



April 11, 2007

Ms. Karen Orlansky  
Director, Office of Legislative Oversight  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Ms.  Orlansky:

Thank you for providing the draft Office of Legislative Oversight (OLO) report on the Montgomery County Public Schools (MCPS) Workforce Data project. This project has provided a comprehensive review of workforce data relevant to the MCPS operating budget and long-term human resources strategy. MCPS staff has reviewed the draft report and found it to be thoughtfully written and helpful to our common goal of assisting the County Council and the general public to make budget decisions regarding MCPS.

I appreciate the collaborative relationship that Ms. Elaine Bonner-Tompkins of the OLO staff developed with MCPS staff with whom she worked during the project. She provided them with an ongoing opportunity for input into the development of the report and responded to technical suggestions.

Regarding Finding 1, the OLO report notes that MCPS uses the data from the annual Staff Statistical Profile (SSP) for many purposes, including developing strategies for the recruitment and retention of teachers and other personnel, meeting specified goals for diversity in staff demographics, planning for leadership development, and budgeting. The comprehensive nature of this report makes it possible to accomplish the many purposes intended for the report. OLO notes that the County Council has its own purposes for using the report. I am hopeful that the County Council's goals can be met within the format of the existing information rather than through a separate report. In the past, Council members have selected from the available material for all agencies without requiring preparation of a distinct report. Although the current report does not provide analytical comments on the data, MCPS users do considerable analysis using the data in the SSP. The results of this analysis may be found in the annual MCPS Strategic Plan—*Our Call to Action: Pursuit of Excellence* and in the *Annual Report on Our Call to Action*. The material presented there may be of great interest to the County Council.

Regarding Recommendation 1, MCPS agrees that the County Council should review workforce data in more detail as part of its ongoing examination of county workforce patterns. Rather than commissioning a new report, the County Council may wish to review its needs across all agencies before asking MCPS to prepare an additional report.

Office of the Superintendent of Schools

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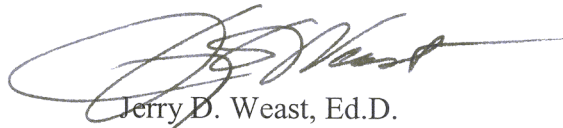
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Regarding Recommendation 2, MCPS agrees that the review of workforce data needs to include a review of goals and accomplishments. Much of that is already done in the *Annual Report on Our Call to Action*. Even more can be accomplished through discussion with the County Council. MCPS concurs with the recommendation that the County Council can benefit greatly from additional workforce sessions.

Because many of the issues raised by the report are long-term workforce excellence issues, it is our expectation that the Education Committee and the full County Council will continue to study the recommendations after work is completed on the FY 2008 Operating Budget.

The members of the Board of Education and I look forward to working with the County Council as this report is reviewed and discussed. I believe that the development of useful workforce data for MCPS and other county agencies will be an ongoing process that will prove most valuable. The goal will be to ensure that MCPS attracts and retains the high quality staff that our constituents expect and deserve.

Respectfully,

A handwritten signature in black ink, appearing to read "J. D. Weast", written over a horizontal line.

Jerry D. Weast, Ed.D.  
Superintendent of Schools

JDW:jp

Copy to:

Members of the Board of Education  
Mr. Ikheloa  
Executive Staff  
Ms. DeGraba