

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

August 11, 2021

MEMORANDUM

To: Members of the Board of Education

From: Monifa B. McKnight, Interim Superintendent of Schools

Subject: Conflicts Between Summer School Classes and Professional Development  
(06-10-2021-01-A)

**Question**

Ms. Silvestre requested information on proposed resolutions regarding the conflicts between teachers involved with summer school classes, and those taking professional development classes over the summer.

**Response**

Montgomery County Public Schools (MCPS) has endeavored to provide flexibility to attend trainings and professional development courses in the fall, or asynchronously to the extent possible. Notwithstanding that effort, it is not possible to move certain trainings into the regular school year for teachers. In some instances, training must occur before the employee interacts with students, and other trainings cannot be made available during the regular school year for various logistical reasons. MCPS has made significant efforts to work with the associations and the impacted employees to provide viable alternatives.

In an effort to provide teachers with more time and flexibility to complete summer training, the offices of Curriculum and Instructional Programs, Special Education, and Student and Family Support and Engagement made adjustments to summer professional development options by providing additional fall dates for these trainings, and offering many of the technology training asynchronously in order for teachers to access it beyond the summer. Teachers participating in Tier I courses this fall, either before or after school, will be paid at a Tier I rate of pay. Teachers using substitutes to cover classes while participating in training will not receive additional pay.

MBM:HAN:mls

Copy to:  
Executive Staff  
Ms. Webb