*Submitted by Tom Puglisi*

*Note: \* Supporting documents may be found on the CAN website at* [*CambridgeCan.org*](https://cambridgecan.org/) *and the DCPS Board Docs website at* [*https://go.boarddocs.com/mabe/dcps/Board.nsf/Public*](https://go.boarddocs.com/mabe/dcps/Board.nsf/Public)

Board President Susan Morgan opened the public work session aa 5:00 pm.

Superintendent Bromwell highlighted DCPS’s many accomplishments over the past four school years, including providing students and staff with technology devices for at-home learning, expanding tutoring and summer academy opportunities, implementing structural changes to teacher salaries, strengthening behavioral intervention programs, and installing weapons detection systems at the high schools.

Mr. Bromwell then summarized the significant budgetary challenges facing DCPS going forward, such as regular replacement of obsolete technology devices and software, the ongoing teacher shortage, and the requirements of the Maryland Blueprint for Education relative to teacher salary increases and program improvements in early childhood education, teacher quality and diversity, college and career readiness, resources for students, and governance/accountability.

Mr. Bromwell indicated that these requirements, along with declining DCPS enrollment, will necessitate changes in State and County funding formulas by the incoming Governor and legislature, although it is too early to predict how these changes will affect DCPS. Mr. Bromwell is meeting regularly with Dorchester County’s State Legislators regarding school funding and Blueprint requirements.

Superintendent Bromwell provided the following clarifications in response to questions raised by Board Members.

* The High Roads Program is funded from Special Education moneys. The Therapeutic Student Support Program (TSP) serves approximately 30 students and is funded under the Concentration of Poverty Program. The Superintendent will provide the Board with more specific information about costs and outcomes related to TSP and the High Roads Program before the next Board meeting.
* Mr. Bromwell indicated that DCPS has established robust pre-kindergarten programs for 4-year-olds throughout the County, as well as two such programs for 3-year-olds. However, expanding the 3-year-old programs will require somewhat costly physical modifications to certain DCPS buildings. Teachers and assistants in these programs must be appropriately certified. The goal is to add at least one 3-year-old classroom each year. Children in the 3-year-old programs are currently riding buses with elementary students. Their 6.5-hour day includes a rest period.
* The new Human Resources (HR) Supervisor begins work next week. He specializes in recruitment and will immediately begin developing a plan for teacher recruitment. Cross training of HR staff is being conducted and use of private agencies for certain administrative functions has been suggested to address increased workload during peak hiring periods.
* The “Money Following the Child” Blueprint reporting requirements will require additional HR staff, but specifics have not yet been determined.
* National Board Certification of teachers is not required under the Blueprint, but National Board-certified teachers will receive a $10,000 salary increase. Evaluation of teachers on National Board standards will need to be defined and professional development programs will need to be adapted accordingly. Teachers who elect a career-ladder appointment will have a more detailed performance-based evaluation than teachers who elect a non-career ladder appointment, but specific standards have not yet been determined.
* Children with attendance issues are targeted during the summer, and extensive home visits are conducted after every major school break to address attendance issues. The Superintendent will provide additional information to the Board regarding plans to identify and follow up on every child who should be attending school, including outreach efforts directly with parents and community agencies.

There were no questions or comments from the public.

President Morgan adjourned the meeting at 6:12 pm.