



January 23, 2023

Baltimore County Board of Education  
6901 Charles Street  
Towson, MD 21204

Dear Board Members,

We, the Baltimore County Parent and Student Coalition, Inc. comprised of citizens and taxpayers of the Baltimore County Public School District, have composed this letter to express our dissatisfaction with the current Superintendent, Dr. Darryl L. Williams.

This letter is an expression of our Vote of No Confidence in Dr. Darryl L. Williams and his ability to run our schools. We understand the severity of this decision and did not arrive at it hastily.

Historically, Baltimore County Public Schools (BCPS) has been a district to be proud of; one in which collaborative decisions were consistently made with the students' best interest at the forefront. BCPS was once a district guided by an innovative leadership team, apt to respect, support, and empower both teachers, and students alike, to not only set, but achieve goals.

With each passing school year, apprehensions continue to grow, while our confidence in Superintendent Williams' ability to provide adequate leadership diminishes. Our concerns range from a lack of essential leadership skills (i.e., the ability to functionally communicate with others in a transparent manner, work collaboratively, build trustworthy relationships, and make difficult decisions) to the blatant disrespect exhibited towards his fellow BOE members, BCPS staff, and parents.

Superintendent Williams' lackluster efforts to develop a sense of "community" within BCPS are evidenced through his dismal transparency, tone deaf presentations, and scripted public comments. Furthermore, his unwillingness to cultivate positive working relationships with community members, including school staff many of whom fear retaliation should they speak out against the administration, only exacerbates our concerns and disapproval.

For the aforementioned reasons, we are expressing No Confidence in Dr. Darryl L. Williams.

Of the current board, we ask the following:

1. Refrain from voting to renew Dr. Williams' contract

2. Release to staff and the public the superintendent's most recent performance review- an objective resource necessary in evaluating Dr. Williams' ability to continue to lead the Baltimore County Public School system

3. Conduct an extensive nationwide search for a highly qualified leader who has experience leading a large organization with success

No Confidence Vote for these reasons stated below:

- The devastating effects of prolonged school closures due to COVID-19, paired with the current minimally effective disciplinary protocols, have resulted in a significant increase in violence within Baltimore County Public Schools despite BCPS recording the highest number of suspensions and expulsions in the state. The following list— though by no means exhaustive — outlines countless significant incidents of violence, which occurred from September 2022 to present. [BCPS Incidents September 2022-January 2023](#)
- March 16, 2020, schools closed for 2 weeks due to the Covid-19 pandemic and remained closed until March 1, 2021, where groups of students were brought back over 6 weeks for 2 days a week, which increased to 4 days a week in mid-May 2021. Maryland was one of the last 3 states to re-open schools to students in the U.S.
- Stakeholder survey was conducted about the upcoming school year's reopening plan and the majority of respondents supported in-person or hybrid school for 2020-2021. BCPS announced closure until January 29, 2021, despite the Governor and then State Superintendent calling for schools to reopen on August 28, 2020.
- Catastrophic Ransomware attack occurred November 23, 2020 despite previous and repeat findings and recommendations by the Office of Legislative Audit (pages 51-55) BCPS worked with the FBI and failed to provide Baltimore County Government and the public with much information. Resolution to the ransomware case and final report has not been publicized to date.
- Many Efficiency Review recommendations incomplete-specifically the reorganization of the central office management, reducing non-instructional staff (directors, coordinators and supervisors) because BCPS has the highest number of people in these positions in the state despite being the 3<sup>rd</sup> largest public school system in Maryland. (163 more than the largest Montgomery County Public Schools)
- Staff morale is at a low level and retention of staff is worsening while hiring challenges persist across all positions. National reports show current teacher and school staff hiring challenges: however, BCPS has seen a trend of increasing yearly resignations and retirements leaving more positions open to fill with fewer applicants.
- Minimal community engagement and only visible at press conferences, board meetings, and school visits. Minimal communication during the school closures. Minimal direct

communication from Dr. Williams or his office with the specific school community who has experienced violence or student suicides.

- BCPS neglected to adequately carry out IEPs and 504s during virtual school and has minimal staff to address the increased needs of students this academic year. Compensatory hours were severely underestimated for many students, thus leaving many deficits unaddressed and compounding the learning losses. Tutoring services, at many schools, are not being delivered as intended and schools are not held accountable for identifying students who need them, therefore, ineffectively using any budget line items and/or grant money for that program.
- Multiyear The Compass: Our Pathway to Excellence plan lacks specific measurable academic indicators and yearly goals while proficiencies across grade levels and subjects continue to move in downward trend year after year. Millions of dollars requested yearly to purchase new curriculum with no structure in place to ensure educators are trained to fidelity, provide continued support to implement programs fully, and analyze student data for effectiveness and success.

Sincerely,

The Baltimore County Parent and Student Coalition, Inc.

Amy Adams, BCPASC President

Mary A. Taylor, BCPASC Vice President

openbcps@gmail.com

References:

[BCPS Fall 2022 MAP Results](#)

[Maryland Public Schools Suspension and Expulsion Rates 2021-2022](#)

[BCPS Strategic Plan Dashboard](#)