

**From:** [Mavis Ellis](#)  
**To:** [Kirsten Coombs](#)  
**Cc:** [Vicky Cutroneo](#); [BoE Email](#); [Kathleen V. Hanks](#); [Mark Blom](#); [Danielle Lueking](#); [Michael Martirano](#); [Karalee Turner-Little](#); [Jennifer Mallo](#)  
**Subject:** Re: need your response ASAP....PROCESS!  
**Date:** Thursday, August 8, 2019 8:35:14 AM

---

Good Morning, All,

I stand by my previous statements that I feel respectfully addressed the issues of the most recent Board testimony on CB 17. My concerns were about process and not the specific vote. And to that end, I am wondering when and how the Board knew or was informed that CB 17 would be removed from being Tabled on July 29th.

Mavis

Sent from my iPhone

On Aug 8, 2019, at 1:28 AM, Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)> wrote:

Thank you for elucidating the timeline of events related to this legislation. The unanimous vote in support of extending the building moratorium demonstrates our commitment to the welfare of our students and staff. Our testimony as submitted last week reflects that position.

In reviewing this, I am reminded of the processes that we and our staff were engaged in over the past several months. I believe that this Board recognizes the contributions of each member while also abiding by established protocols.

As we saw with the issue of Black Lives Matter in Education, the Board must respond in an expeditious manner to facilitate action on issues that impact our students. We encounter difficult topics as a matter of course.

Where a majority of the Board finds consent and acts, the minority should express their dissenting opinions in a respectful manner that does not chastise the majority. We are equal members of the Board and should treat each other as such.

Respectfully,  
Kirsten

Get [Outlook for Android](#)

---

**From:** Vicky Cutroneo <[Vicky\\_Cutroneo@hcpss.org](mailto:Vicky_Cutroneo@hcpss.org)>  
**Sent:** Wednesday, August 7, 2019 9:29:40 PM  
**To:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>; Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>;

Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little  
<[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>

**Subject:** Re: need your response ASAP....PROCESS!

## Process Timeline

January 24 Board of Education meeting:

Move approval of the Board Legislative testimony submission process by providing testimony to Board members by email as soon as possible to get the majority of the Board's consent.

Motion by Kirsten A Coombs, second by Jennifer Mallo.

Final Resolution: Motion Carries

Yea: Kirsten A Coombs, Vicky Cutroneo, Christina Delmont-Small, Mavis Ellis, Jennifer Mallo, Sabina Taj, Ambika Siddabathula

April 1st: CB 17 is introduced and posted on County website and made available to the BOE.

April 22nd: Full discussion by Board re CB 17

Move the Board of Education develop and provide testimony that furthers discussion and additional options about CB17 to mitigate the impact of development on school capacity, the operating budget, and the capital budget.

Motion by Christina Delmont-Small, second by Kirsten A Coombs.

Final Resolution: Motion Carries

Yea: Kirsten A Coombs, Vicky Cutroneo, Christina Delmont-Small, Mavis Ellis, Jennifer Mallo, Sabina Taj, Chao Wu, Ambika Siddabathula

Testimony sent via email to Board members and approved via email by Board

April 22nd: Legislative Public Hearing, Board approved testimony presented to County Council

May 6th: BOE Legislative Committee Chair sends following email to BOE, County Council

"In reviewing the testimony that was presented to you on April 22, 2019, several members of the Board of Education have expressed concern that the testimony provided on behalf of the Board did not accurately reflect our voted position. Due to the short timing for review and the holiday schedule, the testimony included language that may have misrepresented our intent. While there are fiscal impacts to any increased or decreased development activity, we want to clarify that the below was our motion."

May 6th: County Council moves and approves tabling the legislation

July 29th: CB17 to be removed from Table and voted on. July 28th Board member submits additional clarifying testimony via email to entire Board, approved unanimously by responding Board members.

July 29th: CB17 fails 2-2.

It has been over 2 weeks since testimony was submitted to County Council and CB17 was voted on.

Regards,  
Vicky Cutroneo  
Howard County Board of Education

---

**From:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>  
**Sent:** Wednesday, August 7, 2019 8:32 PM  
**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Subject:** Re: need your response ASAP....PROCESS!

Ms. Ellis,

This testimony was based on public meetings and our position that was voted on regarding this bill. This bill was introduced on April 1.

We went through the same procedures by which we agreed on testimony approval. A majority agreed via email on submitting it. As you note, and I confirmed in person today, Mr. Blom agreed that there was no issue as we followed our process as we have in the past.

We don't always sign testimony. The letterhead not being updated with the SMOB name does not invalidate our statement.

Although the Legislative Committee should apprise the full Board, this is legislation that had already been discussed and as elected officials, we have duty to our constituents to provide testimony on matters that directly affect HCPSS.

Kirsten

Get [Outlook for Android](#)

---

**From:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>  
**Sent:** Wednesday, August 7, 2019 10:22:14 AM  
**To:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>;

Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>

**Subject:** Re: need your response ASAP....PROCESS!

Good Morning, All,

It seems to me concerns about how our procedures are followed do not apply to everyone on the Board. The fact that CB17 was going to be voted on July 29th did get announced at 8:40 PM on July 28th. The fact that one member of the Board was able to get enough votes to approve her statement just does not seem right when two other members of the Board were not accessible and did not even have access to copies of CB 17 to provide informed input.

Recently, I learned that staff did not even review the first statement that was submitted to the County Council ... it was later resubmitted on Outdated Board letterhead. Both had no date or signature. That's very messy.

One of my first questions to Mark when I called him about the vote on the statement was if we had broken any open meetings act conditions. He said basically no, but that was based on the limited discussion of the issue. So I would caution all of to be aware of that, if such a vote of this is requested in the future.

Also, I would like to request that staff and the legislative committee keep the full Board informed in a timely manner of any County Council bills on which the Board may want to provide testimony. This last minute action is unacceptable.

Mavis

Sent from my iPhone

On Jul 29, 2019, at 8:53 AM, Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)> wrote:

Thank you for drafting this, Jen. Thank you to the Board members for responding so that we could get concurrence on this important issue.

Get [Outlook for Android](#)

---

**From:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Sent:** Sunday, July 28, 2019 8:40:52 PM  
**To:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject:** need your response ASAP

All,

The county council is voting on CB17 (extending APFO wait times) tomorrow morning at 10am. I apologize for the lateness of this. We have previously discussed the possibility of supporting CB17 and had asked for it to be temporarily tabled in order to further look into it.

I have drafted a letter that I would like us to send to the County Council in support of CB17. Can you please review it and respond with your concurrence?

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

**From:** [Mark Blom](#)  
**To:** [Mavis Ellis](#); [Kirsten Coombs](#); [Christina Delmont-Small](#); [Jennifer Mallo](#); [Vicky Cutroneo](#); [Chao Wu](#); [Sabina Taj](#); [Michael Martirano](#)  
**Cc:** [Kathleen V. Hanks](#); [Danielle Lueking](#); [Karalee Turner-Little](#)  
**Subject:** FW: CB 17 Docs  
**Date:** Monday, August 5, 2019 6:01:56 PM  
**Attachments:** [CB17-2019.pdf](#)  
[CB17-2019 BOE Letter to Council 072919 APFO Wait Times.docx](#)  
[CB17-2019 BOE Testimony 042219 APFO Wait Times FINAL.docx](#)  
[image001.png](#)

---

Board members,

Following through on the action the Board took last week to submit testimony to the County Council concerning CB 17, I wanted to send you a copy of the final testimony that was submitted. Ms. Coombs shared this testimony with the Board when it was originally transmitted to the County Council on July 29<sup>th</sup>. It was later formatted on Board letterhead, as is our practice, and re-submitted.

Also attached is a copy of the Board's earlier testimony on CB 17, as well as a copy of CB17.

Mark

---

**From:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Sent:** Monday, August 5, 2019 2:48 PM  
**To:** Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>  
**Subject:** CB 17 Docs

Info from the Council website (I attached a copy as well):

<https://apps.howardcountymd.gov/olis/LegislationDetail.aspx?LegislationID=12230>

Both the original testimony done back in April and the more recent one are attached.

**Danielle Lueking**

Legislative and Legal Affairs Officer

[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)

410-313-6820



**Howard County Public School System**

Office of General Counsel

10910 Clarksville Pike,

Ellicott City, MD 21042

[www.hcpss.org](http://www.hcpss.org)

**From:** [Mark Blom](#)  
**To:** [Mavis Ellis](#)  
**Subject:** FW: CB 17 Docs 2  
**Date:** Monday, August 5, 2019 5:40:58 PM  
**Attachments:** [image001.png](#)  
[Inbox.pdf](#)

---

Mavis,

After we talked, I reviewed further the history of the Board's action and the distribution of the testimony to the Board. Attached are 2 relevant emails. One is from Jen Mallo at 7:54 AM that Monday morning saying:

"I am at work in Baltimore this morning. Can one of the members of the legislative committee spearhead getting this to the county council ASAP?"

The other is Kirsten's transmittal at 8:50 AM, obviously responding to Jen's request, to the County Council of the testimony. In her transmittal to the Country Council, Kirsten did copy the entire Board.

In a separate email, I will send you the testimony on Board letterhead and the CB17.

Mark

---

**From:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Sent:** Monday, August 5, 2019 4:13 PM  
**To:** Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>  
**Subject:** CB 17 Docs 2

**Danielle Lueking**  
Legislative and Legal Affairs Officer  
[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)  
410-313-6820



**Howard County Public School System**  
Office of General Counsel  
10910 Clarksville Pike,  
Ellicott City, MD 21042  
[www.hcpss.org](http://www.hcpss.org)

**From:** [Mark Blom](#)  
**To:** [Mavis Ellis](#)  
**Cc:** [Michael Martirano](#); [Karalee Turner-Little](#)  
**Subject:** Re: CB 17  
**Date:** Sunday, August 4, 2019 3:28:07 PM  
**Attachments:** [CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf](#)

---

Ms. Ellis,

Attached is the testimony that was provided. I do not see your name referenced individually. As you noted, there was a Board vote, by email, approving this. You may inform the Council that you dissent from the Board's position.

Mark

---

**From:** Mavis Ellis <Mavis\_Ellis@hcpss.org>  
**Sent:** Sunday, August 4, 2019 2:51 PM  
**To:** Mark Blom <Mark\_Blom@hcpss.org>  
**Cc:** Michael Martirano <Michael\_Martirano@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>  
**Subject:** CB 17

Good Evening,

It has come to my attention that a number of Board members decided/voted by email to take a position on CB 17. A letter was then sent to the County Council stating that position. It is my understanding that the letter included my name as being in support of the decision and I strongly object to that as I provided no input. What is my recourse?

Mavis

Sent from my iPhone



**From:** [Facchine, Felix](#)  
**To:** [Sabina Taj](#)  
**Subject:** [External] FW: CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf  
**Date:** Friday, August 2, 2019 2:29:08 PM  
**Attachments:** [CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf](#)

---

**From:** Kirsten Coombs <Kirsten\_Coombs@hcpss.org>  
**Sent:** Monday, July 29, 2019 8:55 AM  
**To:** CouncilMail <CouncilMail@howardcountymd.gov>  
**Cc:** Danielle Lueking <Danielle\_Lueking@hcpss.org>  
**Subject:** CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf

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

Please use this file as our official testimony.

Kirsten Coombs  
Vice Chair

Get [Outlook for Android](#)

**From:** [Danielle Lueking](#)  
**To:** [Trudy M. Grantham](#)  
**Subject:** RE: need your response ASAP  
**Date:** Tuesday, July 30, 2019 12:52:55 PM  
**Attachments:** [image001.png](#)

---

Thanks!

---

**From:** Trudy M. Grantham <[Trudy\\_Grantham@hcpss.org](mailto:Trudy_Grantham@hcpss.org)>  
**Sent:** Tuesday, July 30, 2019 12:29 PM  
**To:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Cc:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Subject:** Re: need your response ASAP

Danielle,

Here it is.

Regards,

Trudy Grantham  
Executive Assistant  
Board of Education of Howard County  
Phone: 410-313-1584  
Fax: 410-313-6833

This email, including any attachments, is CONFIDENTIAL and may be legally privileged. If you are not an intended recipient or an authorized representative of an intended recipient, you are prohibited from using, copying or distributing the information in this email or its attachments. If you have received this email in error, please notify the sender immediately by return email and delete all copies of this message and any attachments. Thank you.

---

**From:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Sent:** Tuesday, July 30, 2019 11:54 AM  
**To:** Trudy M. Grantham <[Trudy\\_Grantham@hcpss.org](mailto:Trudy_Grantham@hcpss.org)>  
**Subject:** FW: need your response ASAP

Trudy can you send me a word version of the Board's latest letterhead, with the new student member? Thanks!

Danielle

---

**From:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>  
**Sent:** Monday, July 29, 2019 9:42 PM  
**To:** Vicky Cutroneo <[Vicky\\_Cutroneo@hcpss.org](mailto:Vicky_Cutroneo@hcpss.org)>; Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Cc:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Trudy M. Grantham <[Trudy\\_Grantham@hcpss.org](mailto:Trudy_Grantham@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>  
**Subject:** Re: need your response ASAP

Thank you for doing this. Evidently, Dr. Ball would have liked a heads up on our testimony. However, this is what we've been saying for months and given previously. The majority voted to submit it as well.

Also, I noticed this letterhead is not updated with our new SMOB.

Get [Outlook for Android](#)

---

**From:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Sent:** Monday, July 29, 2019 8:50:35 AM  
**To:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>; Vicky Cutroneo <[Vicky\\_Cutroneo@hcpss.org](mailto:Vicky_Cutroneo@hcpss.org)>; Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)>  
**Cc:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Trudy M. Grantham <[Trudy\\_Grantham@hcpss.org](mailto:Trudy_Grantham@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>  
**Subject:** RE: need your response ASAP

I formatted the text into our typical testimony letterhead for a the Leg Comm member to send on the Board's behalf.

Let me know if you need me to send, or need anything further.

**Danielle Lueking**

Legislative and Legal Affairs Officer  
Howard County Public School System  
[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)  
410-313-6820



---

**From:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Sent:** Monday, July 29, 2019 7:54 AM  
**To:** Christina Delmont-Small <[Christina\\_Delmont-Small@hcpss.org](mailto:Christina_Delmont-Small@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject:** Re: need your response ASAP

I am at work in Baltimore this morning. Can one of the members of the legislative committee spearhead getting this to the county council ASAP?

Jen

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

---

**From:** Christina Delmont-Small <[Christina\\_Delmont-Small@hcpss.org](mailto:Christina_Delmont-Small@hcpss.org)>  
**Sent:** Sunday, July 28, 2019 10:21:29 PM  
**To:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>; Mark Blom <[Mark\\_Blom@hcpss.org](mailto:Mark_Blom@hcpss.org)>; Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject:** Re: need your response ASAP

Looks good - I concur.

Sent from my iPhone

On Jul 28, 2019, at 8:40 PM, Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)> wrote:

All,

The county council is voting on CB17 (extending APFO wait times) tomorrow morning at 10am. I apologize for the lateness of this. We have previously discussed the possibility of supporting CB17 and had asked for it to be temporarily tabled in order to further look into it.

I have drafted a letter that I would like us to send to the County Council in support of CB17. Can you please review it and respond with your concurrence?

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

<APFO.docx>

**From:** [Danielle Lueking](#)  
**To:** [Trudy M. Grantham](#)  
**Subject:** FW: CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf  
**Date:** Monday, July 29, 2019 9:14:49 AM  
**Attachments:** [CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf](#)  
[image001.png](#)

---

Here is the email – it has been submitted to the Council.

**Danielle Lueking**

Legislative and Legal Affairs Officer  
Howard County Public School System

[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)

410-313-6820



---

**From:** Kirsten Coombs <[Kirsten\\_Coombs@hcpss.org](mailto:Kirsten_Coombs@hcpss.org)>  
**Sent:** Monday, July 29, 2019 8:55 AM  
**To:** [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)  
**Cc:** Danielle Lueking <[Danielle\\_Lueking@hcpss.org](mailto:Danielle_Lueking@hcpss.org)>  
**Subject:** CB17-2019 BOE Letter to Council 072919 APFO Wait Times.pdf

Please use this file as our official testimony.

Kirsten Coombs  
Vice Chair

Get [Outlook for Android](#)

**From:** [Kirsten Coombs](#)  
**To:** [councilmail@howardcountymd.gov](mailto:councilmail@howardcountymd.gov)  
**Cc:** [BoE Email](#); [Danielle Lueking](#); [Mark Blom](#)  
**Subject:** APFO  
**Date:** Monday, July 29, 2019 8:50:15 AM  
**Attachments:** [APFO.docx](#)

---

Attached is the Board's testimony.

Get [Outlook for Android](#)

**From:** [Kirsten Coombs](#)  
**To:** [Jennifer Mallo](#); [BoE Email](#); [Kathleen V. Hanks](#); [Mark Blom](#); [Danielle Lueking](#); [Michael Martirano](#); [Karalee Turner-Little](#); [Vicky Cutroneo](#)  
**Subject:** Re: need your response ASAP  
**Date:** Sunday, July 28, 2019 9:57:54 PM

---

Agreed

Get [Outlook for Android](#)

---

**From:** Vicky Cutroneo <Vicky\_Cutroneo@hcpss.org>  
**Sent:** Sunday, July 28, 2019 9:30:38 PM  
**To:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>; BoE Email <boe@hcpss.org>; Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>; Mark Blom <Mark\_Blom@hcpss.org>; Danielle Lueking <Danielle\_Lueking@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>  
**Subject:** Re: need your response ASAP

I concur.

Get [Outlook for iOS](#)

---

**From:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>  
**Sent:** Sunday, July 28, 2019 8:40:52 PM  
**To:** BoE Email <boe@hcpss.org>; Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>; Mark Blom <Mark\_Blom@hcpss.org>; Danielle Lueking <Danielle\_Lueking@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>  
**Subject:** need your response ASAP

All,

The county council is voting on CB17 (extending APFO wait times) tomorrow morning at 10am. I apologize for the lateness of this. We have previously discussed the possibility of supporting CB17 and had asked for it to be temporarily tabled in order to further look into it.

I have drafted a letter that I would like us to send to the County Council in support of CB17. Can you please review it and respond with your concurrence?

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

**From:** [Chao Wu](#)  
**To:** [Jennifer Mallo](#)  
**Cc:** [BoE Email](#); [Kathleen V. Hanks](#); [Mark Blom](#); [Danielle Lueking](#); [Michael Martirano](#); [Karalee Turner-Little](#)  
**Subject:** Re: need your response ASAP  
**Date:** Sunday, July 28, 2019 9:39:26 PM

---

Support.

---

Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)  
Phone: 443-355-9990  
Web: [www.hcpss.org](http://www.hcpss.org)

On Jul 28, 2019, at 8:40 PM, Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)> wrote:

All,

The county council is voting on CB17 (extending APFO wait times) tomorrow morning at 10am. I apologize for the lateness of this. We have previously discussed the possibility of supporting CB17 and had asked for it to be temporarily tabled in order to further look into it.

I have drafted a letter that I would like us to send to the County Council in support of CB17. Can you please review it and respond with your concurrence?

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

<APFO.docx>



**From:** [Mary Schiller](#)  
**To:** [Priscilla Reaver](#)  
**Subject:** FW: [External] County Executive Ball Announces Open Bid for Healthy Vending Machines In Howard County Buildings  
**Date:** Monday, July 15, 2019 11:37:37 AM  
**Attachments:** [CoExec - Vending Machine Bid.docx](#)

---

---

**From:** Lewis, Jack <jlewis@howardcountymd.gov>  
**Sent:** Monday, July 15, 2019 10:03 AM  
**To:** Lewis, Jack <jlewis@howardcountymd.gov>  
**Subject:** [External] County Executive Ball Announces Open Bid for Healthy Vending Machines In Howard County Buildings



Office of Public Information  
3430 Courthouse Drive  
Ellicott City, Maryland, 21043

---

410-313-2022 / FAX 410-313-3390 / [www.howardcountymd.gov](http://www.howardcountymd.gov)

Mark Miller, Administrator  
[msmiller@howardcountymd.gov](mailto:msmiller@howardcountymd.gov)

July 15, 2019

**Media Contact:**

Mark Miller, Administrator, Office of Public Information, 410-313-2022

## County Executive Ball Announces Open Bid for Healthy Vending Machines In Howard County Buildings

*New county vending contract to adhere to legislation introduced while County Executive Ball was a member of the County Council*

ELLICOTT CITY – Today, Howard County Executive Calvin Ball announced that the Howard County Office of Purchasing has begun soliciting bids for healthy vending machines in Howard County government buildings and facilities. The bids are due August 14<sup>th</sup> and the contract will be awarded September 13<sup>th</sup>. Interested companies and vendors can bid for this contract [here](#).

“When I championed this legislation on the County Council, I was responding to community concerns about growing obesity rates and preventable health risks. Today, I am glad to take the next step forward on behalf of our employees, residents, and, most importantly, our kids’ health and wellness,” said Ball. “This change is about taking responsibility as a government to offer healthier options on our property. Howard County is making a declaration to our region and beyond that we will lead by example to expand choice and promote community wellness. U.S. News and World Report

recently ranked Howard County in the top ten healthiest communities in the nation. Our vision is to get to number one.”

Howard County is a top-ranked jurisdiction for health, with the highest rate of health insured residents in the state. However, there are important areas to improve:

- Residents in households making less than \$50,000 a year and those with less than high school education are disproportionately more likely to be uninsured
- 7% of residents have been told they have diabetes. Of those who have not been told they have diabetes, 7% have been told they have pre-diabetes or borderline diabetes
- 60% of Howard County respondents reported BMI scores in the overweight or obese range
- Over 40% of residents earning less than \$50,000 are getting less than one serving per day of fruit or vegetables

As part of a broad strategy to promote equitable health outcomes, Howard County continues to examine key metrics to determine where disparities exist and find ways to intervene.

This vending machine contract will adhere to the nutritional standards set by [CB17-2015](#), an act “requiring that healthy food and beverage options be provided on certain County properties and for certain county programs.” County Executive Ball introduced this legislation as a county councilmember in 2015 and this is the first vending machine contract renewal since passage of that legislation.

“Making healthy food choices is key to a healthy lifestyle,” said Dr. Maura J. Rossman, Howard County Health Officer. “The availability of healthy food and drink options in our county vending machines makes the choice an easy one, leading to better health and a longer life.”

“Four years ago, County Executive Ball blazed the trail for healthy vending legislation in Maryland as a councilmember. Now, Howard County joins six other Maryland jurisdictions in ensuring the healthy choice is the easy choice in our community vending machines,” said Horizon Foundation President and CEO Nikki Highsmith Vernick. “This is a big win for public health, and we look forward to seeing the changes.”

In adherence with CB17-2015, the new vending machines on Howard County government property will include at least 75% healthy snacks and drinks. They will offer water, fruit and vegetable juices, and non-fat and low-fat milk. Additionally, they will include snacks with no trans-fat, no more than 200 calories per package, and less than 35% of calories from fat. In addition, “all packaged food or beverage items, served or sold as part of youth-oriented County Government programs, shall be healthy.” Full nutritional details can be found [here](#).

###

**From:** [Lewis, Jack](#)  
**To:** [Lewis, Jack](#)  
**Subject:** [External] County Executive Ball Announces Open Bid for Healthy Vending Machines In Howard County Buildings  
**Date:** Monday, July 15, 2019 10:06:11 AM  
**Attachments:** [CoExec - Vending Machine Bid.docx](#)

---

The following news release was sent to the media this morning:



## Howard County Government News Release

Office of Public Information  
3430 Courthouse Drive  
Ellicott City, Maryland, 21043

410-313-2022 / FAX 410-313-3390 / [www.howardcountymd.gov](http://www.howardcountymd.gov)

Mark Miller, Administrator  
[msmiller@howardcountymd.gov](mailto:msmiller@howardcountymd.gov)

July 15, 2019

**Media Contact:**

Mark Miller, Administrator, Office of Public Information, 410-313-2022

# County Executive Ball Announces Open Bid for Healthy Vending Machines In Howard County Buildings

*New county vending contract to adhere to legislation introduced while County Executive Ball was a member of the County Council*

ELLICOTT CITY – Today, Howard County Executive Calvin Ball announced that the Howard County Office of Purchasing has begun soliciting bids for healthy vending machines in Howard County government buildings and facilities. The bids are due August 14<sup>th</sup> and the contract will be awarded September 13<sup>th</sup>. Interested companies and vendors can bid for this contract [here](#).

“When I championed this legislation on the County Council, I was responding to community concerns about growing obesity rates and preventable health risks. Today, I am glad to take the next step forward on behalf of our employees, residents, and, most importantly, our kids’ health and wellness,” said Ball. “This change is about taking responsibility as a government to offer healthier options on our property. Howard County is making a declaration to our region and beyond that we will lead by example to expand choice and promote community wellness. U.S. News and World Report recently ranked Howard County in the top ten healthiest communities in the nation. Our vision is to get to number one.”

Howard County is a top-ranked jurisdiction for health, with the highest rate of health insured residents in the state. However, there are important areas to improve:

- Residents in households making less than \$50,000 a year and those with less

- than high school education are disproportionately more likely to be uninsured
- 7% of residents have been told they have diabetes. Of those who have not been told they have diabetes, 7% have been told they have pre-diabetes or borderline diabetes
- 60% of Howard County respondents reported BMI scores in the overweight or obese range
- Over 40% of residents earning less than \$50,000 are getting less than one serving per day of fruit or vegetables

As part of a broad strategy to promote equitable health outcomes, Howard County continues to examine key metrics to determine where disparities exist and find ways to intervene.

This vending machine contract will adhere to the nutritional standards set by [CB17-2015](#), an act “requiring that healthy food and beverage options be provided on certain County properties and for certain county programs.” County Executive Ball introduced this legislation as a county councilmember in 2015 and this is the first vending machine contract renewal since passage of that legislation.

“Making healthy food choices is key to a healthy lifestyle,” said Dr. Maura J. Rossman, Howard County Health Officer. “The availability of healthy food and drink options in our county vending machines makes the choice an easy one, leading to better health and a longer life.”

“Four years ago, County Executive Ball blazed the trail for healthy vending legislation in Maryland as a councilmember. Now, Howard County joins six other Maryland jurisdictions in ensuring the healthy choice is the easy choice in our community vending machines,” said Horizon Foundation President and CEO Nikki Highsmith Vernick. “This is a big win for public health, and we look forward to seeing the changes.”

In adherence with CB17-2015, the new vending machines on Howard County government property will include at least 75% healthy snacks and drinks. They will offer water, fruit and vegetable juices, and non-fat and low-fat milk. Additionally, they will include snacks with no trans-fat, no more than 200 calories per package, and less than 35% of calories from fat. In addition, “all packaged food or beverage items, served or sold as part of youth-oriented County Government programs, shall be healthy.” Full nutritional details can be found [here](#).

###

**From:** [Amy F. Ashmore](#)  
**To:** [Amy F. Ashmore](#)  
**Cc:** [Erin Harback](#)  
**Subject:** Re: [External] Howard County Council Legislative Session  
**Date:** Friday, June 28, 2019 6:09:03 PM

---

sorry...wrong erin

Amy Ashmore  
First Grade Teacher, Phelps Luck Elementary

5370 Oldstone Court, Columbia, MD 21045  
P: (410) 313-6886; F: (410) 313-6889

This e-mail, including any attachments, is CONFIDENTIAL and may be legally privileged. If you are not an intended recipient or an authorized representative of an intended recipient, you are prohibited from using, copying, or distributing the information in this e-mail or its attachments. If you have received this e-mail in error, please notify the sender immediately by return e-mail and delete all copies of this message and any attachments. Thank you.

---

**From:** Amy F. Ashmore  
**Sent:** Friday, June 28, 2019 6:08 PM  
**To:** mindybarnowski@gmail.com; Erin Harback  
**Subject:** Fw: [External] Howard County Council Legislative Session

---

**From:** PTA Council Howard County <ptachc@gmail.com>  
**Sent:** Friday, June 28, 2019 6:04 PM  
**To:** PTA Council Howard County  
**Subject:** [External] Howard County Council Legislative Session

Dear PTA Members,

Please pass this information on to your membership:

On [July 1, 2019 at 7:00 pm](#), Howard County Council will be reviewing school capacity charts ([CR99-2019](#)); and growth allocations ([CR98-2019](#)) and possibly wait times for growth ([CB17-2019](#)) in overcrowded school districts. These are items that PTA Council has shown interest in through multiple position statements throughout the years.

Parents can comment individually by communicating with their [Council Representatives](#) to support students in the Howard County Public School System and take steps to alleviate overcrowding beyond the redistricting process.

For this session, the County Council is not accepting requests for public testimony.

PTA Council of Howard County

410-740-5153

[www.ptachc.org](http://www.ptachc.org)

**From:** [Carrie A. Slaysman](#)  
**To:** [Karalee Turner-Little](#)  
**Subject:** FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 2:57:27 PM  
**Attachments:** [ACCBOE2019-06-24.pdf](#)  
[ALWS2019-06-21.pdf](#)  
[image001.png](#)

---

Hi Karalee,

FYI,

Agenda for Monday's County Council Quarterly meeting and the Legislative Work Session agenda that was scheduled on Friday, June 21.

Hope you had fun!

Carrie

Carrie A. Slaysman  
Executive Assistant



Howard County Public School System  
10910 Clarksville Pike  
Ellicott City, MD 21042  
410-313-6814  
[carrie\\_slaysman@hcpss.org](mailto:carrie_slaysman@hcpss.org)

---

**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Wednesday, June 19, 2019 5:58 PM  
**To:** Michael Martirano <Michael\_Martirano@hcpss.org>; Chiefs <Chiefs@hcpss.org>  
**Cc:** Brianna Hartley <Brianna\_Hartley@hcpss.org>; Carol D. Feeser <Carol\_Feeser@hcpss.org>; Carrie A. Slaysman <Carrie\_Slaysman@hcpss.org>; Kathy Agans <Kathy\_Agans@hcpss.org>; Kimberly Clare <Kimberly\_Clare@hcpss.org>; Lisa Beschner <Lisa\_Beschner@hcpss.org>; Mary V. Drew <Mary\_Drew@hcpss.org>; Valerie C. Gist <Valerie\_Gist@hcpss.org>; Valerie J. Willis <Valerie\_Willis@hcpss.org>; Vivian L. Kelly <Vivian\_Kelly@hcpss.org>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday  
**Importance:** High

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's

Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine



root cause and barriers?

- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark  
Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Jahantab Siddiqui](#)  
**To:** [William J. Barnes](#); [Kevin Gilbert](#); [David K. Lerner](#); [Monifa McKnight](#); [Timothy Guy](#); [Eva Yiu](#); [Caroline Walker](#)  
**Subject:** Fwd: [External] RE: Equity documents for Monday  
**Date:** Thursday, June 20, 2019 1:34:05 PM

---

FYI

Sent from my iPhone

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Date:** June 20, 2019 at 1:18:46 PM EDT  
**To:** Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>  
**Subject:** Fw: [External] RE: Equity documents for Monday

FYI

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Thursday, June 20, 2019 1:17 PM  
**To:** Kathleen V. Hanks  
**Subject:** RE: [External] RE: Equity documents for Monday

Thanks, Kathy. I've shared your message with the Chair.

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Thursday, June 20, 2019 11:03 AM  
**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Subject:** Re: [External] RE: Equity documents for Monday  
**Importance:** High

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

Good Morning Jessica,

We will not be able to respond to the below questions for Monday. Those same questions have been submitted by a Board member and are currently being worked on. The answers will not be available until July. Once they are sent to the Board, they will also be sent to the Council.

Staff is happy to discuss the Equity Report from the Board's Work Session.

Please confirm receipt of my email and if you have any questions.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?

- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

#### Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

#### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

#### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,

Jess

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Sent:** Wednesday, June 19, 2019 3:46 PM

**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?>

[open&id=BCGNPX60F347](#)

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833



**From:** [Valerie J. Willis](#)  
**To:** [Brian Ralph](#)  
**Subject:** FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 10:46:00 AM  
**Attachments:** [ACCB0E2019-06-24.pdf](#)  
[ALWS2019-06-21.pdf](#)

---

FYI

---

**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Wednesday, June 19, 2019 5:58 PM  
**To:** Michael Martirano <Michael\_Martirano@hcpss.org>; Chiefs <Chiefs@hcpss.org>  
**Cc:** Brianna Hartley <Brianna\_Hartley@hcpss.org>; Carol D. Feeser <Carol\_Feeser@hcpss.org>; Carrie A. Slaysman <Carrie\_Slaysman@hcpss.org>; Kathy Agans <Kathy\_Agans@hcpss.org>; Kimberly Clare <Kimberly\_Clare@hcpss.org>; Lisa Beschner <Lisa\_Beschner@hcpss.org>; Mary V. Drew <Mary\_Drew@hcpss.org>; Valerie C. Gist <Valerie\_Gist@hcpss.org>; Valerie J. Willis <Valerie\_Willis@hcpss.org>; Vivian L. Kelly <Vivian\_Kelly@hcpss.org>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday  
**Importance:** High

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite

the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark  
Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County

Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Valerie J. Willis](#)  
**To:** [Scott Washington](#); [Renee Kamen](#)  
**Cc:** [Ginny Patzer](#)  
**Subject:** FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 10:43:56 AM  
**Attachments:** [ACCB0E2019-06-24.pdf](#)  
[ALWS2019-06-21.pdf](#)

---

FYI...

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, June 19, 2019 5:58 PM  
**To:** Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Chiefs <[Chiefs@hcpss.org](mailto:Chiefs@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>; Carol D. Feeser <[Carol\\_Feeser@hcpss.org](mailto:Carol_Feeser@hcpss.org)>; Carrie A. Slaysman <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>; Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>; Kimberly Clare <[Kimberly\\_Clare@hcpss.org](mailto:Kimberly_Clare@hcpss.org)>; Lisa Beschner <[Lisa\\_Beschner@hcpss.org](mailto:Lisa_Beschner@hcpss.org)>; Mary V. Drew <[Mary\\_Drew@hcpss.org](mailto:Mary_Drew@hcpss.org)>; Valerie C. Gist <[Valerie\\_Gist@hcpss.org](mailto:Valerie_Gist@hcpss.org)>; Valerie J. Willis <[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>; Vivian L. Kelly <[Vivian\\_Kelly@hcpss.org](mailto:Vivian_Kelly@hcpss.org)>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday  
**Importance:** High

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite

the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark  
Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County

Phone: 410-313-7194  
Fax: 410-313-6833



**From:** [Caroline Walker](#)  
**To:** [Jahantab Siddiqui](#)  
**Cc:** [William J. Barnes](#)  
**Subject:** Re: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 10:18:14 AM

---

I don't believe so. I planned on working on it after vacation :)

---

**From:** Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>  
**Date:** Thursday, June 20, 2019 5:35 AM  
**To:** HCPSS <[caroline\\_walker@hcpss.org](mailto:caroline_walker@hcpss.org)>  
**Cc:** "William J. Barnes" <[William\\_Barnes@hcpss.org](mailto:William_Barnes@hcpss.org)>  
**Subject:** Re: [External] RE: Equity documents for Monday & Meeting on Friday

If these are the same as the ones we are working on for July for Sabina then I'm comfortable letting council staff know that we'll provide these answers once we've provided to board. Had we promised a date?

Sent from my iPhone

On Jun 19, 2019, at 10:43 PM, Caroline Walker <[Caroline\\_Walker@hcpss.org](mailto:Caroline_Walker@hcpss.org)> wrote:

I'm out Monday. I can help prepare this week. I have started some responses. Caroline

On Jun 19, 2019, at 10:21 PM, Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)> wrote:

Looping in Eva, Caroline and Kevin. Please see below. I've asked Brianna to find a time for as many of us as possible to meet to discuss these questions below in order to prep for the Friday and Monday meetings. If you're not able to attend, please send a representative.

Thanks.

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Date:** June 19, 2019 at 5:57:58 PM EDT  
**To:** Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>, Chiefs <[Chiefs@hcpss.org](mailto:Chiefs@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carol D. Feeser" <[Carol\\_Feeser@hcpss.org](mailto:Carol_Feeser@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Kimberly Clare <[Kimberly\\_Clare@hcpss.org](mailto:Kimberly_Clare@hcpss.org)>, Lisa Beschner

<[Lisa\\_Beschner@hcpss.org](mailto:Lisa_Beschner@hcpss.org)>, "Mary V. Drew"

<[Mary\\_Drew@hcpss.org](mailto:Mary_Drew@hcpss.org)>, "Valerie C. Gist"

<[Valerie\\_Gist@hcpss.org](mailto:Valerie_Gist@hcpss.org)>, "Valerie J. Willis"

<[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>, "Vivian L. Kelly"

<[Vivian\\_Kelly@hcpss.org](mailto:Vivian_Kelly@hcpss.org)>

**Subject: Fw: [External] RE: Equity documents for Monday & Meeting on Friday**

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Sent:** Wednesday, June 19, 2019 5:46 PM

**To:** Kathleen V. Hanks

**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how

are they processed, how that information is collected and analyzed?

Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,

Jess

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks

<[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Sent:** Wednesday, June 19, 2019 3:46 PM

**To:** Feldmark, Jessica

<[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

<ACCB0E2019-06-24.pdf>

<ALWS2019-06-21.pdf>

**From:** [Renee Kamen](#)  
**To:** [Anissa Brown Dennis](#); [Scott Washington](#)  
**Cc:** [Valerie J. Willis](#)  
**Subject:** RE: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 8:37:36 AM

---

Thanks Nessa! I will let Jessica that I cannot attend and to gather a list of questions so that I may be able to provide a response.

---

**From:** Anissa Brown Dennis <[Anissa\\_BrownDennis@hcpss.org](mailto:Anissa_BrownDennis@hcpss.org)>  
**Sent:** Thursday, June 20, 2019 8:36 AM  
**To:** Renee Kamen <[Renee\\_Kamen@hcpss.org](mailto:Renee_Kamen@hcpss.org)>; Scott Washington <[Scott\\_Washington@hcpss.org](mailto:Scott_Washington@hcpss.org)>  
**Cc:** Valerie J. Willis <[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>  
**Subject:** Fwd: [External] RE: Equity documents for Monday & Meeting on Friday

Please see below. Looks like formal request.

Nessa

Anissa Brown Dennis  
Chief Operating Officer  
Howard County Public School System  
Phone: [410-313-1550](tel:410-313-1550)  
Fax: [410-313-6890](tel:410-313-6890)



Begin forwarded message:

**From:** Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>  
**Date:** June 19, 2019 at 10:21:18 PM EDT  
**To:** Caroline Walker <[Caroline\\_Walker@hcpss.org](mailto:Caroline_Walker@hcpss.org)>, Kevin Gilbert <[Kevin\\_Gilbert@hcpss.org](mailto:Kevin_Gilbert@hcpss.org)>, Eva Yiu <[eva\\_yiu@hcpss.org](mailto:eva_yiu@hcpss.org)>, Monifa McKnight <[Monifa\\_McKnight@hcpss.org](mailto:Monifa_McKnight@hcpss.org)>, "David K. Larner" <[David\\_Larner@hcpss.org](mailto:David_Larner@hcpss.org)>, Anissa Brown Dennis <[Anissa\\_BrownDennis@hcpss.org](mailto:Anissa_BrownDennis@hcpss.org)>, "William J. Barnes" <[William\\_Barnes@hcpss.org](mailto:William_Barnes@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>  
**Subject:** Fwd: [External] RE: Equity documents for Monday & Meeting on Friday

Looping in Eva, Caroline and Kevin. Please see below. I've asked Brianna to find a time for as many of us as possible to meet to discuss these questions below in order to prep for the Friday and Monday meetings. If you're not able to attend, please send a representative.

Thanks.

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Date:** June 19, 2019 at 5:57:58 PM EDT  
**To:** Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>, Chiefs  
<[Chiefs@hcpss.org](mailto:Chiefs@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carol D. Feeser" <[Carol\\_Feeser@hcpss.org](mailto:Carol_Feeser@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Kimberly Clare <[Kimberly\\_Clare@hcpss.org](mailto:Kimberly_Clare@hcpss.org)>, Lisa Beschner <[Lisa\\_Beschner@hcpss.org](mailto:Lisa_Beschner@hcpss.org)>, "Mary V. Drew" <[Mary\\_Drew@hcpss.org](mailto:Mary_Drew@hcpss.org)>, "Valerie C. Gist" <[Valerie\\_Gist@hcpss.org](mailto:Valerie_Gist@hcpss.org)>, "Valerie J. Willis" <[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>, "Vivian L. Kelly" <[Vivian\\_Kelly@hcpss.org](mailto:Vivian_Kelly@hcpss.org)>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks



**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,

Jess

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Sent:** Wednesday, June 19, 2019 3:46 PM

**To:** Feldmark, Jessica

<[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Valerie C. Gist](#)  
**To:** [Bruce Gist](#)  
**Subject:** County Council Meeting on Monday - FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 8:29:00 AM  
**Attachments:** [ACBEOE2019-06-24.pdf](#)  
[ALWS2019-06-21.pdf](#)

---

---

**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Wednesday, June 19, 2019 5:58 PM  
**To:** Michael Martirano <Michael\_Martirano@hcpss.org>; Chiefs <Chiefs@hcpss.org>  
**Cc:** Brianna Hartley <Brianna\_Hartley@hcpss.org>; Carol D. Feeser <Carol\_Feeser@hcpss.org>; Carrie A. Slaysman <Carrie\_Slaysman@hcpss.org>; Kathy Agans <Kathy\_Agans@hcpss.org>; Kimberly Clare <Kimberly\_Clare@hcpss.org>; Lisa Beschner <Lisa\_Beschner@hcpss.org>; Mary V. Drew <Mary\_Drew@hcpss.org>; Valerie C. Gist <Valerie\_Gist@hcpss.org>; Valerie J. Willis <Valerie\_Willis@hcpss.org>; Vivian L. Kelly <Vivian\_Kelly@hcpss.org>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday  
**Importance:** High

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday. Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite

the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark  
Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>  
**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County

Phone: 410-313-7194  
Fax: 410-313-6833



**From:** [Carrie A. Slaysman](#)  
**To:** [Brianna Hartley](#)  
**Subject:** RE: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Thursday, June 20, 2019 8:03:00 AM  
**Attachments:** [image001.png](#)

---

Hi Brianna,

Sorry [REDACTED]. Sure. I will schedule.

Take care.

Carrie

Carrie A. Slaysman  
Executive Assistant



Howard County Public School System  
10910 Clarksville Pike  
Ellicott City, MD 21042  
410-313-6814  
[carrie\\_slaysman@hcpss.org](mailto:carrie_slaysman@hcpss.org)

---

**From:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>  
**Sent:** Thursday, June 20, 2019 7:59 AM  
**To:** Carrie A. Slaysman <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>  
**Subject:** FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Importance:** High

Good Morning,

I managed to [REDACTED].

Please see below.

Would you mind scheduling this meeting for me? If possible, schedule it for today.

Thank you,

Brianna Hartley  
Executive Assistant  
Chief Communication, Community and Workforce Engagement Officer  
Howard County Public School System  
10910 Clarksville Pike  
Ellicott City, MD 21042  
410-313-7199  
[brianna\\_hartley@hcpss.org](mailto:brianna_hartley@hcpss.org)

Responsibility ~ Relator ~ Discipline ~ Achiever ~ Arranger

The information contained in this email transmission is privileged and/or confidential intended solely for the exclusive

use of the individual addressee. If you are not the intended addressee you are hereby notified that any retention, disclosure or other use is strictly prohibited. If you have received this notification in error, please immediately contact the sender and delete the material.

---

**From:** Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>

**Date:** Wednesday, June 19, 2019 at 10:21 PM

**To:** Caroline Walker <[Caroline\\_Walker@hcpss.org](mailto:Caroline_Walker@hcpss.org)>, Kevin Gilbert <[Kevin\\_Gilbert@hcpss.org](mailto:Kevin_Gilbert@hcpss.org)>, Eva Yiu <[eva\\_yiu@hcpss.org](mailto:eva_yiu@hcpss.org)>, Monifa McKnight <[Monifa\\_McKnight@hcpss.org](mailto:Monifa_McKnight@hcpss.org)>, David Larner <[David\\_Larner@hcpss.org](mailto:David_Larner@hcpss.org)>, Anissa Brown Dennis <[Anissa\\_BrownDennis@hcpss.org](mailto:Anissa_BrownDennis@hcpss.org)>, Bill Barnes <[William\\_Barnes@hcpss.org](mailto:William_Barnes@hcpss.org)>

**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>

**Subject:** Fwd: [External] RE: Equity documents for Monday & Meeting on Friday

Looping in Eva, Caroline and Kevin. Please see below. I've asked Brianna to find a time for as many of us as possible to meet to discuss these questions below in order to prep for the Friday and Monday meetings. If you're not able to attend, please send a representative.

Thanks.

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Date:** June 19, 2019 at 5:57:58 PM EDT

**To:** Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>, Chiefs <[Chiefs@hcpss.org](mailto:Chiefs@hcpss.org)>

**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carol D. Feeser" <[Carol\\_Feeser@hcpss.org](mailto:Carol_Feeser@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Kimberly Clare <[Kimberly\\_Clare@hcpss.org](mailto:Kimberly_Clare@hcpss.org)>, Lisa Beschner <[Lisa\\_Beschner@hcpss.org](mailto:Lisa_Beschner@hcpss.org)>, "Mary V. Drew" <[Mary\\_Drew@hcpss.org](mailto:Mary_Drew@hcpss.org)>, "Valerie C. Gist" <[Valerie\\_Gist@hcpss.org](mailto:Valerie_Gist@hcpss.org)>, "Valerie J. Willis" <[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>, "Vivian L. Kelly" <[Vivian\\_Kelly@hcpss.org](mailto:Vivian_Kelly@hcpss.org)>

**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday.

Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Sent:** Wednesday, June 19, 2019 5:46 PM

**To:** Kathleen V. Hanks

**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

### Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,

Jess

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Sent:** Wednesday, June 19, 2019 3:46 PM

**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Caroline Walker](#)  
**To:** [William J. Barnes](#)  
**Subject:** FW: [External] RE: Equity documents for Monday & Meeting on Friday  
**Date:** Wednesday, June 19, 2019 11:08:19 PM  
**Attachments:** [ACCBOE2019-06-24.pdf](#)  
[ATT00001.htm](#)  
[ALWS2019-06-21.pdf](#)  
[ATT00002.htm](#)

---

Let's talk about this too.

---

**From:** Jahantab Siddiqui <[Jahantab\\_Siddiqui@hcpss.org](mailto:Jahantab_Siddiqui@hcpss.org)>  
**Date:** Wednesday, June 19, 2019 10:21 PM  
**To:** HCPSS <[caroline\\_walker@hcpss.org](mailto:caroline_walker@hcpss.org)>, Kevin Gilbert <[Kevin\\_Gilbert@hcpss.org](mailto:Kevin_Gilbert@hcpss.org)>, Eva Yiu <[eva\\_yiu@hcpss.org](mailto:eva_yiu@hcpss.org)>, Monifa McKnight <[Monifa\\_McKnight@hcpss.org](mailto:Monifa_McKnight@hcpss.org)>, Dave Larner <[david\\_larner@hcpss.org](mailto:david_larner@hcpss.org)>, Anissa Brown Dennis <[Anissa\\_BrownDennis@hcpss.org](mailto:Anissa_BrownDennis@hcpss.org)>, "William J. Barnes" <[William\\_Barnes@hcpss.org](mailto:William_Barnes@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>  
**Subject:** Fwd: [External] RE: Equity documents for Monday & Meeting on Friday

Looping in Eva, Caroline and Kevin. Please see below. I've asked Brianna to find a time for as many of us as possible to meet to discuss these questions below in order to prep for the Friday and Monday meetings. If you're not able to attend, please send a representative.

Thanks.

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Date:** June 19, 2019 at 5:57:58 PM EDT  
**To:** Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>, Chiefs <[Chiefs@hcpss.org](mailto:Chiefs@hcpss.org)>  
**Cc:** Brianna Hartley <[Brianna\\_Hartley@hcpss.org](mailto:Brianna_Hartley@hcpss.org)>, "Carol D. Feeser" <[Carol\\_Feeser@hcpss.org](mailto:Carol_Feeser@hcpss.org)>, "Carrie A. Slaysman" <[Carrie\\_Slaysman@hcpss.org](mailto:Carrie_Slaysman@hcpss.org)>, Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Kimberly Clare <[Kimberly\\_Clare@hcpss.org](mailto:Kimberly_Clare@hcpss.org)>, Lisa Beschner <[Lisa\\_Beschner@hcpss.org](mailto:Lisa_Beschner@hcpss.org)>, "Mary V. Drew" <[Mary\\_Drew@hcpss.org](mailto:Mary_Drew@hcpss.org)>, "Valerie C. Gist" <[Valerie\\_Gist@hcpss.org](mailto:Valerie_Gist@hcpss.org)>, "Valerie J. Willis" <[Valerie\\_Willis@hcpss.org](mailto:Valerie_Willis@hcpss.org)>, "Vivian L. Kelly" <[Vivian\\_Kelly@hcpss.org](mailto:Vivian_Kelly@hcpss.org)>  
**Subject:** Fw: [External] RE: Equity documents for Monday & Meeting on Friday

Good Evening,

Attached is the agenda for the Board/County Council Quarterly Meeting on Monday, June 24 at 8:30 a.m. Questions for the Equity

discussion are below. Please note that I have forwarded already all the documents from the Board's Equity Work Session. Also, they already have the Feasibility Study.

If you have any further handouts, please forward to me by Friday.  
Thank you for your assistance.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Sent:** Wednesday, June 19, 2019 5:46 PM

**To:** Kathleen V. Hanks

**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have



demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?

- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

#### Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

#### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

#### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,

Jess

Jessica Feldmark

Administrator

Howard County Council

410-313-3111

[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>

**Sent:** Wednesday, June 19, 2019 3:46 PM

**To:** Feldmark, Jessica <[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)>

**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

[http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?  
open&id=BCGNPX60F347](http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347)

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Kathleen V. Hanks](#)  
**To:** [BoE Email](#)  
**Subject:** Fw: [External] RE: Equity documents for Monday and Friday Meeting  
**Date:** Wednesday, June 19, 2019 6:16:22 PM  
**Attachments:** [ACCBOE2019-06-24.pdf](#)  
[ALWS2019-06-21.pdf](#)

---

Good Evening,

Attached is the agenda for Monday's BOE/CC Quarterly Meeting. Also note the Council has invited the Board and Staff to their work session this Friday.

Please bring your Feasibility Study and Equity Work Session documents to the meeting on Monday.

Please call me if you have any questions.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <jfeldmark@howardcountymd.gov>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?

- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

#### Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

#### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

#### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark

Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <jfeldmark@howardcountymd.gov>  
**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

**From:** [Kathleen V. Hanks](#)  
**To:** [Feldmark, Jessica](#)  
**Subject:** Re: [External] RE: Equity documents for Monday  
**Date:** Wednesday, June 19, 2019 6:08:48 PM

---

Thank you! I have sent it out to staff and Board.

Have a great evening!

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

---

**From:** Feldmark, Jessica <jfeldmark@howardcountymd.gov>  
**Sent:** Wednesday, June 19, 2019 5:46 PM  
**To:** Kathleen V. Hanks  
**Subject:** [External] RE: Equity documents for Monday

Thank you!

Here are the questions I received to help guide staff preparation for the school equity discussion:

- What do families/students of color, FARMS, and ELL say about their experience? Do they feel supported but their teachers/admin? Where are the disconnects? Is there an honest, trusting space for them to share this information?
- What are the teachers' experiences? What do they see as barriers? What are some potential solutions? How has this information been/or can be collected?
- Are there patterns based on the demographics in the school (majority minority, % of FARMS, primarily homogeneous, high income, etc.) that influence gaps?
- What are the best practices and interventions that have demonstrated success here and nationally that would be applicable here? What evidence do we have that our interventions work? Do we follow kids? Is there continuity of service?
- What are the goals for staff development? To what end? To address bias, engage students? How is it all aligned to closing the gaps?

Root Cause:

- Have any tools such as surveys or interviews been used to determine root cause and barriers?
- What incidents of bias that have occurred in the system for as long as they have been collected, where they are housed, who reviews them, how are they processed, how that information is collected and analyzed?

#### Narrowing Gap:

- Please provide the number of years each program has been in existence, how they are aligned to the barriers/gaps and how their success is measured.

#### Increasing Graduation Rates by Increasing Student Engagement

- Please provide research and best practices on which the outlined strategies are based and what the plan is moving forward. How are they aligned to the root causes and how will you know they are working? Why were these chosen?

Also, both CR99-2019 (school capacity charts) and CB17-2019 (extending schools test waiting period) are on the agenda for this Friday morning's legislative work session (6/21 at 10:00 a.m.). The Council would like to invite the appropriate planning staff as well as representative(s) from the Board to attend and participate in the discussion of those items.

I've attached agendas for both meetings.

Thanks,  
Jess

Jessica Feldmark  
Administrator  
Howard County Council  
410-313-3111  
[jfeldmark@howardcountymd.gov](mailto:jfeldmark@howardcountymd.gov)

---

**From:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Sent:** Wednesday, June 19, 2019 3:46 PM  
**To:** Feldmark, Jessica <jfeldmark@howardcountymd.gov>



**Subject:** Equity documents for Monday

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

Hi Jess,

As we discussed, here is the link in BoardDocs to all the documents. There were three agenda items related to the Equity Work Session.

<http://go.boarddocs.com/mabe/hcpssmd/Board.nsf/goto?open&id=BCGNPX60F347>

Let me know if you need any help.

Take care,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833