



# Charles County Public Schools

Board of Education Candidate Briefing  
July 20, 2010



# Agenda

- Welcome
- School system mission and vision
- Role of the Board, Role of the Superintendent  
Mr. Eric Schwartz, staff attorney
- System and division overview  
Mr. James E. Richmond and staff
- Facts and data
- Question and answer session

# Mission Statement

The mission of Charles County Public Schools is to provide an opportunity for all school aged children to receive an academically challenging, quality education that builds character, equips for leadership, and prepares for life, in an environment that is safe and conducive to learning.

# Vision

*To create the best environment where  
all students experience academic  
success, develop personal responsibility  
and achieve career readiness  
for the 21st century.*

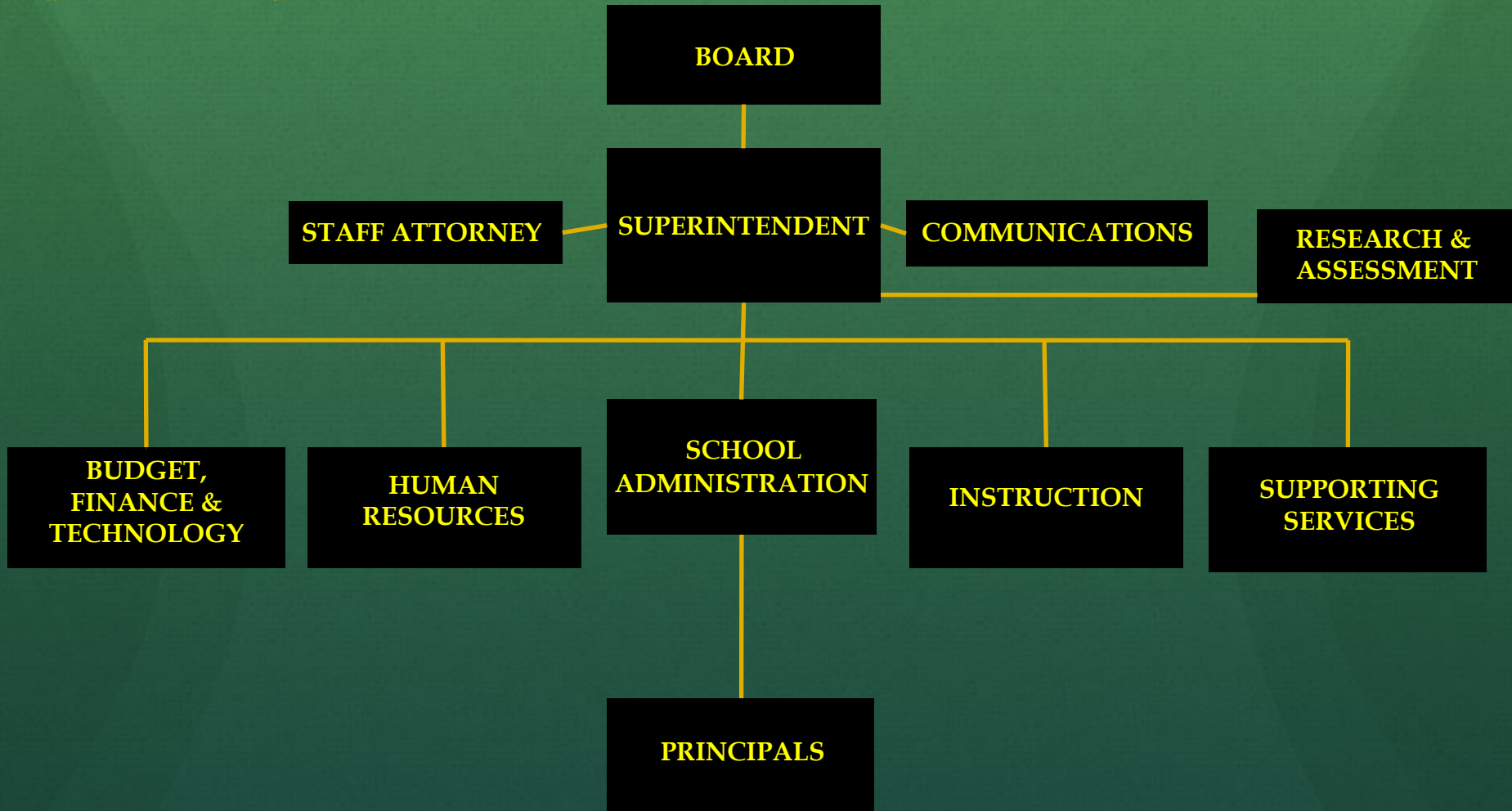
# Role of the Board

- Develops policies, sets standards and priorities
- Develops a budget and seeks the necessary finances for the public school system
- Appoints, employs and evaluates the Superintendent
- Sets the parameters for negotiations with employee associations
- Represents the community in reflecting the aspirations and desires of its citizens for public education
- Observes and evaluates the conditions of schools and the quality of the instructional program

# Role of the Superintendent

- Coordinates the educational program and provides leadership in its development and improvement
- Implements Board policies and procedures and recommends changes
- Ensures excellent community and public relations on all levels
- Manages, assigns and transfers employees in the best interest of the school system

# Organization



# School Administration

- Provides managerial oversight for all schools & centers
- Serves as liaison for parent concern and involvement
- Evaluates principals' performance and sets standards
- Facilitates new program development
- Manages pupil and related services (school safety, pupil personnel, nurses, psychologists, counselors)
- Ensures fair and adequate distribution of resources to schools

# School Enrollments

## Elementary

- 21
- 10,461

## Middle

- Eight
- 6,199

## High

- Six
- 9,254

Total  
26,807

Growth  
52  
students

Change  
3,051  
students  
new to  
the  
school  
system -  
about  
1,000 are  
first-time  
students

# Instruction

- Implements and supports all academic programs
- Implements and supports all special education programs
- Provides gifted education services and various enrichment opportunities for students
- Provides training and courses to ensure student success
- Provides professional growth and development opportunities for all staff
- Maintains CCPS at the forefront of the infusion of technology to support and enhance instruction

# Instructional Benchmarks

- Local goals and indicators include SAT scores, Advanced Placement participation rates, Adequate Yearly Progress (AYP) and High School Assessments.
- State goals are outlined in the Five-year Master Plan and include Maryland School Assessment/ High School Assessments; Limited English Proficient Students; AYP; graduation and drop out rates; highly qualified staff and safe schools. A complete copy of the Master Plan can be found at <http://www2.ccboe.com/instruction/index.cfm>.

# Human Resources

- Coordinates recruitment, selection and processing of new employees, and staffing allocations and placement
- Manages salary administration, extended leave requests, tuition reimbursement, extra pay contracts
- Leads union negotiations, legal case management, Superintendent and Board level appeals
- Manages employee insurance programs
- Maintains personnel records, career, retirement and benefits counseling, and employee recognition

# Personnel

Full Time Employees:	3,480
Certificated	2,034
Classified	1,125
Technical	73
Administrators	248

New teacher hires for fall 2009: 177  
    in-state 31%; out of state 69%

State Rankings for teacher salaries

First year - \$43,724 (BA) \$47,396 (MA)  
\$50,896 (Doctorate)

Masters - 10<sup>th</sup> year - \$58,262      State rank: 9th

# Supporting Services

- Plans and manages resources for major capital projects, renovations, repairs and building improvements
- Manages student transportation for public and parochial students; coordinates redistricting
- Provides custodial and maintenance services for all buildings, including electronic security; energy management; indoor air quality; safety and risk management
- Manages workers' compensation

# Facilities

- 43 permanent buildings
- 265 relocatable buildings
- 3.7 million total square feet of space
- 1,239 acres of land
- 52 maintenance workers
- 198 building service workers
- 28 bus contractors with 330 buses (travel 33,996 miles daily or 6.1 million miles annually; 516 active drivers & attendants)

# Budget, Finance & Technology

- Provides direction for budget development, execution and management. Oversees all school system finances
- Manages the operations of payroll, general and restricted accounting, accounts payable, internal and external audit, investments, classified pension plan management, general insurance
- Manages food services, purchasing and warehouse
- Provides direct support to school financial operations
- Oversees technology including placement of technology, implementation of new hardware and software applications, data processing operations and disaster recovery



# Comparative Statistics

(Compared to Other Maryland Jurisdictions)

Description	FY 2008 Ranking
Enrollment	10 <sup>th</sup>
Wealth Per Pupil	15 <sup>th</sup>
Cost Per Pupil	14 <sup>th</sup>
State Aid Per Pupil	10 <sup>th</sup>
County Aid Per Pupil	12 <sup>th</sup>
Textbooks/MOI	5 <sup>th</sup>
Operations/Maintenance	8 <sup>th</sup>
Administration/Mid-Level	12 <sup>th</sup>
Instructional Salaries	15 <sup>th</sup>
Fixed Charges	24 <sup>th</sup>

# Charles County Public Schools

## Budget Reductions FY2009 - FY2011

<b>Description</b>	<b>Expenditure \$</b>
FY2009 Fund Balance Reduction (Technology, Maintenance)	2,500,000
FY2009 Hiring Freeze (Central Office Positions and Other)	1,600,000
FY2009 Eliminate Fund Balance Reserves (OPEB)	1,300,000
FY2009 Eliminate Fund Balance Reserves (Digital Classroom)	600,000
FY2009 Eliminate Fund Balance Reserves (Special Projects)	475,000
FY2009 Reduce Transportation Budget	375,000
FY2010 Eliminate Central Office Positions (28)	1,600,000
FY2010 Reduce Funding for Major Technology Projects	1,200,000
FY2010 Reduce School Allocations & Textbook Replacements	976,000
FY2010 Reduce Capital Projects Funding (from \$1.3M)	650,000
FY2010 Reduce Funding for Technology Upgrades (from \$800K)	425,000
FY2010 Reduce After-school Activity Bus Routes	250,000
FY2011 Capital Projects (Non-CIP)	613,000
FY2011 Technology Equipment	321,000
<b>GRAND TOTAL</b>	<b>\$12,885,000</b>

# FY 2011 Cost per Pupil

## \$11,216



Classroom instruction  
\$0.68



Student Transportation  
\$0.08



School  
Administration  
\$0.08



Student and  
Community  
Service  
\$0.01



Central Administration  
\$0.03

Maintenance, Operations &  
Capital Outlay  
\$0.12



# Future Financial Program Considerations

- **Loss of American Recovery and Reinvestment (ARRA) funding**
- **Required funding and start-up costs for new schools**
- **Continuation of federal and state restricted grants**
- **Federal and state accountability, including testing initiatives and unfunded mandates**
- **Compensation and benefits (OPEB)**

# Future Financial Program Considerations

**(Continued)**

- **County funding levels related to benchmarks**
- **Technology renewal projects and enhancements**
- **Providing funding for the Master Plan**
- **Governmental Accounting Standards Board (GASB) 45 post-retirement benefits**

# System Accomplishments

2009-10

# System Accomplishments

- Student scores on Advanced Placement (AP) exams increased in 2009. There were 3,460 AP class enrollments and 88.3 percent, or 3,054 exams taken. La Plata, Maurice J. McDonough, North Point and Westlake were among the nation's top 1,622 high schools ranked by Newsweek magazine in its annual "America's Top High Schools."
- Student suspensions decreased for the fifth consecutive year. Suspensions dropped from 5,490 in the 2007-08 school year to 4,598 in 2008-09.
- The class of 2009 met the High School Assessments (HSA) graduation requirement and increased its graduation rate.

# System Accomplishments

- CCPS, for the second consecutive year, met Adequate Yearly Progress (AYP) at each level - elementary, middle and high school. All six high schools met AYP school performance benchmarks for 2009.
- Eight schools were recognized by the Maryland State Department of Education for achievement and improvement on the Maryland School Assessment (MSA) or the High School Assessments (HSA).
- Eight North Point High School students advanced to the national SkillsUSA competition in Kansas as first-place state winners in their categories. All eight students won at the national level.

# System Accomplishments

- Middle and high schools competed in the 2010 College of Southern Maryland Robotics Challenge and nine Charles County Public Schools teams earned awards.
- Indian Head Elementary School won the top elementary level spot at the statewide Mathematics, Engineering and Science Achievement (MESA) competition.
- Three Charles County public schools - William B. Wade Elementary School, and Milton M. Somers and Theodore G. Davis middle schools - were named top participants in the Johns Hopkins University Center for Talented Youth (CTY) 2009 program.

# System Accomplishments

- CCPS employees were the top 2009 Campaign donors to the United Way of Charles County. School system employees pledged \$95,639 to United Way.
- More than 550 students competed in the regional Destination ImagiNation competition. Thirty-four teams competed at the state-level and six schools advanced to the global competition.
- North Point High School students Cayley Dymond and Katherine Bomkamp competed at Intel's International Science and Engineering Fair. Dymond earned third place in Physics.

# Political rules

- Employees may exercise their right to vote and engage in political activity. However, there are restrictions on political activities during working hours. Employees may not solicit support of any political candidate, partisan or nonpartisan, or support of any referendum issue during regular work hours.
- Religious and political advertisements are not permitted in school facilities and may not be sent through the inter-office pony or through school system e-mail.
- Employees may never include one-sided emphasis as part of work activities or use school system facilities or equipment for politics or candidates.

# Political signs

- The school system allows candidates to post political signs on election days. Signs may be placed on school property that is used as a polling location after 6:30 p.m. on the Monday immediately prior to election day.
- Political signs must be at least 100 feet away from the entrance and exit of the polling place.
- Political signs must be removed no later than 11 a.m. on the Wednesday immediately after election day.
- If guidelines are not followed, school employees will remove and dispose of political materials.

# Questions / Answers

Thank you for your interest in Charles County Public Schools