

The background of the slide features a grayscale photograph of several young students sitting at a table in a classroom, engaged in a learning activity. The image is overlaid with various decorative elements: a large blue semi-circle on the left side, a red circle in the top left corner, a yellow circle with diagonal stripes in the top right corner, and a red semi-circle at the bottom center. The text is centered over the image.

BALTIMORE CITY PUBLIC SCHOOLS

Introduction to the Baltimore City Board of School Commissioners

April 12, 2022

Dr. Sonja Brookins Santelises
Chief Executive Officer, Baltimore City Public Schools

Jhonneta A. Richardson, Board Chair
Christian Gant, Board Executive Officer



What is the Role of the School Board?

- Set the vision, mission, strategic priorities, and goals for the district
- Hire and evaluate the CEO
- Adopt and oversee the annual budget
- Approve district curriculum
- Approve bargaining unit contracts
- Appoint certificated personnel (teachers, principals, etc...) and senior staff
- Adopt and advocate for a legislative platform in the General Assembly session
- Deciding appeals of final decisions from the CEO
- Holding the district accountable for meeting goals
- Seeking and hearing the community's voice in decision making
- Adopt policies and regulations to govern the district and guide staff work



About the Board

- In 1997, in order to establish a new partnership between the City of Baltimore and the State to improve the quality of public education in Baltimore City and to encourage more efficient use of the resources of the State and Baltimore City, a new Baltimore City Board of School Commissioners (Board) was established
- The purpose of the Board is to:

**Raise the level of academic achievement of the students in the Baltimore City Public School System;
and
Improve the management and administration of the public school system in Baltimore City**

- The Board's mission and vision:

***Mission*—“City Schools’ mission is to provide a quality education that focuses on the total development of each child equipping all students with the life skills and academic foundation to contribute to our changing society”**

***Vision*— “City Schools are safe learning environments where students receive a diverse and inclusive education that equips them for success”**



Board Membership

- Members of the Board are unpaid and serve on a voluntary basis.
- The Board currently consists of nine appointed members and a student member elected by the Associated Student Congress of Baltimore City
- In December 2022 two elected Board members will join the Board increasing the total number to twelve
- Mayoral appointed members serve a three-year term and are eligible to be re-appointed and serve an additional three-year term. Elected members will have a four-year term with no term limits.
- The Student Commissioner serves a one-year term and may be elected to serve an additional term.
- A minimum of five Board members must be in attendance to constitute a quorum.
- An affirmative vote of at least five members is required to make decisions.



Board Member Qualifications

- Four Board members must have business administration expertise –a high level of knowledge and expertise concerning the successful administration of a large business, non-profit, or governmental entity and shall have served in a high-level management position within such an entity
- Three Board members shall possess a high level of knowledge and expertise concerning education
- One Board member must be the parent of an enrolled Baltimore City Public Schools student at the time of appointment
- One Board member shall also possess knowledge or experience in the education of children with disabilities. This knowledge or experience may be derived from being the parent of a child with a disability



Meet the Board Of School Commissioners



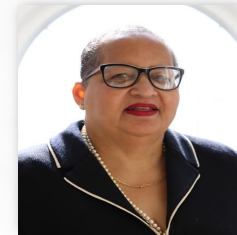
Johnette A. Richardson
Board Chair
Member of Audit and Strategic Planning Committees



Ronald S. McFadden
Board Vice-Chair
Teaching & Learning Chair
Member of Policy Committee



Ezra Horwitz
Student
Commissioner
Member of Policy Committee



Dr. Michelle Harris Bondima
Strategic Planning Chair
Member of Operations Committee



Robert Salley
Member of Operations and Audit Committee



Vernon Reid
Audit Committee Chair and Member of Operations and Teaching & Learning Committees



Ateira M. Griffin
Member of Teaching & Learning Committee



Shantell L Roberts
Operations Chair and Member of Audit Committee

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Dr. Durrelle Brooks
Policy Chair and Member of Strategic Planning Committee



Linda Chinnia
Member of Teaching & Learning Committee



Board Strategic Priorities & Goals

District Goals

1. More students reading on grade level
2. More students feel connected and supported at their school
3. More students graduate on time

Board Strategic Priorities

PRIORITY I: City Schools will ensure effective, relevant, and rigorous instruction is designed to engage and prepare students to be independent, creative, and compassionate leaders. (Goals 1 & 3)

PRIORITY II: City Schools will actively recruit, retain, and support qualified educators, administrators, and staff who are prepared to accelerate the personal growth and academic excellence of each student.

PRIORITY III: City Schools will have high-quality, modernized facilities and resources that support the success of students, educators, administrators, and staff. (Goals 1, 2 & 3)

PRIORITY IV: City Schools will effectively engage all stakeholders which include parents, families, and caregivers in their child's education and community partners who can contribute to the student's success. (Goal 2)

PRIORITY V: City Schools will provide equal access to district services, resources, and facilities to ensure the success of students, staff, and the surrounding community. (Goal 2)

PRIORITY VI: City Schools will increase the number of educational programming of all types and levels throughout the city, while ensuring that all schools, including charters, guarantee a high-quality educational experience. (Goals 1 & 3)

PRIORITY VII: City Schools will continuously work toward equity at all levels by implementing policies, practices, and procedures that create a welcoming and inclusive academic and professional environment. (Goals 1, 2 & 3)

District Goals Summary

#	Focus Area	District Goal	Long-Term Measure	Baseline	SY2026-27 Target
1	Literacy	More students reading on grade level	Reading / ELA Proficiency in Grades 3 – 8, 10	19%	40%
2	Wholeness	More students feel connected and supported at their school	Student Wholeness Score	61%	80%
3	High School Success	More students graduate on time	4-year Adjusted Cohort Graduation Rate	69.2%	76%





Governance vs. Management

Governance	Management
Governance: Focus on the system	Management: Focused on individual or department actions
Set system vision and mission	Manage day to day operations
Set goals/priorities for itself and the system	Lead and develop plans and procedures to meet goals
Selection, evaluation of CEO	
Policy adoption, review, and evaluation	Policy development and implementation
Final approval of bargaining unit contracts	Negotiation of bargaining unit contracts
Adopt a budget for the system; monitor system finances	Develop and present budget to the Board; administer approved budget
Appointment of certificated staff and Chief Academic Officer, Chief Financial Officer, and Chief Achievement and Accountability Officer	Vet, interview, and nominate staff for Board approval
Identifying resources for the district	Management of resources
Monitoring student achievement	
Communicating needs/concerns to the CEO and/or Board Executive	Communicating directly with members of the CEO's staff



How the Board Governs -- By Adopting Policies

The Role of Policy

- Provides a link between Board vision, Board goals and operations.
- Guides overall development and implementation of educational and operational programs.
- Serves as a day to day guide for administration; creates uniformity/consistency.
- Helps employees understand responsibilities and parameters within which they must operate.
- Addresses legal, professional and ethical responsibilities.
- Compliance Reports
- Policies can be enacted, amended, or repealed **whenever** the Board wants

HOW THE BOARD OF SCHOOL COMMISSIONERS DEVELOPS POLICIES AND REGULATIONS

What is policy?

Policies are the written principles adopted by the Board in order to govern City Schools, and regulations are instructions to the CEO and administrative team for implementing policy. Both are a result of a collaboration between the Commissioners, staff, and you.

All policies and regulations are developed during the "reader process" before final approval.

What is the reader process?

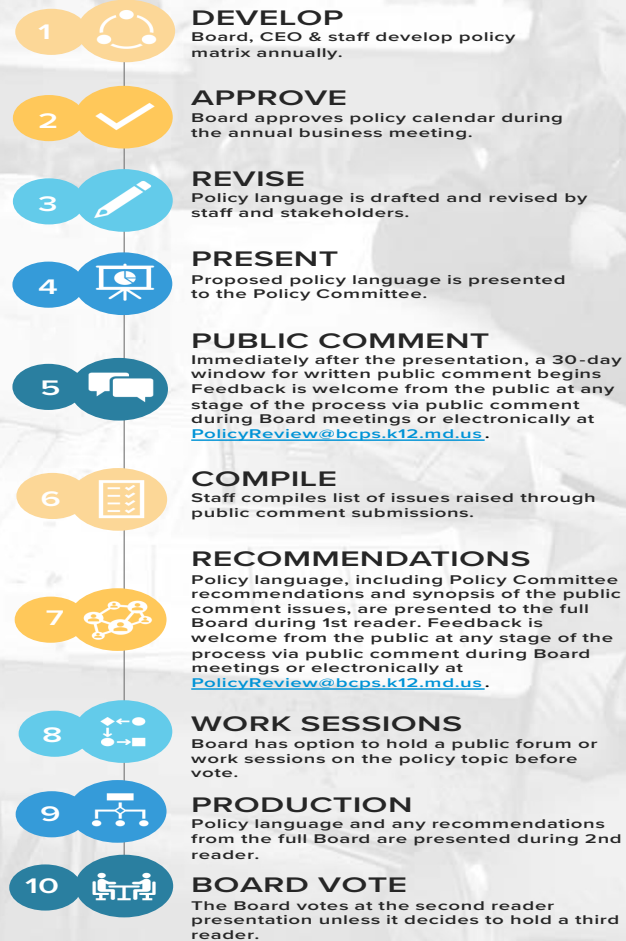
Proposed policies must go through several stages of Board review before final approval. Policies are introduced at the Board's Policy Committee meeting for presentation and feedback from the committee. The next stage is a presentation before the full Board at a public board meeting called 1st Reader. Staff then takes that feedback, makes any necessary revisions, and the policy is presented before the Board at 2nd reader for final approval. There must be no more than 8 weeks between first and second reader. The Board reserves the right to schedule a third reader if necessary. Feedback is welcome from the public at any stage of the process via public comment during Board meetings or electronically at PolicyReview@bcps.k12.md.us

What is a public/community Forum?

The Board may hold community forums during each school year to foster dialogue between the Board and the general public on current topics at issue before the Board. The Board may also utilize community forums to encourage public participation in Board policy decisions.

What is a work session?

The Board may schedule work sessions from time to time to provide its members with the opportunity to plan, strategize and discuss a variety of topics without taking formal action. Work sessions are for the Board to communicate directly with the staff authors.





Accountability

- Board participation, dialogue, and questions during staff presentations on educational and operational matters
- Consideration of community feedback, public comment and other forms of communication during the decision-making process
- Oversight and annual evaluation of the CEO
- Management of the duties of the Office of Internal Audits as defined in Policy EAA
- Fiscal oversight



Accountability

- Funding of an annual external audit of the district's finances
- Its policy setting duties and review of policy compliance reports detailing the implementation and effectiveness of district policies
- Ensuring City Schools adherence with meeting the Board strategic goals
- Monitoring of collective bargaining negotiations and providing feedback to the CEO on proposed changes
- Oversight and follow up on the reports of the district's Ethics Panel



How the Board Gets it Done!

There are several types of meetings the Board utilizes to conduct the business of the district.

Regularly Scheduled Board Meeting

These meetings are open to the public.

When: 2nd and 4th Tuesday of each month

Where: Baltimore City Public Schools
200 E. North Avenue
1st Floor Board Room

Time: 5:00pm

Public Comment: Yes, the Board provides 30 minutes for public comment during the public business meeting.

Closed Meeting

Under state law, the Board is authorized to meet in closed session to discuss administrative, quasi-judicial or matters approved by the Open Meetings Act

Board Forum

The purpose of the public forums is to encourage public participation in Board policy decisions and to stimulate dialogue between the Board and the general public. The Chair will determine the locations and rules for participation.

Board Hearing

The Board schedules public hearings on an as-needed basis to ensure that the public has an adequate opportunity to express its view on a particular topic. Public hearings are recorded and, if necessary, transcribed.

Special Meeting

The Board may hold any other meetings that its duties require. A special meeting of the Board may be called at the discretion of the Chair or CEO or at the request of five Board members. Notice of special Board meetings are posted online and in print form at designated locations. The main purpose of the meeting is stated in the notice.

Public Comment: At the Board's discretion

Board Work Session

These sessions are scheduled for the review of a subject in greater depth than is possible during a regularly scheduled meeting. No voting or public comment takes place but the public is welcome to attend to observe the deliberative process.

Board Committee

The Board has three standing committees that meet in the public to discuss specific subject matters in dept. The public is welcome to attend committee meetings.

Public Comment: Yes, the Board provides 15 minutes for public comment during the public committee facing meetings.



Board Committees

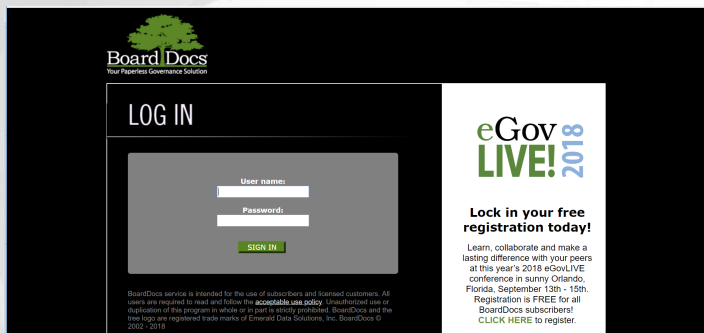
Operations Committee — The mission of this committee is to ensure that 1) effective management systems exist that maximize available resources to support increased student achievement; 2) school environments are safe, caring, and physically conducive for learning; and 3) transformational leadership exists at all levels of the organization.

Teaching and Learning Committee — The mission of this committee is to ensure that 1) students will have quality curricula and instruction that provide rigor, engage students, raise the bar and deliver targeted interventions to increase learning; and 2) students will be taught by highly qualified teachers who will utilize instructional strategies and sustain a culture of excellence that leads to academic success.

Policy Committee — The mission of this committee is to 1) Develop, review and revise various board policies governing Baltimore City Public Schools (City Schools), to support teaching and learning excellence for every student in every classroom system-wide and to meet both state and federal regulations for education; and 2) review existing Board policies on a regular basis to ensure their alignment with the vision and mission of City Schools.

BoardDocs

- BoardDocs is an online system that manages agendas in an easy-to-use web-based system, which makes it is accessible wherever there is a web connection.
- It allows the Board and the public to view agendas and supporting documents for meetings of the Board.
- All meeting information is usually made available no less than five days before the meeting.
- The BoardDocs site has agendas, minutes and supporting documentation available.
- There is also a search function within BoardDocs.
- <https://go.boarddocs.com/mabe/bcps/Board.nsf/Public>



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Community Engagement

- Public Comment
- Board Hearings/Forums
 - Budget Hearing
 - Legislative Board Forum
 - Youth Board Forum
 - Parent/Guardian Board Forum
- District Events
- Stakeholder Engagement
- Individual Correspondence
- Contact the Board at board@bcps.k12.md.us



Questions?

Christian Gant, Board Executive Officer
cgant@bcps.k12.md.us

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BOARD OF SCHOOL COMMISSIONERS

Johnette A. Richardson, *Chair*
Ronald S. McFadden, *Vice-Chair*
Dr. Michelle Harris Bondima
Dr. Durryle Brooks
Linda M. Chinnia
Ateira Griffin
Vernon A. Reid, Jr.
Shantell L. Roberts
Robert Salley
Ezra Horwitz, *Student Commissioner*
Christian Gant, Esq., *Board Executive Officer*

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Angela D. Alvarez, *Executive Director-Office of New Initiatives*
Joshua I. Civin, *Chief Legal Officer*
Dr. Joan Dabrowski, *Chief Academic Officer*
John L. Davis, Jr., *Chief of Schools*
Sarah Diehl, *Interim Chief Human Capital Officer*
Christopher Doherty, *Chief Financial Officer*
Dr. Tracey L. Durant, *Executive Director-Equity*
Tina Hike-Hubbard, *Chief of Communications, Engagement, and Enrollment*
Theresa D. Jones, *Chief Achievement and Accountability Officer*
Thomas T. Jones, *Chief Information Technology Officer*
Alison Perkins-Cohen, *Chief of Staff*
Dr. Lynette Washington, *Chief Operating Officer*
Dr. Jennie Wu, *Executive Director-Strategy & Continuous Improvement*