

CARROLL COUNTY:

A Great Place To Raise A Family

Dealing Objectively with CCPS Challenges

Commissioner Richard Rothschild

Discussion points

- Summary of Key Metrics
- School closings
- Salary analysis
- School Choice
- Qualitative Issues that impact enrollments
- Other ideas

Key Metrics

- **CARROLL COUNTY:** *A Great Place To Raise A Family*
 - Beautiful Communities
 - Maryland's lowest crime rate
 - Maryland's highest graduation rate
 - Maryland's highest PARCC scores
 - Maryland's 3rd lowest unemployment rates
 - Top-10 American County in Agricultural Preservation
 - Three nationally recognized towns for quality of life:
 - Sykesville; Mount Airy, Hampstead
 - Education & Library spending percentage is 5th Highest in MD *
 - Education & Library per capita spending 7th Highest in MD **

* Page 39 of 2016 Overview of MD Local Governments

** Page 41 of 2016 Overview of MD Local Governments

School Consolidations... WHY?

- We have a financial challenge, aggravated by too much capacity;
- **Thank-you...** to BoE & Superintendent for taking action
 - North Carroll HS
 - Charles Carroll Elementary School
 - New Windsor MS

But...

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Prudent Philosophy for Closures

- **Priority #1:** Schools at end-of-life, or in need of the most costly capital expenditures for repair or replacement;
- **Priority #2:** Schools that are inefficient with high ongoing operating and maintenance costs;

Commissioners' Press Release 11/5/2015

- *“The decision of which schools to close should **take into consideration all potential costs** including the cost of repairs, modernizations, remodeling, and refunds to the State.”*

Closure Analysis

- Priority #1: Schools at or near end-of-life, in need of the costly capital expenditures?
- Schools that are inefficient with high ongoing operating & maintenance costs

North Carroll	Charles Carroll	New Windsor
Yes	Yes	No
Yes	Yes	No

Where does this leave us?

- Closing NWMS is inconsistent with key objectives.
- New data indicates higher than anticipated costs to retrofit.
- Recommendation: The decision to close New Windsor MS needs to be reconsidered, with emphasis refocused on closure of other buildings at **end of life**.

Salary Analysis

- Issue: The BoE uses a very narrow definition of the term “increase” when discussing salary.
- Want to ensure the CEC has a full and complete understanding of things that impact salaries

CLARIFICATION: Understanding CCPS's definition of salary "increase".

Hypothetical progression (all #'s rounded for simplicity):

- Teacher making **\$55,000**
- ... gets Masters Degree: **\$56,000**
- ... receives 2.5% STEP increase: **\$58,000**
- ... assumes Dept. Head Duties: **\$60,000**
- ... gets promoted to Vice-Principal: **\$75,000**
- Receives additional healthcare subsidies: **\$1,000/yr**
- **SO WHAT?**
- **In the above scenario, CCPS would categorize this employee as receiving only a 2.5% increase, while salary actually advanced 36%. Without the promotion, the salary advance in this scenario would still exceed 9%.**

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QUALITATIVE ISSUES that impact enrollments

- **School Choice**
- **Celebrating America**
- **Values**

School Choice in Education- Observation

***Public schools resist
competition. Why?***

Research by economist Milton Friedman & The Friedman Foundation say:

- *“Empirical evidence shows that choice improves academic outcomes for participants **and** public schools, saves taxpayer money, moves students into more integrated classrooms, and strengthens the shared civic values and practices essential to American democracy.”*
- 31 of 33 empirical studies concluded school choice improved academic outcome **in public schools.**
- 25 of 28 empirical studies concluded school choice programs **saved taxpayer money**

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The Heritage Foundation says:

- “American spending on public K-12 education is at an all-time high and is still rising”, but “...spending increases have not corresponded with equal improvement in American educational performance.”

(Their conclusions are based on US and state government data.)

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School Choice & Enrollments

- A de-minimis School Choice program would give our county a competitive economic differentiator that would attract the best and brightest to Carroll... Ultimately, this would likely lead to (a) More students; (b) More revenue
- The annual cost of public schooling in Carroll is about \$14,000 and yet, 1 in 5 families says “No”. **WHY?**

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PERCEPTIONS...

- *Public school culture is intolerant of our founding principles and Judeo-Christian values our country was founded upon.*
- *Public schools do not properly teach appreciation for our Republic form of government, the Constitution(s), and Free-market-capitalism.*
- *Public schools have an inherent political bias:*
 - Example- ETM (Multicultural Committee) and the Privilege Walk
 - Political environmental agenda
 - Achievement tests that see Gov't as the answer
 - Unwelcoming environment in some classrooms toward conservatives
 - Employees that complain about indoctrination

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Values- What I Believe...

“Parents are a child’s first and foremost educators, and have primary responsibility for the education of their children. Parents have a right to direct their children’s education, care, and upbringing. We reject a one size-fits-all approach to education and support a broad range of choices for parents and children...

After years of trial and error, we know the policies and methods that have actually made a difference in student advancement: Choice in education; building on the basics; STEM subjects and phonics; career and technical education; ending social promotions; merit pay for good teachers; classroom discipline; parental involvement...”

I didn’t write those statements but I fully support them.

Do you know where they originate?

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Where did they come from?

- From the National GOP Platform on Education.
- And, Whereas, to the best of my knowledge, every elected official at this table registered as a Republican during the last election, I respectfully suggests it is our combined duty to support these values.

How?

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Observation: Fix weaknesses, and enrollments may improve.

- **Celebrating American Values** MUST be an integral part of our public school culture in and out of the classroom;
- **Tolerance for Judeo-Christian Values** should be an integral part of our school culture; ETM should consider offering an elective that positively discusses these values; (Current composition of ETM does NOT reflect values of community)
- **Restore a de-minimis School Choice Program** and leverage it for economic development and growth, (instead of criticizing it)

Summary of Additional Suggestions from 10/3/2016 Letter to Editor

- **NAMES MATTER:** Rename CEC to "Affordability & Restructuring Committee", and take tax increases off-the-table;
- **PRIVATE SECTOR GROWTH:** Can't grow BoE spending faster than private-sector household income that pays-the-freight, especially while enrollments are declining;
- **BARGAINING AGREEMENTS:** Must retain flexibility to offer merit adjustments to our best and brightest teachers for both retention and recruitment.

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Additional Suggestions

- **HEADCOUNT:** Trim headcount 3% to 5%. Commissioner Howard's idea of sharing some administrative positions between smaller schools should be considered. This will reduce operating costs by \$5 to \$10 million and still leave us with competitive teacher/student ratios.
- **SHARED RESOURCES:** Bruce Holstein suggested deployment of big-screen HD television to leverage our best teachers across multiple classrooms.
- **REVENUE:** Explore creative revenue enhancements such as Jack Lyburn's suggestion to sell naming rights of our schools for 1-2 million dollars each.

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Thank You

**Questions /
Discussion**

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