staff by school to determine if mental health concerns are being addressed after restorative justice training. Also, measure the number of bullying forms filed per school to determine where training should be prioritized.

#### **Office of Executive Grants, Policy, and Strategy – 0107**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Percent of Strategic Call to Action Key Focus Projects (KFPs) that complete a full data review process.

Result:

<b>Percent Strategic Call to Action Key Focus Projects that Complete a Full Data Review Process</b>	
<b>FY 2019 Target</b>	<b>FY 2020 Target</b>
100%	100%

Measure: Percent of HCPSS offices that engage in GPS-led data conversations to inform actions in alignment with the Strategic Call to Action.



What does this mean? If there are data conversations, there must be data (which would be more useful than the number of data conversations.)

Result:

Percent HCPSS Offices Engaging in GPS-Led Data Conversations to Inform Actions in Alignment with the Strategic Call to Action	
FY 2019 Target	FY 2020 Target
33%	66%

Measure: Grant applications and reports supported with consult on the preparation and effective reporting of grants, grant agreements and reports.

Result:

Grant Applications Supported					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
87	65	90	TBD	150	TBD

How does this translate to dollars and are those dollars in areas of need?

Measure: Increase percentage of grants successfully funded in support of Strategic Call to Action priorities.

Result:

Grant Applications, Letters, Agreements Resulting in Funding			
FY 2019		FY 2020	
Target	Actual	Target	Actual
70%	TBD	80%	TBD

Are grants supportable in the future or will HCPSS have to determine whether to continue programs if grant funding is not continued?

Measure: Percent of policies scheduled to be reviewed within the established six-year cycle.

Result:

Policies Reviewed within the Six-Year Cycle			
Actual FY 2017	Actual FY 2018	Target FY 2019	Target FY 2020
43%	TBD	≥70%	TBD

How does this measure effectiveness of policies?

Measure: Percent participation of students in state assessment program, 95% required for all student groups.

Result:

Percent of Students Participating in State Assessment Program			
FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2020 Target
≥95%	≥95%	≥95%	≥95%

Suggestion – measure the results of those assessments by racial group and special populations (English Language Learners, FARMs, Special Ed) to determine gaps in achievement.

Desired Outcome: All teachers and staff feel valued, are effective in their roles and have equitable access to additional opportunities through professional learning and leadership development.

Measure: School testing coordinator feedback rating of overall support from yearly survey.

Result:

Rating of Overall Support from Assessment Office (5 Point Scale)				
FY 2016	FY 2017	FY 2018	FY 2019	
Actual	Actual	Actual	Target	Actual
4.96	4.94	4.96	4.97	TBD

Desired Outcome: Curriculum is based on standards and best practices, implemented with fidelity, and aligned with meaningful assessments that provide actionable data for instructional planning.

Measure: Percent of schools that use locally-selected assessment tools to inform school improvement planning.

Result:

Percent of Schools Using Locally-Selected Assessment Tools to Inform School Improvement Planning		
FY 2018 Actual	FY 2019 Target	FY 2020 Target
49%	64%	80%

How is fidelity measured?

#### Budget – 0203

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Obtain the Association of School Business Officials International's (ASBO) Meritorious Budget Presentation Award.

Result:

Association of School Business Officials International's Meritorious Budget Presentation Award							
FY 2017		FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual	Target	Actual
Receive	Received	Receive	Received	Receive	TBD	Receive	TBD

How does this award prove fiscal responsibility?



Measure: Budget Accountability Rate

Result:

Percent of General Fund Expenditure within Budget					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
99%	99%	99%	TBD	99%	TBD

Isn't this a legal requirement (and how the health fund got into trouble)? Have other systems been benchmarked in this area?

#### Payroll Services – 0204

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Percentage of Direct Deposits – Deloitte 2014 Survey reports 88 percent.

Result:

Performance Measurement	FY 2017		FY 2018		FY 2019		FY 2020	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Paper paychecks processed	0	3,655	0	3,123	0	TBD	5,020	TBD
Direct deposits processed	245,000	240,735	245,000	247,149	245,000	TBD	245,980	TBD
<b>Total pay remittances</b>	245,000	244,390	245,000	250,272	245,000	TBD	251,000	TBD
Percent of payroll payments generated with direct deposit	100%	98.5%	100%	98.75%	100%	TBD	98%	TBD

What is this measuring? What about the problem with inaccurate payments to staff that has occurred several times since switching to Workday? Is that being tracked and what is being done to reduce mistakes?

Measure: Average number of active employees supported by each FTE supporting the payroll cycle.

Result:

Performance Measurement (Deloitte 2014 Survey Benchmark)	CY 2017	CY 2018		CY 2019		CY 2020	
	Actual	Target	Actual	Target	Actual	Target	Actual
W-2s Produced (10K–19K)	10,782	10,800	TBD	10,850	TBD	10,900	TBD
Payroll FTEs (12)	7	7	TBD	7	TBD	7	TBD
Number of employees supported (1,140)	1,540	1,543	TBD	1,550	TBD	1,557	TBD

What is this measuring?

#### Birth-Five Intervention Services – 3324

Desired Outcome: Ensure that students' social-emotional learning is nurtured through collaborative evidence-based strategies such as reflective coaching and teaming.

Measure: Four pilot programs will indicate growth based on coaching fidelity as documented by national experts of at least 80 percent to full fidelity or partial fidelity.

Result: Will be provided for FY 2019 in the FY 2021 budget. This is a new data point.

**How is fidelity measured and why is partial fidelity acceptable? How is student social-emotional learning measured?**

Desired Outcome: Students' mental health and social-emotional learning are nurtured through skill development, collaborative dialogue and a restorative culture in our classrooms and communities.

Measure: Child Outcome Summary percentages:

- Part C will show growth towards meeting state targets by moving from FY2015 data of 61.8 percent to 65 percent on Indicator 3A1 and increasing from 56.3 percent to 62 percent on Indicator 3A2.
- Part B will show growth continuing to exceed state targets by moving from FY2015 data of 81.34 percent to 83 percent for Indicator 7A1 and 72.35 percent to 74 percent for Indicator 7A2.

Result:

Child Outcome Summary Data*				
	FY 2016		FY 2017	
	Target	Actual	Target	Actual
Part C 3A1	58.37%	61.80%	59.80%	TBD (65%)
Part C 3A2	58.64%	56.30%	59.14%	TBD (62%)
Part B 7A1	68.90%	81.34%	69.30%	TBD (83%)
Part B 7A2	68.00%	72.35%	68.94%	TBD (74%)

\*Most current data from MSDE is always a year behind current fiscal.

**Please list what indicators 3A1, A2, 7A1, and 7A2 are. How do these indicators relate to social-emotional learning?**

### Special Education Summer Services – 3326

Desired Outcome: Each and every student receives a high-quality education through individualized instruction, challenges, supports and opportunities.

Measure: Number of ESY objectives addressed by summer program.

Result:

Extended School Year Services Addressed by a Summer Program					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
2,950	2,936	2,950	TBD	3,000	TBD



How is high-quality education measured? Addressing objectives is not the same as measuring progress on goals.

Measure: Percentage of students maintaining progress made towards ESY goals and objectives.

Result:

Percentage of Students Maintaining Progress Made Towards Extended School Year Goals and Objectives					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
90%	90%	92.5%	TBD	92.5%	TBD

How is progress measured? Parents have expressed concerns that ESY is not addressing goals on students' IEPs.

#### Nonpublic Services and Special Education Compliance – 3328

Desired Outcome: High-quality special education services are delivered in a consistent and collaborative manner.

Measure: Number of students transitioning back to a less restrictive environment in HCPSS programs

Result:

Number of Students Returning to HCPSS Programs					
FY 2017	FY 2018	FY 2019		FY 2020	
Actual	Actual	Target	Actual	Target	Actual
5	12	15	TBD	18	TBD

How is the effectiveness of the transition back to HCPSS measured? Simply moving a student does not prove the transition was appropriate.

Suggestion – Measure the number of students moved to a less restrictive environment who are again moved to a more restrictive environment in a year or less.

Desired Outcome: All teachers and staff feel valued, are effective in their roles, and have equitable access to additional opportunities through professional learning and leadership development.

Measure: Beginning in Fiscal Year 2019, the Office of Special Education Compliance will increase its offerings of professional learning courses for all HCPSS staff related to compliance with the requirements of the IDEA.

Result:

Number of Professional Learning Courses Offered				
FY 2018	FY 2019		FY 2020	
Actual	Target	Actual	Target	Actual
6	8	TBD	10	TBD

Access to training does not measure staff morale or effectiveness.

Suggestion – track attrition from special education by groups (teachers, paras, SAs, TEs) and schools. Also track transfer requests (from gen ed to special ed and vice versa by school and requests to transfer in same category for a different school).

### **Special Education Central Office – 3330**

Desired Outcome: High-quality special education services are delivered in a consistent and collaborative manner.

Measure: Increase the percentage of students ages 6-21 who receive special education services in the general education classroom more than 80 percent of the day as reported by MSDE Annual Census Report.

Result:

<b>Percentage of Students, Age 6-21, Receiving Special Education Services by LRE</b>			
	<b>FY 2018</b>	<b>FY 2019</b>	
	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
LRE A – 80% or more in General Ed	78.37%	80%	TBD
LRE B – 40-79% in General Ed	12.24%	12%	TBD
LRE C – 40% or less in Gen Ed	1.94%	1.5%	TBD
Separate Facility*	7.02%	6.5%	TBD

\*Home, Hospital, Public Separate Day, Private Separate Day, Public Separate Residential, Private Separate Residential

This does not measure quality of special education services.

Suggestion – count the number of requests by parents for multiple IEP meetings in one school year. Count the number of times staff call parents to pick up their special ed students before the end of the school day.

Measure: Increase the percentage of students exiting with a Maryland high school diploma.

Result:

<b>Percentage of Students with IEPs Earning Diplomas and Certificates</b>			
	<b>FY 2018</b>	<b>FY 2019</b>	
<b>Census Report</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
Percent Exiting with Diploma	78.37%	80%	TBD
Percent Exiting with Certificate	12.24%	15%	TBD

Why isn't a measure to DECREASE students graduating with a certificate?

### **Partnerships – 0105**

Desired Outcome: All students have authentic learning experiences, including equitable opportunities to earn college credit or industry certification, to prepare students for future careers and life.

Measure: Number of partners providing opportunities for students to work and/or gain experience in a career field of interest.

Result: Will be provided for FY19 in FY2021 budget document.



Why not measure the number of students completing the programs and increasing college enrollment or employment within the field of study?

Desired Outcome: Students' mental health and social-emotional learning are nurtured through skill development, collaborative dialogue and a restorative culture in our classrooms and communities.

Measure: Number of partners supporting the social-emotional well-being of students facing challenges.

Result: Will be provided for FY19 in FY2021 budget document.

How does this measure actual social-emotional learning? What is the student outcome being measured or the effectiveness of the partners?

#### **Family, Community, and Staff Communication – 0302**

Desired Outcome: Transparent, open and accessible communication helps to ensure that parents, guardians and community members trust in the integrity of the school system and are active and valued partners.

Measure: Expand communications resources for school administrators and other staff to support sharing information with their school communities and ensure message consistency.

Results: Will be provided for FY 2019 in the FY 2021 budget document.

Suggestion- provide anonymous feedback opportunities to measure community trust with HCPSS.

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Expand stakeholder awareness of services, resources, and student and staff achievements through outreach communications.

Results: Will be provided for FY 2019 in the FY 2021 budget document.

How does this measure a safe and healthy environment for students and staff?

#### **Multimedia Communications – 2701**

Desired Outcome: Transparent, open and accessible communication helps to ensure that parents, guardians and community members trust in the integrity of the school system and are active and valued partners.

Measure: HCPSS and school newsletter analytics, parent survey on HCPSS and school communication.

Results: Will be provided for FY 2019 in the FY 2021 budget.

Who is developing the parent survey? Is it based on scientific principles?

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Schools & HCPSS website analytics, Collaboration with schools including trainings & communications.

Results: Will be provided for FY 2019 in the FY 2021 budget document.

How are responsiveness, transparency, and fiscal responsibility measured?

Suggestion- collect information on community feedback in each media communication.

#### **Chief Operating Officer – 0201**

Desired Outcome: Staff feel valued, are effective in their roles and have equitable access to additional opportunities through professional learning and leadership development.

Measure: Tracking and monitoring employee satisfaction will identify the most appropriate and effective PD and training of staff. In addition, this will provide this division with the best practices to retain and hire the most qualified staff.

Results: Employee Satisfaction Survey data will be measured annually to determine the culture and climate of staff within the Division of Operations. Results will be provided for FY 2019 in the FY 2020 budget.

Will employee satisfaction be measured by school and methods put in place to increase satisfaction in schools with low numbers? How will effectiveness of training be measured?

Suggestion – collect data from exit interviews with staff. Use best practice methods to develop training evaluation documents, collect and analyze data.

#### **School Construction – 0202**

Desired Outcome: All teachers and staff feel valued, are effective in their roles and have equitable access to additional opportunities through professional learning and leadership development.

Measure: Develop the leadership abilities and potential of the OSC staff by providing professional development and continuing education opportunities.

Result:

<b>Hours of Professional Development/Continuing Education Attendance Total for All Staff</b>					
<b>FY 2020</b>		<b>FY 2021</b>		<b>FY 2022</b>	
<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
16	TBD	18	TBD	20	TBD

Number of training classes does not measure effectiveness. How will training be evaluated to prove increased leadership abilities and OSC potential?

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Provide energy efficient and environmentally friendly schools.

Result:

Energy Efficient Renovations/New Construction (Number of Schools)						
FY 2016	FY 2017	FY 2018	FY 2019		FY 2020	
Actual	Actual	Actual	Target	Actual	Target	Actual
2	1	3	2	TBD	2	TBD

**Suggestion – track utility costs. Track increased maintenance costs of energy efficient renovations versus cost savings.**

#### **School Planning – 0212**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Accurate enrollment projections to ensure adequate deployment of staff, resources, and plant.

Result:

- Accuracy Goals:
  - Systemwide percentage error of 3.5 percent or less.
  - Organizational percentage error of 5 percent or less for elementary, middle, and high schools.
- Accuracy Results for school year 2017-18:
  - Systemwide:
    - Countywide: 99.7 percent
    - Elementary: 99.8 percent
    - Middle: 99.2 percent
    - High: 99.9 percent
  - Organizational: 84 percent of the projections by school had error rates at or below 5 percent.

**What were the projection accuracies for schools above the 5% error rate?**

Measure: Accurate enrollment projections to ensure adequate deployment of staff, resources, and plant.

Result: Projection software will be updated. Staff will verify the inputs and data formats needed for the software to properly function and create a projection. Produce a projection in the new software and another using our existing projection system in order to have a comparison between the software outputs and measure the accuracy of each system's projection in fall 2019.

#### **Purchasing – 0205**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Minority Supplier Utilization – Encourage competition and minority, women, disabled and locally owned business utilization by maintaining and updating an active supplier database and attending outreach conferences and events to increase participation.



Result: While the school system has an extremely good tracking system (based on the State school construction program) of collecting minority participation for state funded projects, our state participation rate is 29 percent. Data will be provided for FY 2019 in the FY 2020 budget.

#### What are participation rates for other school systems in MD?

Measure: Competitive Procurement Ratio – Through competition, the school system will maximize its resources and make the most efficient use of staff. This ratio represents the total amounts for contracted services, supplies and materials and equipment total compared to the total amount awarded through a competitive process.

Result: Utilizing a formal solicitation process, the key will be to increase the amount of expenditures through a competitive bidding ratio when compared to all expenditures.

Expenditures through Competitive Bidding as Compared to All Expenditures				
FY 2018	FY 2019		FY 2020	
Actual	Target	Actual	Target	Actual
28%	31%	TBD	34%	TBD

The most recent audit by the Office of Legislative Audits found “15 contracts totaling \$12.6 million that had been awarded by senior management employees as sole source contracts without adequate justification to support a sole source procurement.”

Suggestion- Board of Ed review all sole source procurement contract justification documents. There is an HCPSS policy requiring a formal document for each sole source procurement. Track completion of those required documents and Board of Ed reviews of those documents.

#### Logistics Center – 7301

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Inventory Accuracy – Workday inventory vs. our physical inventory at the Logistics Center.

Result:

Inventory Accuracy Rate				
FY 2018	FY 2019		FY 2020	
Actual	Target	Actual	Target	Actual
94.5%	96.5%	TBD	97.5%	TBD

What is the value of equipment in dollars and is 97.5% accuracy acceptable for inventory?

HCPSS “found” 500 ipads in a warehouse years ago at a time when special ed students were not getting devices required by federal and state law. This should be evaluated.

Measure: School Swap Diverted Spending – Value of equipment and goods repurposed to other schools or offices.

Result: Equipment and goods reallocated within the school system avoiding the need to purchase new.

Amount Saved Reallocating Equipment and Goods within HCPSS				
FY 2018	FY 2019		FY 2020	
Actual	Target	Actual	Target	Actual
\$461,900	\$475,000	TBD	\$500,000	TBD

### Office of Operations – 0207

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Reorganizations of two (2) operational divisions - Grounds Services leadership to include a "Fleet Manager" and Custodial Services to align three (3) service areas with the 3 Community Superintendents.

Result: The addition of a "Fleet Manager" will satisfy the concerns of an external audit; organizing custodial staffing by Community Superintendent Areas will yield efficiencies in service and the continued delivery of quality support services under a constrained budget.

#### How will effectiveness be measured?

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Implement an annual school visitation schedule and succinct survey for all 77 schools.

Result: To gather data establishing metrics to measure customer support services.

#### Who will develop the survey?

### Use of Facilities – 9301

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: A collaborative effort between Community Use and HCPSS Accounting Office for managing Community Use fees charged and collected.

Result: A reduction of outstanding monies due and improved timely payments for usage of HCPSS facilities.

Billed and Outstanding Monies Due for Use of HCPSS Facilities				
	FY 2017	FY 2018	FY 2019	
	Actual	Actual	Target	Actual
Amount Billed	\$1,322,523	\$1,184, 677		TBD
Amount Uncollected	\$55,527	\$11,153		TBD
Uncollectable Percentage	4.20%	0.94%	0.90%	TBD

Desired Outcome: Transparent, open, and accessible communication helps to ensure that parents, guardians and community members trust in the integrity of the school system and are active and valued partners.



Measure: A continuous, effective, and ease of use communication process among all online users submitting facility use requests.

Result: Use request response time improvements and a significant increase in the number of participants and stakeholders using HCPSS facilities.

Number of Participants Using HCPSS Facilities			
FY 2017	FY 2018	FY 2020	
Estimated Actual	Estimated Actual	Projected	Estimated Actual
11,146,451	13,138,400	16,730,345	TBD

Performance Manager Bruce Gist

Will fees collected be measured?

### Grounds Maintenance – 7801

Desired outcome: Organizational culture and climate are supportive and nurturing, and provide a safe and healthy environment for all students and staff.

Measure: Public School Construction Program (PSCP) assessment of facilities. The results of the assessment will rate the level and quality of maintenance performed on school grounds.

Result:

Public School Construction Program Assessment			
FY 2019		FY 2020	
Target	Actual	Target	Actual
Good to Superior	TBD	Good to Superior	TBD

### Community Services – Grounds – 9201

Desired outcome: Organizational culture and climate are supportive and nurturing, and provide a safe and healthy environment for all students and staff.

Measure: Public School Construction Program (PSCP) assessment of facilities. The results of the assessment will rate the level and quality of maintenance performed on school grounds.

Result:

Public School Construction Program Assessment			
FY 2019		FY 2020	
Target	Actual	Target	Actual
Good to Superior	TBD	Good to Superior	TBD

Desired outcome: All teachers and staff feel valued, are effective in their roles and have equitable access to additional opportunities through professional learning and leadership development.

Measure: Beginning in FY 2020, staff will increase the number of professional learning and leadership development opportunities to staff.

Result:

Professional Learning and Leadership Development Opportunities			
FY 2019		FY 2020	
Target	Actual	Target	Actual
13	TBD	18	TBD

### Custodial Services – 7102

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Average Square Feet/Workload per Custodian

Result:

Average Square Feet / Workload per Custodian					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
19,500	21,228	19,500	20,990	19,500	TBD

This does not measure the effectiveness of custodial work? Are our custodians given too much work to be able to do an effective job?

Measure: Supply and Equipment Cost per Square Foot

Result:

Supply and Equipment Cost per Square Foot					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
\$0.12	\$0.13	\$0.12	TBD	\$0.12	TBD

### Student Transportation – 6801

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Accidents are a critical indicator of student safety. Tracking accidents by type allows for designing specific training programs for the reduction of preventable accidents.

Result:

Miles Between Preventable Accidents									
	Actual FY 2014	Actual FY 2015	Actual FY 2016	Actual FY 2017	Actual FY 2018	Target FY 2019	Target FY 2020	Target FY 2021	Target FY 2022
Miles	94,674	78,827	93,051	78,937	89,126	93,582	98,261	103,174	108,333
Accidents	57	67	58	67	62	N/A	N/A	N/A	N/A

Measure: Ensuring that each school bus route is reviewed for safety and efficiencies, drivers and attendants are receiving continuous professional learning, and student, parent and community inquiries are addressed.

Result:

Staff Ratio to School Bus Routes									
	Actual FY 2014	Actual FY 2015	Actual FY 2016	Actual FY 2017	Actual FY 2018	Target FY 2019	Target FY 2020	Target FY 2021	Target FY 2022
Manager (1:50)	73	75	76	76	76	77	66	67	59
Router (1:70)	N/A	N/A	N/A	453	453	231	116	117	94
Trainer (1:75)	220	224	227	227	227	231	231	155	157

This does not measure safety and efficiency.

Suggestion – measure the number of complaints by parents per bus route; the number of buses compliant with contract (e.g., showing up for routes, cameras available, check-ins each morning to determine safety, etc.)

In addition, are contract costs evaluated for market value or real costs (per Office of Legislative Audits recommendations)?

What is the percentage of buses with ridership less than 75% and less than 50%?

#### Utilities – 7201

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable with students at the heart of all decisions.

Measure: Tracking of utility consumption compared to other local school systems.

Results:

Utility Consumption Comparison (in MBtus per square foot)			
	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual
Howard County Public School System	65.9	59.8	61.3
Frederick County Public School System	72.3	71.0	69.9
Harford County Public School System	73.1	73.4	76.0

Measure: Utility costs savings garnered by partnerships

Results: Partnership with Baltimore Regional Cooperative Purchasing Committee achieves cost savings by combining requirements into cooperative contracts as well as obtaining a favorable bulk quantity discount.

#### Energy Management – 7202

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable with students at the heart of all decisions.



Measure: Energy savings achieved through lighting upgrades.

Result: Energy savings achieved for FY 2018 installation of a lighting upgrade for outside wall and canopy units at 26 schools. The initial cost of the project was \$170,000 with utility rebates of \$96,800. Payback calculated to be 2.3 years

Measure: Expected savings for a Guaranteed Energy Performance Contract being pursued for FY 2019 and FY 2020 in conjunction with the Purchasing and Finance Departments.

Result: Will be provided for FY 2019 in the FY 2021 budget.

#### **Facilities Administration – 7601**

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Track data for Public School Construction Program inspections, Maryland Association of Boards of Education (MABE), Maryland Department of Agriculture and Howard County Department of Fire and Rescue.

Result:

	FY 2017 Actual		FY 2018 Actual	
	Work Orders	Completion Days	Work Orders	Completion Days
Maryland Association of Boards of Education	121	11	94	35
Public School Construction Program	168	35	120	44

What do these numbers mean? Are there any benchmarks?

Measure: Track deferred projects/costs for building maintenance.

Result: Results for FY 2019 will be provided in the FY 2020 budget.

Suggestion – list priorities for Board of Education prior to decisions that impact deferred maintenance.

#### **Building Maintenance – 7602**

Desired Outcomes: Operational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Data indicates the percentage of work performed by Building Maintenance that is scheduled corrective maintenance (PM) vs. reactive.

Result:

Scheduled Building Maintenance – Corrective Versus Reactive		
	FY 2017	FY 2018
Scheduled Corrective Maintenance (PM)	1,253	3,306
Reactive Work Completed	25,122	24,489
Percentage of PM Work Completed*	4.6%	11.7%

\*Higher percentage reflects better performance

Desired Outcomes: Operations and practices are responsive, transparent, fiscally responsible and accountable with students at the heart of all decisions.

Measure: Cost associated with routine maintenance per work order (ticket) completed.

Result:

Routine Maintenance Cost per Work Order Completed		
	FY 2017	FY 2018
Average Cost per Work Order	\$147.38	\$234.08
Number of Work Orders Completed	25,122	24,489

*Correlates to increasing costs to maintain facilities*

### **Risk Management – 7401**

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Development of a comprehensive health and safety plan that enhances student and staff well-being by providing a safe and healthy school environment.

Result: Will be provide for FY 2019 in the FY 2021 budget.

Measure: Development of a comprehensive risk management strategy with uniform guidelines to address compliance and responsiveness while increasing transparency.

Result: Will be provided for FY 2019 in the FY 2021 budget.

### **Emergency Planning and Response – 7403**

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Develop systemwide and school specific Emergency Operations Plans to ensure students and staff thrive in a safe environment.

Result:

Systemwide and School Specific Emergency Operations Plans Developed							
FY 2017		FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual	Target	Actual
100%	100%	100%	100%	100%	TBD	100%	TBD

**Are the plans effective? How will that be measured?**

Measure: Creation of the Office of Safety and Security's 5-year Strategic Plan to provide operational transparency and fiscal responsibility and accountability with students at the heart of all decisions.

Result: Will be provided for FY 2019 in the FY 2021 budget.

### **Security – 7404**

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Development of a comprehensive security program that provides school administrators the tools to provide student-centered practices and ensure that graduation rates remain at exemplary levels.

Result:

Graduation Rates	FY 2017	FY 2018
4-Year Cohort	93.21	92.28
5-Year Cohort	94.32	*

This is not an appropriate measure of security.

Suggestion – Evacuation chairs are being obtained to comply with a new law. Set a goal of getting EVERY student and staff member, including those with mobility concerns, out of the building during drills within a certain timeframe. Measure the number of schools meeting that goal and evaluate why others have not met the goal.

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Develop connections with students and staff that support inclusive relationships between security staff, police officers, and students.

Result: Will be provided for FY 2019 in the FY 2021 budget.

How will this be measured? How will you develop inclusive relationships?

#### Environment – 7402

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all.

Measure: Compliance with the Lead in Drinking Water in Public and Non-Public School regulation. A focus on environmental health and safety is an investment in student achievement and well-being.

Result:

Lead in Drinking Water Standard Compliance			
FY 2019		FY 2020	
Target	Actual	Target	Actual
100%	TBD	100%	TBD

What about other environmental issues (mold, radon, etc.)? What about measuring corrective actions for lead, mold, radon, etc.? Simply complying with the law to sample for lead does not improve health and safety if corrective actions for failing faucets are not completed.

Measure: Use the newly configured IEQ Website to recognize trends in observations and identify and establish preventative maintenance measures.



Result: Will be provided for FY 2019 in the FY 2021 budget.

#### **Grants Fund – 1900**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Grant applications and reports supported with consult on the preparation and effective reporting of grants, grant agreements and reports.

Result:

<b>Grant Applications Supported</b>					
<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>	
<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
87	65	90	TBD	150	TBD

The OBRC identified other suggestions for grants, including grants from private organizations. How will they be incorporated to increase revenues?

HCPSS contracted for a forensic audit of the grants funds and the health and dental fund. When will that audit be complete and are there any preliminary findings?

Measure: Increase percentage of grants successfully funded, regardless of amount, program and location.

Result:

<b>Grant Applications, Letters, Agreements Resulting in Funding</b>			
<b>FY 2019</b>		<b>FY 2020</b>	
<b>Target</b>	<b>Actual</b>	<b>Target</b>	<b>Actual</b>
70%	TBD	80%	TBD

#### **Food and Nutrition Service – 8301**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: (KPI) Average Daily Participation – Beginning in FY 2019 the average number of student reimbursable meals served on a daily basis will increase for all student eligibility categories.

Result:

<b>Average Daily Participation</b>								
<b>Meals Per Day</b>	<b>FY 2016 Actual</b>	<b>FY 2017 Actual</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Target</b>	<b>FY 2020 Target</b>	<b>FY 2021 Target</b>	<b>FY 2022 Target</b>	<b>FY 2023 Target</b>
Free	10,466	11,042	11,115	11,392	11,669	11,946	12,223	12,500
Reduced	1,584	1,797	2,012	2109	2206	2303	2400	2,497
Paid	10,107	10,860	11,380	11,704	12,028	12,352	12,676	13,000
<b>Total</b>	<b>22,157</b>	<b>23,699</b>	<b>24,507</b>	<b>25,205</b>	<b>25,903</b>	<b>26,601</b>	<b>27,299</b>	<b>27,997</b>

Measure: (KPI) Meals or Meal Equivalents Served - Beginning in FY 2019 the number of meals or meal equivalents served annually will increase for all types of meals.

Result:

Meals / Meal Equivalents Served								
Meal Types	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2020 Target	FY 2021 Target	FY 2022 Target	FY 2023 Target
Summer Meals	43,132	50,702	43,512	65,000	67,500	70,000	72,500	75,000
Supper & Snacks	73,593	89,271	90,836	93,743	96,743	99,838	103,033	106,333
A La Carte	413,404	476,728	513,628	530,064	547,026	564,531	582,596	601,253
Lunch	2,984,500	3,152,005	3,246,178	3,343,563	3,440,948	3,538,333	3,635,718	3,733,105
Breakfast	981,492	1,113,702	1,165,038	1,202,319	1,240,793	1,280,499	1,321,475	1,363,793
<b>Total</b>	<b>4,496,121</b>	<b>4,882,408</b>	<b>5,059,192</b>	<b>5,234,689</b>	<b>5,393,010</b>	<b>5,553,201</b>	<b>5,715,322</b>	<b>5,879,484</b>

### School Construction Fund – 3000

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Provide energy efficient and environmentally friendly schools.

Result:

Energy Efficient Renovations/New Construction (Number of Schools)						
FY 2016	FY 2017	FY 2018	FY 2019		FY 2020	
Actual	Actual	Actual	Target	Actual	Target	Actual
2	1	3	2	TBD	2	TBD

This is a duplicate measure in program 0202.

Desired Outcomes: Operational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Data indicates the percentage of work performed by Building Maintenance that is scheduled corrective maintenance (PM) vs. reactive.

Result:

Scheduled Building Maintenance – Corrective Versus Reactive		
	FY 2017	FY 2018
	Actual	Actual
Scheduled Corrective Maintenance (PM)	1,253	3,306
Reactive Work Completed	25,122	24,489
Percentage of PM Work Completed*	4.6%	11.7%

\*Higher percentage reflects better performance

There is a deficit of over half a billion dollars in deferred maintenance. Costs increase significantly when maintenance is not addressed in a timely manner. Have priorities been set by staff?



A criticism expressed by maintenance staff in OBRC meetings has been a lack of an appropriate plan for maintenance due to Board of Ed decisions. What is the plan to ensure the Board of Ed is aware of priorities in order to reduce maintenance costs?

#### **Print Services – 9713**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Print Services Demand – Number of Requests Processed

Result:

Number of Print Requests					
FY 2018		FY 2019		FY 2020	
Estimate	Actual	Estimate	Actual	Estimate	Actual
24,000	25,631	26,000	TBD	28,000	TBD

What about the requests that were delayed?

Measure: Print Services Demand – Number of Copies Produced

Result:

Number of Copies Produced					
FY 2018		FY 2019		FY 2020	
Estimate	Actual	Estimate	Actual	Estimate	Actual
40,000,000	41,329,776	44,000,000	TBD	28,000	48,000,000

Shouldn't we have a goal to reduce print copies? How is technology being used to reduce costs of print copies?

#### **Technology Services – 9714**

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Progress toward rolling out Classroom Infrastructure Package.

Result:

Percentage of the Completion of the Standard Classroom Infrastructure Package			
FY 2019		FY 2020	
Target	Actual	Target	Actual
20%	TBD	49%	TBD

Are teachers being asked what infrastructure they need? Are we spending unnecessary money to be "equal"?

Desired Outcome: Operations and practices are responsive, transparent, fiscally responsible and accountable, with students at the heart of all decisions.

Measure: Reliable access to student devices.

Result:

Reduce Ticket:Student Device Ratio			
FY 2019		FY 2020	
Target	Actual	Target	Actual
TBD	TBD	TBD	TBD

Are devices required under federally mandated regulations (for special education) given priority?

Suggestion – track the number of devices not provided under an IEP and the number of days of noncompliance.

#### Health Fund – 9715

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Flu Shot Clinic for Staff

Result:

Flu Shots Administered to Staff					
FY 2018		FY 2019		FY 2020	
Target	Actual	Target	Actual	Target	Actual
2,000	1,490	2,250	TBD	2,500	TBD

Measure: Pre-Retirement Health Benefits Presentation – Beginning in FY 2019 staff will increase the number of presentations offered in order to educate prospective retirees regarding retiree health benefits / eligibility.

Result:

Pre- Retirement Health Benefits Presentation							
FY 2019				FY 2020			
Presentations		Attendees		Presentations		Attendees	
Target	Actual	Target	Actual	Target	Actual	Target	Actual
4	TBD	450	TBD	4	TBD	500	TBD

What is being done to correct the following finding from the most recent audit by the Office of Legislative Audits?

“HCPSS lacked procedures and controls to ensure that certain amounts paid to the third-party administrator were proper. Specifically, HCPSS did not audit the propriety of the claims paid on its behalf by the program administrator to ensure that the services were actually provided, were covered by the health plans, and were appropriately priced. A similar condition regarding the need to ensure the propriety of healthcare costs was commented upon in our preceding audit report.”

### **Workers' Compensation – 9716**

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff

Measure: Develop a training program for managers related to workers' compensation reporting.

Result: Will be provided for FY 2019 in the FY 2021 budget.

This does not measure effectiveness of the workers' compensation program. The OBRC highlighted a significant increase in the Worker's Compensation actual dollars spent in 2017. Has that been evaluated?

Desired Outcome: Organizational culture and climate are supportive and nurturing and provide a safe and healthy environment for all students and staff.

Measure: Continue to work with SISCO and Concentra to refine processes, which allow the employee to return to work as quickly as possible.

Result: Will be provided for FY 2019 in the FY 2021 budget.

What are the measures? Why can't the number of lost days due to injury be determined now and not in the 2021 budget?



## Sayers, Margery

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**From:** Rebecca Mestas <rdhall@rocketmail.com>  
**Sent:** Thursday, May 2, 2019 4:21 PM  
**To:** CouncilMail  
**Subject:** Rejection of BOE budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To whom it may concern,

I am writing to you in regards to the rejection of the Howard County Board of Education's budget request which will increase class sizes for 3rd through 5th graders. I am appalled that the council feels larger class sizes will allow for the type of education Howard County prides itself on. As a mother of a child entering 3rd grade, already struggling with a class size of 25, I believe this will negatively impact the quality of the education we provide to the children of Howard County.

I urge you to reconsider your rejection of the BOE budget request which may negatively impact the education of our children.

Thank you.

Rebecca Mestas  
443-962-7321

## Sayers, Margery

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**From:** Kim G <griffin.kimberly.a@gmail.com>  
**Sent:** Thursday, May 2, 2019 5:07 PM  
**To:** CouncilMail  
**Subject:** Board of Education Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello,

My name is Kimberly Griffin and while my children are only 4 years of age and 9 months of age I am concerned because my husband and I are looking at building a house in Howard County, due to the close to proximity to our demanding jobs and...the schools. I am hearing that the proposed increase in class size could put 33-35 kids in a classroom and I have seen the impact this has on children, teachers, parents, the community as home values are even indirectly affected. Please let me know if there is anything I personally can do to help or see that my opinion is heard.

Thank you,  
Kim Griffin

Sent from my iPhone

## Sayers, Margery

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**From:** Finda Merchant <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 8:30 PM  
**To:** CouncilMail  
**Subject:** Budget for Howard county schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Approving a budget that would support smaller class sizes is imperative to the proper education of all students. Teachers and paras would be able to spend quality time with the students ensuring that all material is taught properly that all students are grasping the material and no child is left to struggle on their own. Teachers and parents are able to establish a good working relationship and teachers are not overwhelmed and can perform to their best ability.

Finda Merchant  
faithful.maisha@gmail.com  
3963 Ballet Way  
Burtonsville, Maryland 20866

## Sayers, Margery

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**From:** Ramienski, Noreen <noreen.p.ramienski@mcpsmd.net>  
**Sent:** Thursday, May 2, 2019 9:07 PM  
**To:** Ball, Calvin B; CouncilMail  
**Subject:** Fully fund the Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

I am so disappointed that you did not fully fund the Board of Education's budget request. This means that class sizes are going up again. Even the most talented teachers will struggle to find success teaching classes this large. It will be impossible for teachers to reach that many students and give them the education they deserve! Howard County will no longer be the best school district in the state if you don't reduce class sizes. Talented teachers will quit and move to neighboring counties with higher pay and lower class sizes. Spend a day in a kindergarten class with over 25 students. I'm sure you will not be able to stand up at the end of the day from pure exhaustion. Children need to build relationships with their teachers. This is difficult to do in an overcrowded classroom. Please, invest in the future and REDUCE class sizes!

## Sayers, Margery

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**From:** Katie Stablein <Katie\_stablein@hcpss.org>  
**Sent:** Thursday, May 2, 2019 1:14 PM  
**To:** Rigby, Christiana  
**Subject:** Teacher and Parent

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I am a teacher in my 13th year of teaching and made the move this past year to teach in HCPSS. Howard County has been my home for the last ten years. We have chosen to have our daughters attend HCPSS schools (after a year in private school). As a parent, I want the best for my child. I want her to be in the best learning environment. I want her to be in classes where she can have the individual attention she needs. Adding students to classes is not what is needed to have her in the best learning environment.

As a teacher, I have classes with all types of learners, SPED, ESL, general ed learners. Adding more students per class takes away some of that individual assistance I can give my students. We are already short SPED teachers at times and taking away staff would take away the very important assistance some of our students need to ensure they have success in their classes. I have around 250 students each semester. Adding to that number increases my workload (planning and grading) greatly.

Taking away staff also put a safety concern in our buildings. Not have the staff to help students in crisis (or all other safety issues) would be a safety concern for everyone in the schools.

Taking away staffing would mean less time to help students grow mentally emotionally, and academically. It is so important to keep the current numbers to help all our students be successful. Thank you for your time.

Katie Stablein  
Katie\_stablein@hcpss.org  
8475 Kings Meade Way  
Columbia, Maryland 21046

**Sayers, Margery**

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**From:** Joan Cooper <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 7:27 AM  
**To:** Rigby, Christiana  
**Subject:** [SUSPECTED SPAM] Don't surplus teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Hi, my daughter will be starting Kindergarten in the Fall. I want her first educational experience to be positive, and if there are over 26 kids in the class this will be highly unlikely. Please don't surplus teachers and please put our kids first!

Joan Cooper  
joandcoop@gmail.com  
7383 kindler rd  
Columbia , Maryland 21046

## Sayers, Margery

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**From:** Sue Vincent <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 9:21 AM  
**To:** Rigby, Christiana  
**Subject:** [SUSPECTED SPAM] Teachers and the budget shortfall

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Teachers are our first line of defense for our children particularly for the child who is "different" in any way. We need more teachers not less. If there is a shortfall then first the politicians then the administration should take the hit not the teachers because class size directly impacts our children. Save the teachers, save our children.

Sue Vincent  
vincentlrry@aol.com  
9010 moving water lane  
Columbia, Maryland 21046



## Sayers, Margery

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**From:** Nicole Alston <nicole\_alston@hcpss.org>  
**Sent:** Thursday, May 2, 2019 1:03 PM  
**To:** Rigby, Christiana  
**Subject:** Proper Funding of HCPSS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I moved to Howard County wanting to give my children the education they deserve. To not have to deal with overcrowding, deteriorating buildings and overworked teachers. But the rapid growth this county has had and will continue to have puts Howard County Public School System on a collision course with with the same fate like Baltimore City and Washington, DC public school systems. If adequate is not provided HCPSS will not be able to maintain its quality education system. Gone will be the days of being one of the best school systems in the nation. Priority has to be give to our students, teachers and the staff that supports both groups. Simply taking a single step out of the normal parameters for funding will not secure the school system's strength; but a leap will. As the County Council, we need you to go above and beyond and fully fund Dr. Martirano's requested budget.

Our school system has an array of talented teachers and staff but their talent is stifled by increased class sizes and additional administrative demands because faculty members have been surplus to other schools

Nicole Alston  
nicole\_alston@hcpss.org  
8814 Blue Sea Dr  
Columbia, Maryland 21046



## Sayers, Margery

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**From:** Katie Stablein <Katie\_stablein@hcpss.org>  
**Sent:** Thursday, May 2, 2019 1:00 PM  
**To:** Rigby, Christiana  
**Subject:** Teacher and Parent

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I am a teacher in my 13th year of teaching and made the move this past year to HCPSS. Howard County has been my home for the last ten years. We have chosen to have our daughters attend HCPSS schools (after a year in private school). As a parent, I want the best for my child. I want her to be in the best learning environment.

Katie Stablein  
Katie\_stablein@hcpss.org  
8475 Kings Meade Way  
Columbia, Maryland 21046

## Sayers, Margery

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**From:** Kathryn Uhl <kathyn\_uhl@hcpss.org>  
**Sent:** Thursday, May 2, 2019 1:00 PM  
**To:** Rigby, Christiana  
**Subject:** URGENT Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

To Whom It May Concern:

My name is Kathryn Uhl and I am a first year Special Educator at Hammond Middle School. I am deeply concerned about the budget needs of HCPSS. I fear for the needs of my students, the HCPSS community, my colleagues, and the future of Maryland. Without meeting the full needs of the budget, there will be a significant lack of resources and support. Firstly, staff will be physically and mentally unable to meet the needs of all students in such large classes. With each student having different needs, wants, and learning styles, teachers will not be able to teach classes well. Secondly, it is outrageous to expect teachers to use their own money to purchase materials for such large classes. Teachers do not make enough money to support themselves and their students as it is. If the budget does not pass, teachers will leave the profession because they will be tired of the financial burdens presented in Howard County. Finally, with an increase in class size, teachers will have to remain at school for even further extended hours. Currently, I work about 10-15 additional hours outside of teacher contracted hours weekly. It has taken a toll on my mental and physical health. I can only imagine how the struggles will increase if the budget does not pass. For the sake of student learning, teacher happiness, and the future of the state, I URGE you to support HCPSS' budget needs.

Regards,  
Kathryn Uhl

Kathryn Uhl  
kathyn\_uhl@hcpss.org

5413 Kerger Road  
Ellicott City, Maryland 21043

## Sayers, Margery

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**From:** Sarah Baumert <sarah\_baumert@hcpss.org>  
**Sent:** Thursday, May 2, 2019 12:59 PM  
**To:** Rigby, Christiana  
**Subject:** RE: Class sizes should not increase!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I work as a Family Liaison at a Title 1 school in Howard County, and am the parent of five students who attend HCPSS schools. I moved here four years ago and have appreciated the quality education that my children have received. I was very disappointed and discouraged this morning to hear that there were be changes next year due to budgetary constraints. The numbers I am seeing are staggering. I am not even certain that 30 upper elementary school students will fit comfortably into the classrooms both where I work, or where my children attend elementary school. As a former second grade teacher, I know that lower elementary teachers will be even more taxed as they try to meet the very diverse needs of up to 27 students. My older children attend Centennial High School, a school so crowded that families have been asked numerous times to consider enrolling their children elsewhere. How will my older students feel if they are asked to pack more tightly into classrooms ju st to access their basic educational needs? How will my daughter feel next year as she navigates the middle school for the first time? Will she be overlooked by her teachers because she is quiet and likely to disappear into the back of the classroom? Our children deserve the attention of quality teachers, teachers who are not stretched beyond belief. Our country is struggling with mental illness, and families are pressed for time and energy. Our school district needs to do everything in its power to hold on to our fabulous teachers, and to support all children. No child should have to squish into a classroom, and no student should squeak by because his or her teacher can not do more. Please protect our good schools and keep this a quality school system. Do not allow classroom sizes to increase, and do not allow our teachers to be taken out of our schools.

Sincerely,  
Sarah Baumert



Sarah Baument  
sarah\_baument@hcpss.org  
9848 MIDDLE MEADOW ROAD  
ELLCOTT CITY, Maryland 21042

## Sayers, Margery

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**From:** Edward Cosentino <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 12:56 PM  
**To:** Rigby, Christiana  
**Subject:** Fund HCPSS at the BOE Request

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

It is imperative to provide the Howard County Public School System with proper funding required to operate our schools. As a long-time resident, I am concerned that we are not fully investing in the future of our school system. Unfunded initiatives, constant cuts, increased class sizes, and deferred maintenance will all catch up to us in the future.

Personally, as an employee, I am gravely concerned in the social and emotional well-being of our students. It is becoming increasingly hard to see students unavailable to learn and struggle in school. The Superintendent's budget addresses the concerns and needs. We finally have a leader who elevated these concerns, and we must support his vision.

Thank you,

Edward Cosentino

Edward Cosentino  
ecosentino74@gmail.com  
9349 Windbell Way  
Columbia, Maryland 21045

## Sayers, Margery

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**From:** Jen Fogler <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 12:44 PM  
**To:** Rigby, Christiana  
**Subject:** budget needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Jen Fogler

Jen Fogler  
canmebeu@yahoo.com  
8125 Old Stockbridge Drive  
Ellicott City, Maryland 21043

## Sayers, Margery

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**From:** Lori Jenner <lawdy60@gmail.com>  
**Sent:** Thursday, May 2, 2019 12:28 PM  
**To:** Rigby, Christiana  
**Subject:** Your crucial vote

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear County Council,

I am taking the time to write to you because the decision you have to make regarding the budget impacts us all. Our school is a title One school and we currently receive extra funding to help us reach all of our students.

As the school counselor, I have seen a negative change in the dynamics in our classrooms and a decline in the mental health of our students. Teaching in the classroom has gotten trickier because the varying needs of our students and their families.

I ask you to come and observe in our schools to see the students and staff you say you represent. Our Student Support Team walks the building with Wallis talkies in order to be at the ready to help calm students in crisis and/or respond to difficulties within a classroom. Increasing class sizes would exacerbate these issues. Our jobs would be even more reactive rather than proactive.

I implore you to think of other ways to find money in the budget to keep staffing resources at the levels they are now. Perhaps it's time to encourage early retirement for those folks getting closer to or already at retirement age. New staff coming in would receive starting salaries at more than half the cost and classrooms could maintain a desirable level.

Thank you, Lori Jenner

Lori Jenner  
lawdy60@gmail.com



5470 Hesperus Drive  
Columbia, Maryland 21044

## Sayers, Margery

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**From:** Tara Scully <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 12:25 PM  
**To:** Rigby, Christiana  
**Subject:** HCPSS budget funding

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

As a product of the HCPSS and a life long resident in HoCo, I'm extremely disappointed to read the reports that class sizes could be increasing and teachers could lose their jobs due to a lack of budget. And we still aren't properly supporting kids with dyslexia and other learning and behavioral challenges. This has got to stop. We won't continue to be highly rated if we can't force developers to pay their fare share....so the houses they want to build will grow in value, when folks live here for the good schools. Please fully fund the budget and fix adequate facilities!

Tara Scully  
taramscully@gmail.com  
3102 Ramblewood Rd  
Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Dana La Rosa <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 12:16 PM  
**To:** Rigby, Christiana  
**Subject:** Support our Schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

To Whom it May Concern:

My name is Dana La Rosa, and I am an elementary teacher in the Howard County Public School System as well as a member of the Howard County Education Association. I recently learned about the budget shortfall and proposed measure to increase class sizes to account for the discrepancy. Larger class sizes benefit no one, and only prevent our students from getting the education they deserve.

I have seen the proposed class size numbers for the upcoming school year and frankly, they are terrifying. My school already suffered staffing cuts during the 2018-2019 school year, resulting in increased class sizes. In particular, our class sizes went from approximately 26 to 30 students in grades 3 and 4. This may not sound like a lot of students, but it has made a tremendous difference as an educator. This year has been one of the most difficult years I have seen as an educator. Classrooms are cramped and overcrowded with every little room to move between desks, creating a fire hazard. We do not have enough materials for each student (computers, instruments, etc.) so every activity takes twice as much time because we have to rotate so that every child has a turn. With so many students in a class who need supervision at all times, particularly at the elementary level, I am rarely able to devote one-on-one time to any students who are struggling, and I cannot take the time to form relationships with my students. In addition, many of the students in our Title I school come from difficult home lives, and many of them come to school with behavioral and emotional issues that are only exacerbated by being in larger classes with peers with whom they do not get along. Smaller classes allow us to put students in peer groupings so that they can have the support they need, rather than spending most of our instructional time dealing with student behavior.

We have also lost staffing in special education positions, so many of our students with IEPs and 504 plans are not getting the support that they need to be successful.

I hope that the County Council will consider looking for ways to close the budget gap. Howard County has always had an excellent reputation as one of the best school systems in Maryland, but it will not continue to be that way if schools are underfunded and overcrowded.

Sincerely,

Dana La Rosa

9450 Ridgeview Dr.

Columbia, MD 21046

908-489-0754

Dana La Rosa

[dana.m.larosa@gmail.com](mailto:dana.m.larosa@gmail.com)

9450 Ridgeview Dr

Columbia, Maryland 21046-1965



## Sayers, Margery

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**From:** Yang Tai <yang\_tai@hcpss.org>  
**Sent:** Thursday, May 2, 2019 12:15 PM  
**To:** Rigby, Christiana  
**Subject:** Howard County School System 2019-2020 budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

To whom it may concern,

HCPSS staff were alerted yesterday that there is a shortfall in the budget. There will be an increase of class sizes.

Kindergarten = 26+ students

1 & 2 = 27 students

3-5 = 33 students

6-12 = 35 students

Over 250 teachers will be surplussed, which means many schools will lose good teachers.

This will dramatically influence the quality of education and a lot of excellent teachers will lose their job since it's K1-12. The teachers on surplus will have no place to go. Please consider increase the budget.

Yang Tai

Yang Tai

yang\_tai@hcpss.org

7836 Quidditch Lane

Elkridge, Maryland 21075

## Sayers, Margery

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**From:** Candice Provino <candice\_provino@hcpss.org>  
**Sent:** Thursday, May 2, 2019 11:55 AM  
**To:** Rigby, Christiana  
**Subject:** Budget Crisis

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

“Students don’t care how much you know until they know how much you care” – John C. Maxwell. This is perhaps one of the most important quotes in current educational trends. The present budget crisis in Howard County wants to increase class size. This would greatly diminish a teacher’s ability to convey how much they care, their ability to foster critical relationships that support ever evolving social and emotional needs, and meet individual students learning styles.

I challenge you to think back to high school, middle school, and even elementary school. Who are the teachers that you remember most? Do you remember what they taught you, or how they made you feel? If you are being honest with yourself – it’s going to be the ones that made you feel welcomed, loved, special in your own way, and the ones that made you feel like you wanted to go to school on any given day. I remember my American History teacher – I cannot really tell you what he taught us, but I can tell you that I loved being in his class, and never once wanted to miss it. He made us feel so loved, cared about, missed if we were not there. He asked us about our lives, and truly made each of the days I had him better. I had a really hard time in high school, and he was my ray of sunshine. I wonder if that would still be the case now that class sizes have increased so much in the last 20 years, not to mention right now?

Larger class sizes do not afford for these types of connections to occur. Without these relationships, countless students will be lost in the day to day interworking’s of the school day. This includes students on every end of the learning spectrum. Learning needs will not be met, and the ever-increasing demands placed on teachers will become even more unattainable. Teachers are already spread too thin. Students are presenting with greater academic, and social and emotional needs, that are currently difficult to find ways to address. This causes great frustration, and burnout for amazing teachers. Classes are already too large, even one or more students dramatically changes the classroom climate and dynamic. If

we continue to increase class size, we foster a broken education system that is focused on dollar signs, and not the individual child.

As a Physical Education teacher, class size has a direct impact on student learning and safety. We are often “doubled” which means we have two classes – which are often times sprinkled (see note below) inside a small gymnasium. For those who are not familiar with sprinkling, it is when one class is broken apart and spread into other classes for related arts. Typically, 25% of one class will be added to another. You can imagine this class size! There are some related arts classes with over 30 students in them. When two classes are in the gym, that is over 60 students. There has been talk of having to triple because of the proposed budget and class size – which would mean upwards of 90 students in the gym. I know many people do not value the importance of Physical Education. Whatever your opinion on the matter, student safety is of the utmost importance. With that many students and behaviors to manage, safety, and quality instruction are challenged.

This is the second year in a row I have been impacted by surplus, and budget cuts. I have worked hard to forge relationships at the schools that I am split between, as I know the value and importance of this for student success – not just in Physical Education. I often give up my lunch time to have lunch with students, or give students who may need extra support some small group, or 1:1 time with an adult. I love doing it, and will continue to do it no matter the outcome – however it makes it extremely difficult to continuously enter new schools and develop relationships. The number of students who face social, academic, and emotional challenges will only increase as class sizes do. It is quite frustrating as an educator to pour your heart and soul into your craft and a school, only to be told you have to leave.

This budget crisis needs to be resolved, and funded quickly. The community, our students, and teachers do not deserve this. The time is now to shine a spotlight on the importance of class size and student success. Please help a positive light shine on Howard County Public Schools, the amazing students and families here, as well as the dedicated, and incredible educators that make up this system.

Thank you,

Aleah Zinalabedini

Physical Education Teacher

Bellows Spring Elementary School

Gorman Crossing Elementary School

Candice Provino

[candice\\_provino@hcpss.org](mailto:candice_provino@hcpss.org)

9999 Winter Sun Rd  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Elizabeth Hughes <elizabeth\_hughes@hcpss.org>  
**Sent:** Thursday, May 2, 2019 11:52 AM  
**To:** Rigby, Christiana  
**Subject:** School System Budget for 2019-20

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Good Morning,

I am concerned by the news that the school system is potentially facing a \$28M shortfall for next school year. It is particularly alarming to me that financial savings will be made by reducing staffing and increasing class sizes.

When I started teaching in Howard County 15 years ago, class sizes were capped at 19 in primary grades and 25 in upper elementary. We had fewer special education students, and were better able to provide individual attention, differentiation, and support to our students.

My school currently has classes of up to 30 students, with a greater number of special needs students, including the UL and PL programs. I have observed a noticeable increase in students with anxiety and emotional challenges. Over crowding classrooms makes it virtually impossible to build relationships with students and provide the calm environment many of our students need to succeed.

In all the years I've lived in Maryland, Howard County has maintained a stellar reputation as a community with a great school system. Many families I know have moved to this county specifically for the school system.

I strongly believe that to continue the county's legacy of excellence and diversity, it is imperative to fully fund the school system budget for the 2019-2020 school year and beyond.

Thank you,

Elizabeth Hughes



Elizabeth Hughes  
elizabeth\_hughes@hcpss.org  
6716 Ridgecrest Rd  
New Market, Maryland 21774

## Sayers, Margery

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**From:** Emily Gotowka <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 8:58 AM  
**To:** Rigby, Christiana  
**Subject:** HCPSS Budget Need - Increased Class Size

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear lawmakers, I have recently learned that there is a proposal to increase class size across the board as a measure balance the budget. While I value fiscal responsibility, I think it would be a terrible mistake to increase class size. Our teachers are truly amazing, but they are already stretched thin. Our youngest children require and deserve a much smaller teacher to child ratio to promote an early love for learning. When class size increases too much, there is a greater chance for the child to feel left out and become left behind. If a child does not start loving school at an early age, the school will may encounter more challenges (behavioral & emotional) as the child grows. Also, increasing class size make it more difficult for students with 504 plans to receive the accommodations they need. Please consider other options. I appreciate all the effort you put into making these incredibly important decisions. Thank you,  
Emily Gotowka

Emily Gotowka  
emily.gotowka@gmail.com  
3921 Foxhill Dr  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Michaeline Van Reenan <michaeline\_van\_reenan@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:58 AM  
**To:** Rigby, Christiana  
**Subject:** Funding for our students

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Good morning,

I generally don't get involved in the political parts of teaching but this highly impacts our students who are the primary reason for what I do. If our school system is asking for a certain amount of money to fund programs, teachers, and resources, I trust it is necessary for student achievement. Working for HCPSS, I have learned that we are a strong, resourceful, and leading county in education, therefore, if these funds are requested, they must be needed. I trust that. In saying that, I am saddened to think that what budget was approved at this point, isn't even close to what is needed. The current approved amount would increase class sizes, decrease teachers and support staff, and probably limit our resources. All of these are important to student achievement. It is possible to teach 30+ students but definitely not effective to so. There is not enough time in a day to make it more effective. Support staff help to reduce the class size with instructional groupings. The resources we use each day are a part of our effective instruction so it is important to have those tools to teach and for students to use to learn.

For being the best county in the country, I would hope that we can stop letting money determine what is necessary to still be the best and most importantly, nurture our students and their academic future. Please fully fund our school system for our students.

Sincerely,

Michaeline Van Reenan  
20+ years with HCPSS

Michaeline Van Reenan  
michaeline\_van\_reenan@hcpss.org

6012 Kennard Court  
Sykesville, Maryland 21784

## Sayers, Margery

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**From:** Dana Taylor <danamallerich@comcast.net>  
**Sent:** Thursday, May 2, 2019 8:49 AM  
**To:** Rigby, Christiana  
**Subject:** Please fund our schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

HCPSS attracts new families and jobs. Builders sell houses based on the strength of our schools. Having class sizes in excess of 35 students is not acceptable and will negatively impact our children, our schools, our teachers and our community. Be the school system you promised us = help our children to learn and grow and not get lost in the crowd (which WILL happen to kids who are in the middle of the pack - it does know and it will only get worse.

Dana Taylor  
danamallerich@comcast.net  
10746 Folkestone Way  
"WOODSTOCK, MD", Maryland 21163



## Sayers, Margery

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**From:** Christina Shumaker <christina\_shumaker@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:42 AM  
**To:** Rigby, Christiana  
**Subject:** Inadequate Staffing/Large Class Sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear County Council Members, Please do everything in your power to fight for our students. The slated class size changes are too large for students to get the adequate support needed to learn and grow academically. Every student in Howard County deserves the chance to succeed! Larger class sizes and decreased staffing equals a poor learning environment. This budget plan affects all schools in our county, but especially our Title One schools with the highest needs. I trust that together we can convince our board to do what is best for our students. After all, isn't that what education is all about?

Christina Shumaker  
christina\_shumaker@hcpss.org  
14101 Barbara Circle  
Cooksville, Maryland 21723-9603

## Sayers, Margery

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**From:** Elena Desantis <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 8:33 AM  
**To:** Rigby, Christiana  
**Subject:** HCPSS Funding imperative

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear County Council,

I am writing to address the funding needed in HCPSS.

My son was born premature and is making amazing strides to catch up thanks to the RECC program and his phenomenal teachers and aids. I believe it's imperative for our children's future, that we get more funding in HCPSS. Our county attracts the most qualified and highly educated teachers in the country and in order to continue to attract the talent we need for our children, we need to give them the tools they need to help our children be successful. If we don't get this funding, we are setting them up for failure. Thank you for all you do for this county.

Sincerely,

Elena DeSantis

Elena Desantis

eid.elena@gmail.com

Susini drive

Laurel, Maryland 20723

## Sayers, Margery

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**From:** Courtney Howe <courtney\_howe@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:31 AM  
**To:** Rigby, Christiana  
**Subject:** URGENCY OF NOW

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Hello to anyone I am able to share this with,

My name is Courtney Howe and I am a first year teacher at Bellows Spring Elementary school. I also am very likely part of what would be the 225 positions cut if the budget needs are not met. With that being said, I want to take the opportunity to tell you about my class, and what my position has allowed me to do this year. My class currently sits at 22 students, this year I began with 20 students and has 2 students added after February. In my class I have 7 students with IEP's (individualized education plan), which are from 2 different programs in my school. Of my other students, I have one below grade level student, and 2 above grade level students. That is the hard data, in arguable and what you can see when you look at piece of paper. My class is so much more than that. This year I have had an amazing opportunity to work with every single one of these students, and learn about who they really are as people not just learners. Through that time, I have been able to more accurately reach my students. Ensure that I am discussing topics and people who will help inspire them to become the most incredible adults. It has allowed me to figure out which students have an excellent home life, a safe consistent place to go, and also the ones who come to school for their safe place. It has allowed me to figure out which students love school and embrace challenging tasks, and which ones need a little bit more of a buy in to see the value in what they are doing. It has allowed me find the students who already in first grade "don't like who they are", who, "don't understand why they look different", who "are worried they won't have friends anymore if they tell", who need an extra check-in everyday with a trusted adult, who love to help because at home it's how they feel seen. Every student needs an adult to care. Every student needs proper supports. Every student needs someone that cares for them unconditionally and has the time for just them. I can confidently tell you I work far beyond contract hours, and have spent thousands of my own dollars to ensure that I can

meet the needs of my students. I can confidently tell you that I work so hard and make those sacrifices to ensure that I feel that I have done EVERY POSSIBLE THING to ensure I am helping those individuals who walk into my class each day. I can also assure you that if I had 5 more students in my class, I don't think I could feel like I have fully supported them. I would feel that my time is too short, or I didn't check in with that student like I should have, or that I just didn't even know a student had a certain need. Teaching is important, and right now you are holding the future in your hands. You are the decider of each of those students futures. You get to say whether or not they will have the caring adults in their lives that they need or not. You get to decide whether those teachers who spend hours every night work tirelessly to support those kids get to keep doing their thing. You decide whether or not we continue to serve our community or if we let down generations to come. I already said I have done every possible thing to support my students and my class, to prove that I choose the right place to be. Can you promise that you have done the same?

Thank you for your consideration and time. I know this is not an easy decision to make. I welcome you to come visit our school and see what we are able to do for our community and students.

Thank you,  
Courtney Howe  
1st Grade Teacher  
Bellows Spring Elementary

Courtney Howe  
courtney\_howe@hcpss.org  
8125 Old Stockbridge Dr.  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** LeRay Blanding <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 8:24 AM  
**To:** Rigby, Christiana  
**Subject:** Fully Fund the HCPSS Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I am writing to request that you fully fund the HCPSS Budget request. Losing classroom teachers and increasing the size of classes in middle school to 35 students would cause a major disruption to schools and classrooms across HCPSS.

LeRay Blanding  
lblanding75@gmail.com  
9738 Summer Park Ct.  
Columbia, Maryland 21046



## Sayers, Margery

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**From:** Alexis McKenzie <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 8:18 AM  
**To:** Rigby, Christiana  
**Subject:** HCPSS Budget Class Sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Good Morning Council Members,

I wanted to express my support for the county council to further fund HCPSS. Allowing our class sizes to grow is detrimental to the quality of education our children will receive. Howard County is known across Maryland and the nation as a top school system. We can no longer hold that title if we allow our schools to become overcrowded and underfunded. Please consider supporting additional funds so our children have the opportunity to thrive at school.

Alexis McKenzie  
amlaske@gmail.com  
5945 Meadow Rose  
ELKRIDGE, Maryland 21075

## Sayers, Margery

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**From:** Bonnie Dorsey <bonnie\_dorsey@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:09 AM  
**To:** Rigby, Christiana  
**Subject:** HELP!!!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear Council Members,

Please seriously consider adding money to the BOE school budget so that class sizes do not increase. Increasing class sizes would hurt our students- and we are tasked with helping them to succeed!!!

I am a first grade teacher. 28 students is NOT a reasonable amount to students to teach to read, to help them grow emotionally and socially, and to help with all the math skills that are new to these young learners. We are already stretched thin as it is, and this would take us over the edge. In addition, we need the resources to be able to teach these little people. Materials are needed. Seriously!

I am already working hours before and after school to keep up with the planning and grading work for 22 students. 28 students would add hours more work for me. We do not have materials easily available for this size class, therefore students would need to share materials until more games could be made for them to play.

I beg you to consider cuts in other areas of the county budget so that our students to do not have to pay the price. There are multiple studies of how small class size is one of the best indicators of student success. Please consider this data before increasing class size. Our students deserve nothing but the best.

Yours,  
Bonnie Dorsey

Bonnie Dorsey  
bonnie\_dorsey@hcpss.org

9243 Ridgfield Cir  
Frederick, Maryland 21701

## Sayers, Margery

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**From:** Amber Naden <amber\_naden@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:04 AM  
**To:** Rigby, Christiana  
**Subject:** Class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Hello, I am a teacher at Worthington elementary. I have been teaching for 16 years, and as someone who started out in PG with a class of 27 Kindergartners, I know first-hand that class size is the most important issue facing teachers. Please, take the money needed from anywhere else. I'd rather make less, pay more in benefits, than spend the rest of my career with an unmanageable class size.

Thank you for listening,  
Amber Naden

Amber Naden  
amber\_naden@hcpss.org  
7856 Foxfarm Lane  
Glen Burnie, Maryland 21061

## Sayers, Margery

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**From:** Mary Larocco <mary\_larocco@hcpss.org>  
**Sent:** Thursday, May 2, 2019 8:04 AM  
**To:** Rigby, Christiana  
**Subject:** Funding for HCPSS - Special Education

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear County Council Members:

I am asking that you take the time to review the current county data that reflects the continual increase in the number of students that require specialized instruction due to their IEP's. In order to provide these students the instruction that they require, we are in desperate need of the funding required to provide adequate staffing. All students have the right to a free and appropriate education and without funding for special education staff, we are depriving these students of the education that they deserve. Please review this critical need and fund the requested budget. Thank you.

Mary LaRocco

Mary Larocco  
mary\_larocco@hcpss.org  
12325 Sherwood Forest Drive  
Mt Airy, Maryland 21771



## Sayers, Margery

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**From:** Joanna Huling <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 7:55 AM  
**To:** Rigby, Christiana  
**Subject:** Class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

I am genuinely concerned that increasing class size will have a detrimental effect on students. All research shows that smaller class sizes yield better results for students. How can one of the best school districts in the state so blatantly disregard something so important for the well being of our children? We need smaller classes and more well paid teachers, not the opposite.

Our children depend on us to keep them safe, both physically and emotionally in our schools, and the recent actions of HCPSS will jeopardize both. Please help!

Joanna Huling  
huling.offers@gmail.com  
7476 Hickory Log Circle  
Columbia , Maryland 21045

## Sayers, Margery

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**From:** Prasad Karunakaran <info@email.actionnetwork.org>  
**Sent:** Thursday, May 2, 2019 7:44 AM  
**To:** Rigby, Christiana  
**Subject:** HCPSS Budget short fall affecting the class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Dear Howard County council,

Just heard about the budget short fall and the decision by the council to increase the class sizes. I think this will impact the quality of education in the county. Please reconsider this decision.

-prasad

Prasad Karunakaran  
pppprasad@gmail.com  
7640 President Street  
Fulton, Maryland 20759

## Sayers, Margery

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**From:** Rebecca Carter <rebeccacarter83@gmail.com>  
**Sent:** Wednesday, May 1, 2019 9:10 PM  
**To:** Ball, Calvin; CouncilMail; Walsh, Elizabeth  
**Subject:** Vote to fully fund the school boards budget request

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear elected official,

I am a voting district 1 voting constituent who recently moved to Howard county specifically due to the strength of the school system. As a practicing pediatrician, I see first hand the ill effects of an over crowded school system. Please vote against any budgetary efforts that would result in increased classroom sizes in favor of protecting our children and their education.

Thank you,  
Rebecca Carter, MD

## Sayers, Margery

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**From:** Gina Desiderio <desiderio@gmail.com>  
**Sent:** Wednesday, May 1, 2019 8:52 PM  
**To:** CouncilMail; Ball, Calvin  
**Subject:** Testimony: Support the School Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members and County Executive,

As a parent and a voter (D1), please know that I am requesting you to support the Board of Education's budget request. I know there are many other competing demands for the county's budget, but education must be a top priority for this county. Your constituents are counting on you to stand up for education. For too long, the school budget has failed to meet the critical needs, let alone grow.

As it is, schools are facing extreme overcrowding, too many portables, and ever-increasing class size. I want you to know that I most certainly do not want to see my children's class sizes increasing.

Thank you,  
Gina Desiderio Edmison  
Ellicott City 21043

## Sayers, Margery

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**From:** Michael Plastino <plastinos@verizon.net>  
**Sent:** Wednesday, May 1, 2019 8:09 PM  
**To:** CouncilMail  
**Subject:** Budget and Class Size

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

I have lived in Howard County for 19 years. I am a local physician and my children attend Howard County Public Schools.

I have been proud of the public school system but over the last few years very disappointing decisions have been made related to overcrowding management of schools.

I was a mentor to your public school students through the GT program and it was sad to see that my students did not wear coats in the dead of winter due to not being able to go to their lockers because the hallways were too crowded. They were also forced to carry a heavy backpack all day due to this as well.

So now the plan is to get rid of teachers and stuff them into classrooms with up to 35 students in the high school classes.

How do expect to maintain your quality ? How will these students get the attention needed? And cut related Arts? You and the administration are the first to boast about our students success nationally at our schools on social media! How can that be maintained with less arts?

Social Media is a powerful tool to get votes or not. You have angered many parents in our community and I would absolutely reconsider your budget plans, if not you will lose votes and support.

Thank you,  
Rosalie Naglieri, MD



## Sayers, Margery

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**From:** Becky S Romans <bsromans@gmail.com>  
**Sent:** Wednesday, May 1, 2019 7:43 PM  
**To:** CouncilMail  
**Subject:** HCPSS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

To Whom it May Concern:

Please strongly consider the funding for a smaller class size for HCPSS. As an educator and a parent, I am 100% certain that this is too many children in the class. In schools where behavior is an issue, nothing will get done. We do not pay exorbitant taxes so that our children can be in classes of 35 students. As taxpayers, we have certain educational expectations for the children in the community. This is entirely too many students in one room. Funding education and keeping educators happy decreases their burn out and makes the students learn more. With this many students in one class, your educators are going to leave because they are so burned out and find careers that pay more. Keep HCPSS the best in the nation.

Thank you,  
Becky Romans

Becky

## Sayers, Margery

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**From:** Jennifer Tucker <jifaner13@gmail.com>  
**Sent:** Wednesday, May 1, 2019 6:28 PM  
**To:** CouncilMail  
**Subject:** Next year's school budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members,

I am deeply concerned about the proposed budget for HCPSS next year. As a parent and substitute teacher in the County, I'm well aware that even at current levels our students needs are NOT BEING MET. We do not have enough staff, we do not have enough resources, and our classes are too large. Now they are expected to increase class sizes again, reduce staffing levels again, and try to do even more with even less. This is unacceptable for a county that prides itself on being the best for education.

I'm currently a long term sub in kindergarten. I have 21 students. Fully 1/3 are English Language Learners. I do not have consistent para support, because the paras are needed to fill numerous gaps elsewhere in the school. Because of the class size, I only have about 20 minutes a day for direct small group reading instruction and 15 for math. Without support in the classroom, that time suffers even more from frequent interruption. If the class sizes are increased to the possible 25 students, those precious few minutes will become so minimal as to hardly matter. We cannot expect children to learn and thrive in those circumstances and we should not be asking teachers to manage in them, either.

My youngest son is in 4th grade. His class size is large and there are many students with behavior issues. All three 4th grade classes suffer from this issue. Students are frequently evacuated for safety because of those behavior issues. Instruction time is under near constant disruption. A fourth class would alleviate some of those issues. With this new budget, such circumstances will be compounded, not helped. All three of my children (who are in all levels of HCPSS schools) attend schools with high FARMS rates. Those schools often are in need of more behavioral supports, mental health supports, and academic interventions. They are already short-staffed and barely managing. We want to reduce it MORE? That's once again unacceptable.

Study after study has shown that class size matters. This is true for all students, but has an even greater impact on ELL students, students with IEPs, and students from low socio-economic backgrounds. Our school system and our students are not an exception to this. Increases in class sizes and reduction in staffing are going to cause students to fall behind (or fall further behind than they already are), it will decrease morale of staff and students, it will negatively impact our ability to hire and keep good teachers and support staff, and negative behaviors will surely increase, as has already been evident in the previous increases we've endured.

I'm imploring you to please, please! fund the school budget at the levels requested by the BoE. They already reduced what was asked for by the Superintendent. Don't further cut it to the bone. Our students and teachers and schools can only take so much, and we are at our limits.

Thank you,  
Jennifer Tucker  
Owen Brown resident

## Sayers, Margery

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**From:** lucas demelo <lucasdemelo@yahoo.com>  
**Sent:** Wednesday, May 1, 2019 6:20 PM  
**To:** boe@hcpss.org; CouncilMail  
**Subject:** Equity in HCPSS Operating Budget

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

When was the last time you went to Clarksville? And when was the last time you went to the trailer park where many Hispanics live? I ask that, because you may not be aware of what is at stakes in our County and how deep the achievement gaps are in HoCo.

For centuries society has tried, and failed, to be successful by alienating part of the population. Slavery, poverty, oppression are the obvious examples. In the last 50 years, society has tried again, and failed again, to be successful using a different tactics: disenfranchising those sectors from government services, especially educational ones.

Howard County has a very diverse population and many are being forgotten for way too long. You have a chance this year to start closing the achievement gap and making equity something real, material - not an abstract thought. Please act on it and don't cut the Hispanic and Black liaisons positions.

## Sayers, Margery

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**From:** Katie DiSalvo-Thronson <kdisalvo@gmail.com>  
**Sent:** Wednesday, May 1, 2019 5:39 PM  
**To:** boe@hcpss.org; CouncilMail  
**Subject:** Equity in HCPSS Operating Budget

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Councilmembers and Board of Education members,

I am writing in strong support of the HCPSS mental health and equity budget priorities identified by PATH in their recent testimony. Both of these issues are high priorities for me and my family, and the specific requests seem important and sound. I'll be following the county's action in these areas and very much hope you can find the funds.

Thank you for your service to our community.

Best,  
Katie DiSalvo-Thronson  
5449 High Tide Court, Columbia, MD 21044

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Katie DiSalvo-Thronson  
914-646-4051

## Sayers, Margery

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**From:** Rigby, Christiana  
**Sent:** Wednesday, May 1, 2019 5:09 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Meeds

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

**From:** Laura Kutz <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 4:45 PM  
**To:** Rigby, Christiana <crigby@howardcountymd.gov>  
**Subject:** Budget Meeds

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Christiana Rigby,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 33 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

I am a school nurse in Howard County and I can tell you first hand that we see more children in the health room with mental health issues like anxiety. The increase in class size will only exacerbate this problem.

Thank you for your consideration,  
Laura Kutz

Laura Kutz  
[Lahhm@aol.com](mailto:Lahhm@aol.com)



10334 DerbyDr  
Laurel, Maryland 20723

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:54 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Needs

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**From:** Kristin Regan <Kristin\_Regan@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 4:40 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Good Afternoon County Council,

I am writing to you to address the recent budget-cut and the difficulties that this will be bringing to our county. I have been with the county for three years now, and take so much pride in working here. However, I am now feeling frustrated and unsupported. Due to the budget-cut, there will now be inadequate staffing to address student needs and provide support. The rising of class sizes will only bring on more work for the teachers and safety concerns. With having 20 students in my class currently, I am able to form wonderful relationships with my students and parents. However, adding 6-7 additional students next year will hinder the relationship building and also add a tremendous amount of additional work. As a teacher, I already put forth a minimum of 15 hours of week of additional work and I can only imagine how increasing class sizes will add to this. In recognizing that class sizes will affect relationships and teacher workload, please also see how it will affect me ntal health. These students will be receiving less support and will be competing so to say against more students. We absolutely need to band together and do everything we can to decrease the budget-cut.

Warmest Regards,

Kristin Regan  
2nd Grade Teacher  
Atholton Elementary

Kristin Regan  
Kristin\_Regan@hcpss.org  
10310 Swift Stream Place 1-401  
Columbia, Maryland 21044

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:54 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Meeds

---

**From:** Laura Kutz <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 4:45 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Meeds

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 33 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

I am a school nurse in Howard County and I can tell you first hand that we see more children in the health room with mental health issues like anxiety. The increase in class size will only exacerbate this problem.

Thank you for your consideration,  
Laura Kutz

Laura Kutz  
Lahhm@aol.com

10334 DerbyDr  
Laurel, Maryland 20723

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget regarding schools (class size and staffing)

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**From:** Jay Farmer <jay\_farmer@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 4:29 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget regarding schools (class size and staffing)

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Working for 17 years in high percentage FARMS schools, one of the keys for any success are manageable class sizes. Cuts to funding will make class sizes too large and students will suffer.

Additionally, funding to ensure subgroup students who should be getting additional services are guaranteed those services for all core subjects. Currently at my school, I rarely have the assigned Paraprofessional in my classroom to assist with IEP students as they are pulled to cover other classes.

As we continue to cut from our budgets for schools, the students who will suffer the most are those who need the most help.

Please fund our schools fully so we can truly live up to being a great place to live and work.

Jay Farmer  
jay\_farmer@hcpss.org  
10267 Windstream Drive  
Columbia, Maryland 21044

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Class sizes

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**From:** Jennifer Aragon <jennifer\_aragon@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 4:33 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Please reconsider the budget affecting class sizes. We cannot provide the first class, high quality education that HCPSS is known for with classes of 30+ students.

Jennifer Aragon  
jennifer\_aragon@hcpss.org  
1630 Woodstock Rd  
Woodstock , Maryland 21163

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Our Children Deserve Better and Are Counting On You!

---

**From:** Natalie Pretzello <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 4:33 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Our Children Deserve Better and Are Counting On You!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Good afternoon Councilman Jones, Councilwoman Mercer Rigby, Councilwoman Walsh, Councilwoman Jung, Councilman Yungman, and Dr. Ball,

This morning in a staff meeting at my school, we were informed that we are going to lose six highly qualified, excellent classroom teachers due to increased class sizes, and four related arts teachers, because HCPSS needs additional funds from the county council. Class sizes are already larger than many other school districts in the country. Our school is not getting smaller - it is getting bigger. The decision to increase class sizes at any time is unconscionable. How can we say that we are leading the way in education when we are reverting to a practice that we know is detrimental to our students? It doesn't matter how amazing our teachers are; one kindergarten teacher cannot adequately support 26 students with different academic and social-emotional needs. Our classrooms, technology labs, art rooms, music rooms, gyms, and libraries are simply not big enough for classes of 33 third, fourth, or fifth graders. We don't have enough chairs, desks, supplies, or computers for that many students at one time. We were actually told that those extra students "can sit on the floor". Our families and taxpayers are not working hard to support our education system so that their children can literally be denied a seat at the table.

Funding education should be the number one priority of any governing board or county council, but especially in a so-called "progressive" county. Our children are our future. Not only are they our future, but they are vulnerable and cannot vote or make decisions and are looking

to you, our elected leaders, for an example and for help. By not providing enough funds and forcing an increase in class sizes, you are telling children and families that they do not matter as individuals - that you do not care about them or their ability to succeed.

Last year, I sent the county council a very similar letter. "Please Fund the FY19 Budget!" I wrote about huge classes, my portable classroom falling apart and being unsafe, not having the technology I need to deliver the curriculum I am supposed to teach, spending hundreds of dollars of my own money on my classroom because my students need things. I wrote about working 60 hours a week at my school because the work needs to get done, and still working a second and third job on weekends and in the summer. This school year, nothing changed - I still work three jobs and spend most of time at my school, portables and buildings are still falling apart all over the county, kids are still sharing computers and supplies, and teachers are stressed because we want the best for our students and we know this is not it.

Then, I voted. I voted for you and asked my family and friends to vote for you. I voted for you BECAUSE you led me to believe that education was your priority. I expected that you would follow through on your promise to support HCPSS and help HCPSS continue to go above and beyond.

HCPSS is growing because of its reputation. The funds to maintain the level of quality must grow in proportion to maintain its reputation (and we're not perfect - we should not want to simply maintain, we should want to improve). I feel as though the county leadership thinks HCPSS will magically stay at the top of state and country education systems without additional funds. If you want quality, you have to pay for quality. Our kids deserve that quality that brought their families here. All kids deserve that quality! Do not let us sink to the level of other counties and states that do not prioritize children and education. Let us continue to lead the way and be an example to other districts.

Thank you for all your hard work as council members. I know that in your job you have to make hard decisions. Teachers also make hard decisions every day. Please make your decision in favor of our children. Please truly make them your priority.

Sincerely,

Natalie Pretzello

Natalie Pretzello

nataliehogg27@gmail.com

10741 Glen Hannah Dr

Laurel, Maryland 20723

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:12 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget

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**From:** Timothy Brady <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 3:55 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello Council Members,

I am writing today to urge you to save teacher jobs and make cuts where money is overspent. The greatest asset of this county is it's students, STAFF, leadership and community. I feel there are computer programs and software in place that is underwhelming and not used. Also, I would ask that you look at the athletics budget. I know this budget has been cut every year recently and shouldn't be touched again. However, other counties use models that have student athletes pay a portion of the cost to participate. I feel this would help budget issues and save jobs in this great county. Thank you for your time.

Regards,  
Timothy R Brady

Timothy Brady  
tbradymd79@yahoo.com  
1101 Horizon Rd  
Mount Airy MD , Maryland 21771

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 4:11 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget

---

**From:** Jennifer McBrien <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 4:03 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

As you consider your budget I as that you consider the impact it will really have on education. Let's raise the class size to 26, really means in the real world is that class lists must grow to 29 in all grade levels from 3-5 before we hire another teacher. Then, by luck of the draw, one grade level gets the extra teacher. Our classroom sizes are not built to accommodate the desks for the class sizes your are considering. If you want teachers to be able to know our learners, meet the needs of our students, get them ready for college, and provide a safe and nurturing environment you need to consider allocating money toward providing more teachers and reducing class sizes.

Mrs. McBrien

Jennifer McBrien  
jgeisbert@yahoo.com  
6432 deep calm  
Columbia , Maryland 21045

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:22 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Needs

---

**From:** Courtney Howe <courtney\_howe@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:08 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Courtney Howe

Courtney Howe  
courtney\_howe@hcpss.org  
8125 Old Stockbridge Dr.  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:22 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Needs

---

**From:** Emily Prestianni <Emily\_Prestianni@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:09 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Emily Prestianni

Emily Prestianni  
Emily\_Prestianni@hcpss.org  
8125 Old Stockbridge Dr.  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:21 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Concerns

**From:** Christopher C <christopher\_rose@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:11 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Concerns

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,

Christopher Rose

Christopher C  
christopher\_rose@hcpss.org  
8125 Old Stockbridge Rd  
Ellicott City, Maryland 21043



## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:18 PM  
**To:** Sayers, Margery  
**Subject:** FW: Anyone who can help me help my Howard County students!!!!

---

**From:** Jen Fogler <jennifer\_fogler@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:18 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Anyone who can help me help my Howard County students!!!!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Jen Fogler

Ps. Most days I feel like I am doing my students a disservice because there is only 1 of me and so many of them. It is difficult to do my job because of my class size. Honestly, I am having a panic attack thinking about how bad it is going to be next school year if I am teaching even more students than now with even fewer resources/people to help.

Jen Fogler  
jennifer\_fogler@hcpss.org  
8125 Old Stockbridge Drive  
Ellicott City, Maryland 21043

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:18 PM  
**To:** Sayers, Margery  
**Subject:** FW: Help me help your child

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**From:** Jennifer Waltemire <jennifer\_waltemire@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:12 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Help me help your child

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Jennifer Waltemire

Jennifer Waltemire  
jennifer\_waltemire@hcpss.org  
8125 Old Stockbridge Drive  
Ellicott City, Maryland 21043

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:18 PM  
**To:** Sayers, Margery  
**Subject:** FW: Fund the future

---

**From:** Sydney Boory <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 3:13 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Fund the future

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Sydney Boory

Sydney Boory  
sydy96@aol.com  
25 Dunvale Road  
Towson, Maryland 21204



## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:15 PM  
**To:** Sayers, Margery  
**Subject:** FW: Fund our Budget, please!

---

**From:** Laura Mynaugh <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 2:45 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Fund our Budget, please!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello! I am a 2nd grade teacher and I am writing to you to ask you to please fund our budget. We need small groups to teach reading and our classroom space is very limited. Increasing class size is not the answer. Our students need a small class size to get to know each other on a personal level to help understand the needs of others and deter bullying behavior. Please fund our budget so we are not put in a position to surplus or fire awesome staff. Thank you for your consideration. Sincerely, Laura Mynaugh

Laura Mynaugh  
ladybuglm4@yahoo.com  
3322 Coventry Court Dr  
Ellicott City, Maryland 21042

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:11 PM  
**To:** Sayers, Margery  
**Subject:** FW: Funding for HCPSS

---

**From:** Elizabeth Hughes <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 2:46 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Funding for HCPSS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Councilmembers,

I write to you as a veteran educator in the Howard County Public School System, as well as a parent of a 1st grader at Bellows Spring. Properly funding our school system is a vital component of maintaining a great community here in Howard County.

Bellows Spring is a great school, as is our whole school system, but we all face challenges. We currently have class sizes up to 30 students. Teachers work tirelessly to foster student achievement, tailor instruction and assessment to individual needs, and support each student one-on-one. With larger classes, it becomes increasingly difficult to differentiate instruction, connect with children, and develop the bond that best supports our students' success. Many of our students have special needs, ranging from mild to severe. We do not have sufficient Special Education staffing to support these students in the way they need.

I am not currently a Howard County resident, as my salary increases have not kept up with inflation, so my family cannot afford the type of home we want here in Howard County. However, I currently choose to pay out-of-county tuition to bring my child to Bellows Spring, as I know how hard our teachers work and how much they care for their students.

I appreciate how hard it must be to manage the budget for this county. But I urge you to invest the necessary funding into our public schools. Our children deserve the support of this

community, and HCPSS staff deserve your support, too. This decision will have a lasting effect on our schools. I implore you to make the right choice.

Thank you for your time and consideration.

Elizabeth Hughes

Elizabeth Hughes

lzhghs@gmail.com

6716 Ridgecrest Rd

New Market, Maryland 21774

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:07 PM  
**To:** Sayers, Margery  
**Subject:** FW: increase the budget

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**From:** Kerri Taylor <kerri\_taylor@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 2:56 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** increase the budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face every day is not having enough time to give their students the personal attention they need to thrive. With 30 or more students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The only way to make this possible is to increase funding to hire more teachers.

I am an occupational therapist and work with students with IEPs. They often have a difficult time in large groups but benefit from the social interaction and learning with their peers. It is difficult to have inclusion with such large class sizes and they end up needing more time out of the classroom than in. To support all students' learning. Small class size is essential.

Thank you for your consideration,  
Kerri Taylor

Kerri Taylor  
kerri\_taylor@hcpss.org  
8762 redondo way  
jessup, Maryland 20794

■



## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:07 PM  
**To:** Sayers, Margery  
**Subject:** FW: FUND YOUR SCHOOLS

---

**From:** Kevin Solomowitz <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 2:57 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** FUND YOUR SCHOOLS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

As an elected public official, it is your job to carry out the will of the people you serve. We need you to fund your communities' children. Students need the proper resources to get a decent education and the funding to do so. Smaller class sizes, more staffing at schools, higher pay for teachers, and funding for classroom materials are necessary to build a better future for the youth of this country.

Kevin Solomowitz  
ksolomowitz@gmail.com  
9101 Gracious End Ct. Unit 302  
Columbia, Maryland 21046

■

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:06 PM  
**To:** Sayers, Margery  
**Subject:** FW: HCPSS Budget

---

**From:** Beth Krakower <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 3:00 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** HCPSS Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Dear HOCO County Council Members,

I am writing to you today not only as an educator, but as a parent of 3 current HCPSS students and as a former student k-12 of HCPSS. This is my 22nd year teaching and to hear that yet again class sizes are going to be increased is not only disheartening it is upsetting. Educators are being tasked with not only instructing children, but also modifying the instruction to meet all of the students' needs. In order to do this we need smaller not larger class sizes. In addition we are being tasked with working on improving students mental health as well. This requires a significant amount of time and energy that is added to every day. We must staff our schools with school psychologist, guidance counselors, and nurses to help our students. The time is now to act on your promises to put education first in Howard County and to make HCPSS the top school system that it was and has the potential to be again.

Sincerely,  
Beth Krakower

Beth Krakower  
bethemk@gmail.com  
4305 Buckskin Wood Drive  
Ellicott City, Maryland 21042



## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 3:06 PM  
**To:** Sayers, Margery  
**Subject:** FW: Serving all of our students

---

**From:** Sarah Cook <sarah\_cook@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 3:01 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Serving all of our students

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Dear members of the county council, thank you for keeping the needs of all of our students at heart, as you work toward funding the school system's needs. Our English as a second language students are in particularly desperate need of additional support, both academic and with regards to mental health access that will ensure an equitable educational experience here in Howard county and a successful, happy future in the United States. Some of these students have endured such hardship, and they are a model of resilience and hope. Our caring and dedicated team of educators and support staff are starving for additional staff, improved salaries and additional resources to fully recognize and address the breadth of trials and triumphs these students carry with them.

Thank you,

Dr. Sarah Cook

MWMS

Sarah Cook

sarah\_cook@hcpss.org

17 Jonathans Ct

Cockeysville, Maryland 21030-1419

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:38 PM  
**To:** Sayers, Margery  
**Subject:** FW: Board of Education Budget Concerns

---

**From:** Elizabeth Schultz <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 12:53 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Board of Education Budget Concerns

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Elizabeth Schultz

Elizabeth Schultz  
betsy.blom@gmail.com  
3784 College Avenue  
Ellicott city, Maryland 21043



## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:37 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget Needs

---

**From:** zachary kuehne <zachary\_kuehne@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 12:58 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,

zachary kuehne  
zachary\_kuehne@hcpss.org  
6390 hanover road  
hanover, Maryland 21076

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:36 PM  
**To:** Sayers, Margery  
**Subject:** FW: Funding For Schools

---

**From:** Patricia Auld <patricia\_auld@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 1:12 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Funding For Schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Please know that the schools, children, families, neighbors, and communities will suffer if the funding for schools is not approved. I am almost at retirement and have just been told that I may need to move to a new school, and/or a new grade level because kindergarten will no longer need 4 teachers. I feel that this is not what we need, to further frustrate and compound the problems of teachers, but need to make their jobs a little more calm and address the issues that they deal with each day. I want to have a stable life within the instability of what school now brings to teachers. I am loyal to HCPSS and have spent many hours working diligently everyday for 12 years and cannot have added stress at this time. Please vote FOR the funding that has been asked for. I cannot imagine making it through the day with 26, 5 year olds. There is not even enough space in current classrooms for the 20 5 year olds that we have now. Again, please SUPPORT the FUNDING for PUBLIC SCHOOLS, it is necessary to keep the teachers healthy and the schools running smoothly.

Sincerely,

Patricia Auld

Patricia Auld  
patricia\_auld@hcpss.org  
9450 Garnett Lane  
Ellicott City, Maryland 21042

■

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Meeting the Needs of Our Students

---

**From:** Jonathan Chandler <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 1:14 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Meeting the Needs of Our Students

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,  
Jonathan Chandler

Jonathan Chandler  
jonathan.p.chandler@gmail.com  
10322 Hickory Ridge Rd Apt 816  
Columbia, Maryland 21044

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Class sizes

---

**From:** Wendy Heger <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 1:26 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff.

Thank you for your consideration,

Wendy Heger  
(teacher and parent of an Elementary child)

Wendy Heger  
wendyheger@gmail.com



7416 rigby place  
elkridge, Maryland 21075

■

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: We cannot increase class sizes

---

**From:** Ellissa Lawrence <ellissa\_lawrence@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 1:33 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** We cannot increase class sizes

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 30 students in each homeroom, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we must have decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. As a Specialist (elementary music), we are often encouraging creativity along with our instruction. However, with 30 students in each homeroom, it is impossible to give each student an adequate experience with instruments, manipulatives, and overall creative outlet. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot. This also requires increased funding to hire these support staff. It is my belief, that in order for Howard County Public Schools to remain a high-tiered educational system, the increase of class sizes will not only harm each student's experience, but also staff morale and ability to instruct at a high level.

Thank you for your consideration,  
Ellissa Lawrence

Elissa Lawrence

[elissa\\_lawrence@hcpss.org](mailto:elissa_lawrence@hcpss.org)

1214 Violette Ave

Baltimore, Maryland 21229

## Sayers, Margery

---

**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:18 PM  
**To:** Sayers, Margery  
**Subject:** FW: Budget concerns

---

**From:** Kristen Beach <kbeach@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 1:39 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Budget concerns

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Hello,

I am writing about the current budget needs of the Howard County Public School System. The biggest problem teachers face everyday is not having enough time to give their students the personal attention they need to thrive. With 26 students in kindergarten homeroom, or 27 in 1st and 2nd, and 33 in 3rd-5th, there is not enough time to form personal connections and check-in daily with every student they teach. With growing concerns about students' social and emotional well-being, we NEED decreased class sizes. The biggest way to enable teachers to impact students' social and emotional well-being is to have less students in all classes. The only way to make this possible is to increase funding to hire more teachers. Schools would also benefit from having more than one school guidance counselor and school psychologist to help impact students' mental health and well-being in ways that classroom teachers cannot.

This also requires increased funding to hire these support staff.

Thank you for your consideration,

Kristen Beach  
kbeach@hcpss.org  
8410 Woodward Street  
Savage, Maryland 20763

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:14 PM  
**To:** Sayers, Margery  
**Subject:** FW: additional classroom staff funding

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**From:** Kristie Metz <kristie\_metz@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 2:13 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** additional classroom staff funding

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

County Councilpersons,

I write to you with deep concern over classroom staffing allocations. As one of the wealthiest (and therefore successful) counties in Maryland, it troubles me that we are cutting our students' access to our most valuable assets in the classroom - our teachers. By making class sizes bigger, Howard County is rejecting some of the most fundamental, reliable, research-based information regarding the correlation between class size and student success. It seems to me that a major mission of Howard County is to achieve equity in the classroom, yet the county's answer is to increase class size and strain student to teacher access while continuing to fund central office positions that have limited, if any, contact with our students in the classroom. Our extraordinary budget needs are not addressing classroom needs, resources, and technology. It seems to me that our budget is going to talking heads in a building removed from those buildings that actually host our students. Please fund our teachers and the specific resources that are needed in our classrooms daily, rather than bureaucracy. Our students develop relationships with teachers, and yet our enormous budget is not allowing for best practices with a smaller teacher to student ratio in the classroom. I am frustrated by non-classroom personnel being prioritized over those who directly interact with our students on a daily basis. Please fund us, and in the future, consider trimming the fat from the offices that never see our students. I sympathize with the county's budget being exorbitant, but affecting our teaching staff is not the answer.



Thank you, sincerely, for your time and careful attention,

Kristie Metz

Kristie Metz

kristie\_metz@hcpss.org

516 Charing Cross Road

Baltimore, Maryland 21229

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:14 PM  
**To:** Sayers, Margery  
**Subject:** FW: HCPSS Budget

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**From:** Sharon Gregory <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 1:45 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** HCPSS Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Dear Council Members,

I'm a proud HCPSS educator who work inside the classroom. Please add additional funding to the BOE's budget to support lowering classes. Presently there are far too many distractions now with devices and the student to teacher ratio. If we increase the sizes this causes additional problem but the most important is SAFETY!!!! How can one educator evacuate 30 + students in an emergency especially at the elementary middle school level. If a Kindergarten student has a seizure in the classroom WHO is getting the nurse? WHO is keeping the class calm while help comes? Are they suppose to watch the student in crisis? Could you move 30+ students at a moments notice and keep them clam? It's not always about how it looks on paper but in the flesh. Come out and see it for yourself!!! Not as a quick 10mins but spend half a day at each level. See how things operate on a daily basis. See our Related Arts Educator who have over 30 students, Art teacher squeeze seats together, Music teachers, PE and Technology teaching 30 students about computers who've never seen one. Stuffing more students in a small space is NOT the answer... Our school is using every nook and cranny there is in our building. We need to Do More but this is NOT It!!! Ask the ones who are on ground ZERO. Your Answer is right in your craps. Let's Work Together not Separate. Funding is the KEY.

Sharon Gregory  
sgreg0304@gmail.com

5611 Gulf Stream Row  
Columbia, Maryland 21044

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:13 PM  
**To:** Sayers, Margery  
**Subject:** FW: Larger class sizes are a detriment to the learning environment.

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**From:** Sarah Pappalardo <info@email.actionnetwork.org>  
**Sent:** Wednesday, May 1, 2019 1:51 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Larger class sizes are a detriment to the learning environment.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

As a science teacher and department team leader in HCPSS for the past 10 years (I taught in Ohio for 9 years prior), I am horrified that one of THE best school districts in the country is advocating larger class sizes and the surplussing of multiple teachers per building due to budget constraints. Larger class sizes reduce the ability of teachers to get to know our students as individuals, eliminates our ability to utilize community circles/restorative justice due to lack of staffing, reduces our ability to do hands-on activities in classrooms, and illustrates to students that they are simply a "number" in the system, and to be passed along whether or not they have learned the curriculum or have established any relationships with staff, teachers, and fellow students. I implore you to provide the adequate budget to provide TEACHING and support staff in each building in order to provide our Howard County children with the best possible education we can give them.

Thank you for your time, and I trust you will make the right decision for our kids and our teachers.

Sarah Pappalardo

Sarah Pappalardo  
squick08@gmail.com  
9001 Montpelier Drive  
Laurel, Maryland 20708





## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:13 PM  
**To:** Sayers, Margery  
**Subject:** FW: FULLY FUND HCPSS

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**From:** Tom Brandel <thomas\_brandel@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 2:10 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** FULLY FUND HCPSS

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

As a teacher in HCPSS, I can tell you that it is critical that you fully fund our great schools. Increasing class sizes and reduction of staff should not be an option. Honoring our negotiated agreements is most important.

Safety of our students becomes a major concern with a reduced work force.

Our children deserve a world class education. People move to Howard County for our great school system.

Tom Brandel

Tom Brandel  
thomas\_brandel@hcpss.org  
2107 Stillwater court  
Eldersburg , Maryland 21784

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:04 PM  
**To:** Sayers, Margery  
**Subject:** FW: Fund our schools

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**From:** Donna Cerbo <donna\_cerbo@hcpss.org>  
**Sent:** Monday, April 29, 2019 11:22 AM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Fund our schools

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Please fund our schools so we can hire additional staff and supports for our students. Thank you for the funds for the negotiated contracts.

Donna Cerbo  
donna\_cerbo@hcpss.org  
3005 John Bernard Drive  
Ellicott City, Maryland 21042

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 2:03 PM  
**To:** Sayers, Margery  
**Subject:** FW: Help your teachers

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**From:** Jennifer Hamdorf-Torrens <JENNIFER\_HAMDORF@hcpss.org>  
**Sent:** Monday, April 29, 2019 11:30 AM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Help your teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Please come visit our classrooms and sit down to talk with teachers about their needs (not a panel of selected teachers, a real, true, Q&A): 1) smaller class sizes 2) Less personnel at Central Office taking away funds from classrooms 3) updated technology 4) more flexible scheduling to allow for personalized learning models such as Summit Learning Program 5) more flexible scheduling to help middle school students navigate the new world they exist in. We cannot continue to exist on the funds we have; you are asking way too much of teachers. The burnout is real and the replacements are few.

Sincerely Jen Hamdorf-Torrens

Jennifer Hamdorf-Torrens  
JENNIFER\_HAMDORF@hcpss.org  
3 Fairfield Drive  
Catonsville, Maryland 21228

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 1:59 PM  
**To:** Sayers, Margery  
**Subject:** FW: HCPSS Budget

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**From:** Colleen Morris <cmorris@hcpss.org>  
**Sent:** Monday, April 29, 2019 11:44 AM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** HCPSS Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Dear County Council,

Last year the 11M that the County gave to HCPSS in one time funds was directed to rising employee health care. This is a reoccurring cost and thus, we need it again this year. Please try your best to, again, provide additional funds so that our BoE does not have to cut essential supports that will hurt our students and staff.

Sincerely,  
Colleen Morris  
River Hill

Colleen Morris  
cmorris@hcpss.org  
6432 Quiet Night Ride  
Columbia, Maryland 21044

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 1:58 PM  
**To:** Sayers, Margery  
**Subject:** FW: budget

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**From:** Brian Donoughe <info@email.actionnetwork.org>  
**Sent:** Monday, April 29, 2019 12:08 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

Please increase the money going to HCPSS students.

Thank you

Brian Donoughe  
bdonoughe@gmail.com  
6171 Clearsmoke Court  
Columbia, Maryland 21045

## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 1:35 PM  
**To:** Sayers, Margery  
**Subject:** FW: Additional public school funds request

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**From:** Danielle McGee <Danielle\_McGee@hcpss.org>  
**Sent:** Tuesday, April 30, 2019 5:10 PM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** Additional public school funds request

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

I work in one of the BEST county's for public education for our students. However, the lack of staffing and funds all go towards the number one goal of teachers and service providers- to give our children the BEST education they DESERVE! Please help us with extra funding to continue in our fight to provide our kids the appropriate education they NEED to thrive and change the world!

Danielle McGee  
Danielle\_McGee@hcpss.org  
11940 Scaggsville Rd  
Clarksville, Maryland 20759

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## Sayers, Margery

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**From:** Jones, Opel  
**Sent:** Wednesday, May 1, 2019 1:02 PM  
**To:** Sayers, Margery  
**Subject:** FW: HCPSS Budget Needs

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**From:** Lorna Walls <lorna\_walls@hcpss.org>  
**Sent:** Wednesday, May 1, 2019 8:57 AM  
**To:** Jones, Opel <ojones@howardcountymd.gov>  
**Subject:** HCPSS Budget Needs

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Opal Jones,

I am a parent of students attending public schools in Howard County and a Paraeducator in the county also. I am urging that HCPSS receives the funding necessary to run our schools effectively. As a parent, I have had children in this school system for 15 years. I am have been lucky that my children have mostly had smaller class sizes which has helped with their education. Being a Paraeducator, I see first hand how larger class sizes effects learning. Every class that I have assisted in has children who learn on different levels. My major concern is that the children who are not the top nor the bottom will suffer. It is too much to ask one teacher to educate 33 students who have a variety of learning abilities. My fear is that we will start to see more children fail. I hope that the future of our children will be put first and the additional funding will be granted. Thank you!

Lorna Walls  
lorna\_walls@hcpss.org  
10114 Silver Twine  
Columbia, Maryland 21046