Cherokee County School District

AGENDA

School Board Meeting

School Board Auditorium
at the Dr. Frank R. Petruzielo Educational Services Facility

7:00 p.m.

November 15, 2018

- Call to Order
- Pledge of Allegiance/Inspiration
- Adoption of Superintendent's Recommended Agenda for November 15, 2018 School Board Meeting
- Approval of Minutes of the October 18, 2018 School Board Meeting
- Approval of Consent Agenda for November 15, 2018 School Board Meeting
- Public Participation

A. Resolutions/Recognition

1. School Board Recognition of Etowah High School Senior Victoria "Tori" Ridgeway for Achieving Perfect ACT Score

2. School Board Recognition of Cherokee County School District Parent Mentor JoEllen Hancock -- Winner of the Georgia Parent Mentor Partnership's 2018 Phil Pickens Award

3. School Board Recognition of Cherokee County School District Teacher of the Year -- Dana Townsend, Mill Creek Middle School

4. School Board Recognition of Creekview High School Assistant Principal Jessica Whitley -- Finalist for the Statewide Title of 2019 Georgia Assistant Principal of the Year

5. School Board Recognition of Clark Creek Elementary School STEM Academy -- Finalist for the Technology Association of Georgia and the TAG Education Collaborative 2018 Georgia STEM Education Awards

6. School Board Recognition of Clark Creek Elementary School STEM Academy for Earning the Model Professional Learning Community (PLC) at Work Honor

7. **School Board Recognition of CCSD Lead Nurse Gwen Chambers and Arnold Mill Elementary School Nurse Betty Miller -- Finalists for the March of Dimes 2018 Georgia Nurse of the Year Awards**

8. **School Board Recognition of Creekview High School Teacher Andrea Sheldon -- Named to Serve on the State School Superintendent's Teacher Advisory Council**

9. **School Board Recognition of CCSD VILLA Program Class of 2018 Participants**

10. **School Board Consideration of Superintendent's Recommendation to Approve Partnership Agreement with Life University**

B. School Board Members

C. School Board Policies

D. Financial Management

1. **School Board Consideration of Superintendent's Recommendation for Approval of October 2018 Financial Report and Sales Tax Update**

E. Curriculum and Instruction

1. **School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel**

2. **School Board Consideration of Superintendent's Recommendation for Approval of Out of State and Overnight Field Trips**

F. Support Services

1. **School Board Consideration of Superintendent's Recommendation for Approval of Update on Capital Outlay Projects**

2. **School Board Consideration of Superintendent's Recommendation for Approval of Special Lease Agreements**

G. Human Resources

1. School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel

H. School Board Attorney

I. Superintendent of Schools

1. School Board Consideration of Superintendent's Recommendation for Approval of 2019 Legislative Partnership Priorities

2. School Board Consideration of Superintendent's Recommendation for Approval of Annual Update of the CCSD Five-Year Strategic Plan

- **Adjournment**

CHEROKEE COUNTY BOARD OF EDUCATION

OFFICE OF THE SUPERINTENDENT

Thursday, October 18, 2018

MINUTES OF REGULAR BOARD MEETING
7:00 p.m.

The Cherokee County Board of Education called its regular meeting to order at 7:00 p.m. on Thursday, October 18, 2018 in the School Board Auditorium at the Dr. Frank R. Petruzielo Educational Services Facility, 1205 Bluffs Parkway, Canton, Georgia. Present were: School Board Chair Kyla Cromer; Vice-Chair Mike Chapman; Members John Harmon, Patsy Jordan, Clark Menard, Kelly Poole and Robert Rechsteiner; Superintendent Dr. Brian V. Hightower; and, Attorney Tom Roach.

Call to Order

The call to order by Kyla Cromer was followed by the Pledge of Allegiance to the Flag of the United States of America, led by Hickory Flat Elementary School student Hailey Harmon.

A brief inspiration was provided by Clark Menard.

Approval of Agenda

On a motion by Patsy Jordan seconded by Mike Chapman and carried, the Board unanimously adopted the Superintendent's recommended agenda *(7-0 vote)*.

Minutes for Approval

On a motion by Clark Menard seconded by Kelly Poole and carried, the Board approved the minutes from the September 13, 2018 School Board Meeting *(7-0 vote)*.

Consent Agenda

Following identification of those agenda items, Board Members and members of the public indicated they would like considered separately, a motion was made by Mike Chapman, seconded by John Harmon and carried, to approve the Consent Agenda, for the remaining items - identified by asterisks *(7-0 vote)*.

PUBLIC PARTICIPATION

No members of the public signed up to address the School Board.

A. RESOLUTIONS/RECOGNITIONS/PARTNERSHIPS

A-1. School Board Recognition of CCSD High School Seniors Named 2019 National Merit Semifinalists

(Recognized)

A-2. School Board Recognition of Clark Creek Elementary School STEM Academy as Microsoft Showcase School

(Recognized)

A-3. School Board Recognition of Four CCSD Educators as Award-winning Recipients from Georgia Association for Health, Physical Education, Recreation, and Dance (GAHPERD)

(Recognized)

A-4. School Board Recognition of CCSD School Nutrition Program for Winning Georgia Golden Radish Award – Platinum Level

(Recognized)

A-5. School Board Recognition of Woodstock High School Junior Laney Broussard as Selected Participant in 2019 Harvard Debate Council

(Recognized)

A-6. School Board Recognition of CCSD Students Named to the State School Superintendent's 2018-19 Student Advisory Council

(Recognized)

A-7. School Board Recognition of First-, Second- and Third-place Winners in Districtwide Fire Safety Contest

(Recognized)

A-8. School Board Recognition of Sequoyah High School Teacher Matt Bartula as Winner of the 2018 Yale Educator Award

(Recognized)

***A-9. School Board Approval Consideration of Superintendent's Recommendation to Approve Renewal of Partnership Agreement with Elm Street Cultural Arts Village**

(Approved)

B. SCHOOL BOARD MEMBERS/STUDENT ADVISOR TO THE SCHOOL BOARD

School Board Member Comments:

- Canton Elementary School Replacement Site
- Attendance Boundaries
- CCSD's 2018 ACT Scores
- School Improvement Plans (SIPs)

C. SCHOOL BOARD POLICIES

D. FINANCIAL MANAGEMENT

***D-1. School Board Consideration of Superintendent's Recommendation for Approval of September 2018 Financial Report and Sales Tax Update**

(Approved)

***D-2. School Board Consideration of Superintendent's Recommendation to Declare Surplus Property and Dispose of Said Property at Public Auction**

(Approved)

E. CURRICULUM AND INSTRUCTION

***E-1. School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel**

(Approved)

***E-2. School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel and Overnight Field Trips**

(Approved)

E-3. School Board Consideration of Superintendent's Recommendation for Approval of the 2018-19 School Improvement Plans (SIPs)

(Approved)

Motion was made by Clark Menard, seconded by Kelly Poole and carried to Approve the 2018-19 School Improvement Plans (SIPs) *(7-0 vote).*

F. SUPPORT SERVICES

***F-1. School Board Consideration of Superintendent's Recommendation for Approval of Update on Capital Outlay Projects**

(Approved)

***F-2. School Board Consideration of Superintendent's Recommendation for Approval of Special Lease Agreements**

(Approved)

F-3. School Board Consideration of Proposed Contracts for Construction of a Replacement Creekview High School Track

(Approved)

Motion was made by Clark Menard, seconded by Mike Chapman and carried to Approve the Submitted Proposal from Sports Turf Company, Inc. for Construction of a Replacement Creekview High School Track *(7-0 vote)*.

G. HUMAN RESOURCES

***G-1. School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel**

(Approved)

H. SCHOOL BOARD ATTORNEY

***H-1. School Board Consideration of Approval of Property Purchase for Future Cherokee County School District (CCSD) Use**

(Approved)

I. SUPERINTENDENT OF SCHOOLS

ADJOURNMENT

The School Board adjourned at 7:46 p.m.

_____ _____

School Board Chair Secretary

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-1

Title

Recognition of Etowah High School Senior Victoria "Tori" Ridgeway for Achieving Perfect ACT Score

Requested Action

School Board Recognition of Etowah High School Senior Victoria "Tori" Ridgeway for Achieving Perfect ACT Score

Summary Explanation and Background

Etowah High School senior Victoria “Tori” Ridgeway earned the top composite score of 36 on the college entrance and placement test - a feat accomplished by, on average, less than one-tenth of 1 percent of students who take the ACT!

Exceptional scores of 36 provide colleges with evidence of student readiness for the academic rigors that lie ahead, according to ACT. The exam includes English, mathematics, reading and science sections; each section is scored on a scale of 1-36, and the composite score is the average of the four.

Tori serves as senior class co-president and plays three sports at Etowah: basketball (All-Region, Honorable Mention), soccer (All-Region, First Team) and volleyball. Among her numerous academic honors are the Superintendent's Key Scholar Award, National Spanish Exam Silver Medal and Academic Award in all three of her sports.

As a member of the school's English, Math and Spanish National Honor Societies and Beta Club, Tori also serves as a student tutor, reads at elementary schools through the Eagle Readers program and volunteers for the Shop With An Eagle charitable project.

Major System Priority

Increasing Student Achievement

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-2

Title

Recognition of Cherokee County School District Parent Mentor JoEllen Hancock -- Winner of the Georgia Parent Mentor Partnership's 2018 Phil Pickens Award

Requested Action

School Board Recognition of Cherokee County School District Parent Mentor JoEllen Hancock -- Winner of the Georgia Parent Mentor Partnership's 2018 Phil Pickens Award

Summary Explanation and Background

JoEllen Hancock, a 13-year parent mentor who supports the families of students served by CCSD's Office of Special Education, won the Georgia Parent Mentor Partnership's 2018 Phil Pickens Award.

Named for the late Georgia Department of Education Special Education Director who founded the Partnership, the statewide honor recognizes outstanding leadership in special education and collaborative work between home, school and community to improve outcomes for students with disabilities.

Among her many roles and accomplishments, Ms. Hancock is the leader for CCSD's Self Determination Program; serves as an ASPIRE (Active Student Participation Inspires Real Engagement) program trainer; is a certified youth mental health aide responder; developed a PTA Exceptional Children's Committee; and has held leadership positions on the regional Department of Behavioral Health & Developmental Disabilities Advisory Council.

Ms. Hancock was honored with the award at the Partnership's annual conference this Fall.

Major System Priority

Increasing Parental and Community Involvement

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-3

Title

Recognition of Cherokee County School District Teacher of the Year -- Dana Townsend, Mill Creek Middle School

Requested Action

School Board Recognition of Cherokee County School District Teacher of the Year -- Dana Townsend, Mill Creek Middle School

Summary Explanation and Background

The Cherokee County School District recently honored 39 extraordinary educators with a dinner, tributes and gifts at the 2019 Legacy Makers: CCSD Teachers of the Year Celebration... with a new twist: the surprise announcement of the CCSD Teacher of the Year, Mill Creek Middle School teacher Dana Townsend.

The District's Finalists and CCSD Teacher of the Year are selected by a panel of community leaders who evaluate applications from each school's Teacher of the Year; school winners are selected by their peers. Ms. Townsend will also be entered as the District's nominee for 2020 Georgia Teacher of the Year.

A 22-year educator, Ms. Townsend uses her experience teaching reading, writing, science and social studies to expand upon traditional PE and health class coursework and collaborate with colleagues. Among her many other roles at the school, Ms. Townsend this school year began a mentor program to ensure students feel supported and have a caring adult to turn to in times of need.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-4

Title

Recognition of Creekview High School Assistant Principal Jessica Whitley -- Finalist for the Statewide Title of 2019 Georgia Assistant Principal of the Year

Requested Action

School Board Recognition of Creekview High School Assistant Principal Jessica Whitley -- Finalist for the Statewide Title of 2019 Georgia Assistant Principal of the Year

Summary Explanation and Background

Creekview High School Assistant Principal Jessica Whitley is one of five leaders announced as a finalist for the award presented by the Georgia Association of Secondary School Principals. The winner of the award, which is open to middle and high school assistant principals statewide, recognizes “outstanding school leaders who have succeeded in providing high-quality learning opportunities for students.”

The judges will select a winner based on achievement in four categories of specific standards: Personal Excellence; Collaborative Leadership; Curriculum, Instruction & Assessment; and Personalization. The winner will be announced next month and then represent the state in the competition for the National Assistant Principal of the Year title.

In addition to being a vital part of the administrative and leadership team, Ms. Whitley's specific areas of oversight at Creekview include ensuring high-quality services for students with special needs, whether they're Special Education, English Learners or hospital homebound students, or are in need of intervention and extra support to succeed and graduate on time. Now in her fourth year as an assistant principal at Creekview, Ms. Whitley previously served as a school counselor and teacher, including at Etowah High School.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-5

Title

Recognition of Clark Creek Elementary School STEM Academy -- Finalist for the Technology Association of Georgia and the TAG Education Collaborative 2018 Georgia STEM Education Awards

Requested Action

School Board Recognition of Clark Creek Elementary School STEM Academy -- Finalist for the Technology Association of Georgia and the TAG Education Collaborative 2018 Georgia STEM Education Awards

Summary Explanation and Background

The Georgia STEM Education Awards recognize schools, programs, and companies in a range of categories for outstanding efforts and achievements in supporting and promoting STEM (Science, Technology, Engineering and Math) Education in Georgia.

Clark Creek ES STEM Academy was named as a finalist in the STEM Day Activity (three finalists statewide), STEM Certified School Outreach (two) and Corporate Outreach (three) categories.

This is the third time for Clark Creek ES STEM Academy to be named a finalist for TAG awards, having previously been recognized in 2016 and 2017. The school, led by Principal Joey Moss, was honored as the Georgia winner of the 2017 Program Excellence Award presented by the International Technology and Engineering Educators Association. In 2015, the school earned the prestigious State STEM Certification... only the 11th elementary school in Georgia to earn this commendation, and the first in Cherokee County.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-6

Title

Recognition of Clark Creek Elementary School STEM Academy for Earning the Model Professional Learning Community (PLC) at Work Honor

Requested Action

School Board Recognition of Clark Creek Elementary School STEM Academy for Earning the Model Professional Learning Community (PLC) at Work Honor

Summary Explanation and Background

Clark Creek Elementary School STEM has earned national recognition for its successful efforts to improve classroom instruction!

The school, led by Principal Joey Moss, has earned the Model Professional Learning Community at Work honor from Solution Tree, one of only 200 honored schools and districts in the nation - and only the second school in Georgia, following Etowah High School.

The PLC model is used in all CCSD schools to increase collaboration, share data and best practices, and enhance professional development among teachers. CCSD teachers regularly meet in these small groups, which focus on grade level and/or subject area.

Solution Tree, a top provider of educational strategies and tools, honors schools that meet specific requirements including effective use of PLCs for at least three years and evidence its practices are improving teaching and learning.

Major System Priority

Increasing Accountablity

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-7

Title

Recognition of CCSD Lead Nurse Gwen Chambers and Arnold Mill Elementary School Nurse Betty Miller -- Finalists for the March of Dimes 2018 Georgia Nurse of the Year Awards

Requested Action

School Board Recognition of CCSD Lead Nurse Gwen Chambers and Arnold Mill Elementary School Nurse Betty Miller -- Finalists for the March of Dimes 2018 Georgia Nurse of the Year Awards

Summary Explanation and Background

CCSD Lead Nurse Gwen Chambers and Arnold Mill Elementary School Nurse Betty Miller are finalists for the March of Dimes 2018 Georgia Nurse of the Year Awards, which honor excellence in patient care, compassion, and service.

Nurses statewide are nominated in 15 categories ranging from Advanced Practice to NICU to Public Health; those nominations then are reviewed by high-ranking nurse leaders to select finalists.

Ms. Chambers, who joined CCSD as a school nurse 30 years ago and has served as a lead nurse for 18 years, and Ms. Miller, who joined CCSD as a school nurse in 2010, are among only three school nurses statewide named to the elite group of nurses from hospitals, medical centers, healthcare systems and universities. Ms. Chambers previously was honored with the Georgia Association of School Nurses' 2017 Georgia School Nurse Administrative of the Year.

The finalists were recently honored at the Nurse of the Year Awards Gala on Nov. 9 at The Fairmont in Atlanta.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-8

Title

Recognition of Creekview High School Teacher Andrea Sheldon -- Named to Serve on the State School Superintendent's Teacher Advisory Council

Requested Action

School Board Recognition of Creekview High School Teacher Andrea Sheldon -- Named to Serve on the State School Superintendent's Teacher Advisory Council

Summary Explanation and Background

Creekview High School American Sign Language (ASL) teacher Andrea Sheldon is among the select group of teachers from across Georgia selected to represent their profession on the board. The Council meets twice a year to advise Georgia Superintendent of School Dr. Richard Woods on State-level education issues and provide him insight as to how those decisions impact classroom teachers and instruction.

Ms. Sheldon started the ASL program at Creekview six years ago; since joining CCSD in 2007 she also has served as a teacher of the deaf and ASL teacher at Hasty Elementary School Fine Arts Academy and as an educational interpreter.

She earned her bachelor's degree in ASL and her master's degree in teaching and special education and has served as a member of the Georgia Professional Standards Committee to analyze passing scores for ASL teachers.

Major System Priority

Attracting and Retaining the Best Teachers and Support Staff

Financial Impact

N/A

Exhibits: (List)

N/A

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-9

Title

Recognition of CCSD VILLA Program Class of 2018 Participants

Requested Action

School Board Recognition of CCSD VILLA Program Class of 2018 Participants

Summary Explanation and Background

The Cherokee County School District's second annual VILLA Program, which encourages and celebrates parent engagement, concludes with class graduation tonight!

The parent academy program began last year in CCSD as a pilot initiative developed with the Georgia School Boards Association and with the support of Cherokee County School Board Chair Kyla Cromer, who championed the idea during her re-election campaign. VILLA (Volunteer Instructional Leadership Learning Academy) is a free six-week program that offers participants the opportunity to learn more about the public schools in their community. Topics including school operations, governance, funding and accountability are covered in classes that include presentations by CCSD staff and question-and-answer sessions with the School Board and Superintendent of Schools, as well as a field trip to schools.

Costs associated with the program are funded through the generous sponsorship of Credit Union of Georgia, a CCSD Partner. Class size is limited, with participants selected by application (the 2019 application window will begin in May); classes are held in the fall and culminate with graduation at the School Board's November meeting.

Major System Priority

Increasing parental and community involvement

Financial Impact

N/A

Exhibits: (List)

List of VILLA Class of 2018 Participants

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

2018 VILLA CLASS

CHEROKEE
Tiffany Bird
Brandy DeBord
Maria Riera-Palomeque
Jeff Rusbridge

CREEKVIEW
Jason Blakey
Amanda Malone

ETOWAH
Maria Benitez
Latresse Bray
Nick Carberry
Nathan Padilla
Robert "Trey" Ragsdale
Brandy Stegall

RIVER RIDGE
Rob Epstein
Kara Gagnon
Scarlett Giles
Olga Spivey

SEQUOYAH
Michael Keehley
Lindsey Upchurch

WOODSTOCK
René Kalata

COMMUNITY
John Wallace
Allison Yeomans

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	A-10

Title

Approval of Partnership Agreement with Life University

Requested Action

School Board Consideration of Superintendent's Recommendation to Approve Partnership Agreement with Life University

Summary Explanation and Background

One of the School Board's Major System Priorities is increasing parental and community involvement through public engagement policies and practices that treat parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities as true partners in the educational process.

The School Board is requested to consider the Superintendent's recommendation to approve a Partnership Agreement with Life University.

Major System Priority

Increasing parental and community involvement

Financial Impact

N/A

Exhibits: (List)

Draft Agreement Attached

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Barbara Jacoby 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

PARTNERSHIP AGREEMENT

BETWEEN

THE CHEROKEE COUNTY BOARD OF EDUCATION

AND

LIFE UNIVERSITY

This agreement entered into on this 15th day of November 2018 by and between The Cherokee County Board of Education, hereinafter referred to as the "School Board" and Life University.

WHEREAS, the School Board's mission is to educate the emerging generation through learning environments designed to increase the performance of all students; and,

WHEREAS, one of the School Board's Major System Priorities is to increase parental and community involvement through public engagement policies and practices that treat parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities as true partners in the educational process; and,

WHEREAS, Life University is the leader in vitalistic healthcare education and strives to empower its students to succeed both professionally and personally based on its vitalistic philosophy; and,

WHEREAS, Life University's Eight Core Proficiencies further students' dedication to personal integrity, and provide a cornerstone for professional success, social contribution and cultural change; and,

WHEREAS, Life University's philosophical approach is its guiding principle of Lasting Purpose: To Give, To Do, To Love, To Serve – Out of a Sense of Abundance, which recognizes that everyone – student, faculty and staff alike – has a duty to share their individual gifts with the world; and,

WHEREAS, Life University also fosters students' commitment to their full potential and peak performance in their educational pursuits and future professional lives through healthy habits that create a flourishing world community.

Now therefore in consideration of the covenants and conditions set forth herein the parties agree as follows:

ARTICLE I

The parties agree that the foregoing recitals are true and correct and incorporated herein by reference:

ARTICLE II

The School Board will:

1. Work with Life University to develop a CCSD STEM Day through which select CCSD students would visit the Life campus for a day of STEM learning led by Life University staff and a CCSD Healthcare Science Career Pathways Day through which select CCSD high school students would visit the Life campus for a day of career exploration led by Life University staff.

2. Explore apprenticeship, internship and dual enrollment program opportunities for CCSD students at Life University.

3. Pursue joint grant opportunities in both parties' best interests.

4. Pursue joint professional development opportunities in both parties' best interests.

5. Promote Life University programs and events for CCSD students, employees and families through existing communication channels, as permitted by School Board policy.

ARTICLE III

Life University will:

1. Work with CCSD to develop a CCSD STEM Day through which select CCSD students would visit the Life campus for a day of STEM learning led by Life University staff and a

CCSD Healthcare Science Career Pathways Day through which select CCSD high school students would visit the Life campus for a day of career exploration led by Life University staff.

2. Explore apprenticeship, internship and dual enrollment program opportunities for CCSD students at Life University.

3. Pursue joint grant opportunities in both parties' best interests.

4. Pursue joint professional development opportunities in both parties' best interests.

5. Provide Life University speakers and instructors, when available, for Career Days and STEM activities at CCSD schools.

6. Provide Life University staff, when available, to serve as mentors and presentation review board members for high school Senior Capstone Projects.

7. Share opportunities on the Life University campus, such as the Annual Run of the Lights and Dog Days, through which CCSD students could earn community service hours including to fulfill requirements for extra-curricular clubs.

8. Accept all children/interested participants for participation within its programs without regard to their gender, race, political affiliation, age, national origin or handicapping condition or any other discrimination recognized and prohibited by State or Federal Law. Children/participants with handicaps must be provided all necessary levels of supervision and must be included within the activities of the partnering organization. As a result of this partnership agreement, Life University must adhere to all local, State or Federal laws regarding education.

ARTICLE IV

The term of this contract is November 15, 2018 through November 15, 2019. This contract shall automatically renew for additional terms not to exceed five years unless either party notifies the other at least 60 days prior to renewal date.

ARTICLE V

This contract may be terminated by either party upon thirty (30) days written notice to the other party with or without cause. All notice of this contract shall be given to the Superintendent of Cherokee County Schools at P.O. Box 769, Canton, Georgia 30169, and to the President of Life University, 1269 Barclay Cir, Marietta, GA 30060.

IN WITNESS WHEREOF the parties have executed this document the first date referred to herein.

LIFE UNIVERSITY

_____

Dr. Rob Scott, President

THE CHEROKEE COUNTY BOARD OF EDUCATION

_____

By: Kyla Cromer, Chairman

_____

By: Dr. Brian V. Hightower

Superintendent of Schools

Approved as to form:

_____

Tom Roach, Esquire

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	D-1

Title

October 2018 Financial Report and Sales Tax Update

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of October 2018 Financial Report and Sales Tax Update

Summary Explanation and Background

Financial Report for October 2018

See Attached Reports

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

Financial Report and Sales Tax Update

Board Action	Source of Additional Information
(For Official School Board Records Only)	Kenneth Owen 770.479.1871 Dr. Brian V. Hightower 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

CHEROKEE COUNTY BOARD OF EDUCATION
Dr. Brian V. Hightower, Superintendent
Kenneth Owen, Chief Financial Officer

FINANCIAL REPORT
OCTOBER 2018

General Fund

For the month ending October 31, 2018, the fourth month of the 2018-19 Fiscal Year, the School District's Operating Account (General Fund) has received $63,436,007 in revenue (year-to-date) consisting of state funds of $39,810,018 (18% of budget), $11,550,857 local taxes (7% of budgeted amount), and other funds of $12,075,132 (78% of budget). All operating expenditures of $107,090,439 (26% of budget) are within the Board of Education's approved 2018-19 budget.

Capital Outlay

The Capital Outlay Fund balance of $26,213,876 as of October 31, 2018 reflects proceeds of bond sales for capital outlay purposes less refundings of bonds, transfers from the General Fund, bond issuance costs, and capital outlay expenses paid.

Current SPLOST

For Fiscal Year 2018-19, the Cherokee County School District received $3,108,962 in October 2018, for the month of September 2018, the 9th month of 60 monthly sales tax collections for the 2018-2022 SPLOST. Collections received were above projections (detail included) for the month by $316,356 and above cumulative projections by $4,400,270. Excess SPLOST collections are added to the Debt Service fund balance as a safeguard against future negative economic conditions, assuring the School District can meet future bond payments.

Cherokee County School District
FINANCIAL REPORT
AS OF OCTOBER 31, 2018

BALANCE SHEET

	GENERAL FUND	BOND SPLOST	CAPITAL OUTLAY	FED FUNDS AND SCHOOL NUTRITION	TOTAL
ASSETS					
Cash	$ 18,822,985	$ 27,150,430	$ 26,918,255	$ 1,394,136	$ 74,285,806
Investments	664,451	17,570,136	-	-	18,234,587
Accounts Receivable	681,700	-	-	5,104,158	5,785,858
TOTAL ASSETS	$ 20,169,136	$ 44,720,566	$ 26,918,255	$ 6,498,294	$ 98,306,251
LIABILITIES					
Salaries and Benefits Payable	$ 12,454,026	$ -	$ -	$ 380,885	$ 12,834,911
Accounts Payable	1,280,814	-	704,379	784,032	2,769,225
FUND BALANCE					
Fund Balance 10/31/2018	6,434,296	44,720,566	26,213,876	5,333,377	82,702,115
TOTAL LIABILITIES AND FUND BALANCE	$ 20,169,136	$ 44,720,566	$ 26,918,255	$ 6,498,294	$ 98,306,251

REVENUE AND EXPENSE

Revenue	$ 63,436,007	$ 11,946,022	$ 447,544	$ 9,056,722	$ 84,886,295
Expense	107,090,439	17,966,970	13,825,362	9,081,936	147,964,707
Excess Revenue over Expense	(43,654,432)	(6,020,948)	(13,377,818)	(25,214)	$ (63,078,412)
BEGINNING FUND BALANCE 7/01/2018	50,088,728	50,741,514	39,591,694	5,358,591	145,780,527
ENDING FUND BALANCE 10/31/2018	**$ 6,434,296**	**$ 44,720,566**	**$ 26,213,876**	**$ 5,333,377**	**$ 82,702,115**

General Fund
Comparison of Budget to Actual
October 2018

Description	2018-109 Budget	Year to Date	Available Budget
Revenue			
Federal	$ 168,238	178,607	$ (10,369)
Local	173,746,357	11,550,857	133,936,339
State	217,670,837	39,810,018	177,860,819
Other	3,884,429	396,525	3,487,904
Tan	11,500,000	11,500,000	-
Total Revenue	**$ 406,969,861**	**63,436,007**	$ 343,533,854
Expense			
Instruction	$ 274,599,339	$ 68,989,339	$ 205,610,000
Pupil Services	14,377,452	4,197,430	10,180,022
Improve Instructional Services	13,254,016	4,294,075	8,959,941
Media Services	4,778,506	1,197,739	3,580,767
General Administration	2,884,142	1,105,091	1,779,051
School Administration	24,715,279	8,126,780	16,588,499
Business	3,054,565	1,278,820	1,775,745
Maintenance	28,503,735	9,178,622	19,325,113
Transportation	21,082,394	6,238,388	14,844,006
Support and Community Services	5,174,799	2,144,131	3,030,668
Facilities and Construction	475,000	190,024	284,976
Transfers Out	2,152,304	150,000	2,002,304
Debt Service	11,532,623	-	11,532,623
Total Expense	**$ 406,584,154**	**$ 107,090,439**	$ 299,493,715
Excess Revenue over Expense	**$ 385,707**	**$ (43,654,432)**	$ 44,040,139

1% SALES TAX (2018-2022)
COMPARISON OF COLLECTIONS
AS OF OCTOBER 2018

REPORTING MONTH	60 MONTH COLLECTION PERIOD	PROJECTED COLLECTIONS	BOE 1% COLLECTIONS	DIFFERENCE BETWEEN ACTUAL AND PROJECTED COLLECTIONS
February 2018	**January 2018 (1)**	$ 2,482,396	$ 2,974,362	$ 491,966
March 2018	**February 2018 (2)**	2,569,511	2,610,220	40,709
April 2018	**March 2018 (3)**	2,735,881	3,482,968	747,087
May 2018	**April 2018 (4)**	2,726,393	3,174,263	447,870
June 2018	**May 2018 (5)**	2,796,817	3,361,741	564,924
July 2018	**June 2018 (6)**	2,841,541	3,476,673	635,132
August 2018	**July 2018 (7)**	2,871,634	3,479,906	608,272
September 2018	**August 2018 (8)**	2,818,552	3,366,506	547,954
October 2018	**September 2018 (9)**	2,792,606	3,108,962	316,356
		$ 24,635,331	$ 29,035,601	$ 4,400,270

CHEROKEE COUNTY SCHOOL DISTRICT
1% SPECIAL PURPOSE LOCAL OPTION SALES TAX (SPLOST)
2018-2022 PROJECTED COLLECTIONS

	2018	2018-19	2019-20	2020-21	2021-22	2022
July	$ -	$ 2,871,634	$ 2,957,783	$ 3,046,516	$ 3,137,912	$ 3,232,049
August	$ -	$ 2,818,552	$ 2,903,109	$ 2,990,202	$ 3,079,908	$ 3,172,306
September	$ -	$ 2,792,606	$ 2,876,384	$ 2,962,676	$ 3,051,556	$ 3,143,103
October	$ -	$ 2,736,315	$ 2,818,405	$ 2,902,957	$ 2,990,046	$ 3,079,747
November	$ -	$ 2,906,999	$ 2,994,209	$ 3,084,035	$ 3,176,556	$ 3,271,853
December	$ -	$ 3,588,310	$ 3,695,959	$ 3,806,838	$ 3,921,043	$ 4,038,675
January	$ 2,482,396	$ 2,556,868	$ 2,633,574	$ 2,712,581	$ 2,793,958	$ -
February	$ 2,569,511	$ 2,646,596	$ 2,725,994	$ 2,807,774	$ 2,892,007	$ -
March	$ 2,735,881	$ 2,817,958	$ 2,902,497	$ 2,989,571	$ 3,079,259	$ -
April	$ 2,726,393	$ 2,808,185	$ 2,892,430	$ 2,979,203	$ 3,068,579	$ -
May	$ 2,796,817	$ 2,880,722	$ 2,967,144	$ 3,056,158	$ 3,147,843	$ -
June	$ 2,841,541	$ 2,926,787	$ 3,014,591	$ 3,105,029	$ 3,198,180	$ -
Total by Fiscal Year	$ 16,152,539	$ 34,351,532	$ 35,382,079	$ 36,443,540	$ 37,536,847	$ 19,937,733
Total Projected Collections						$ 179,804,270

The amount shown in each month is the expected collection amount. Actual receipt would occur in the subsequent month.

Revised August 28, 2017

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	E-1

Title

Out of State Travel Request

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Out of State Travel

Summary Explanation and Background

See attachment for out of state travel requests to attend professional conferences.

Major System Priority

Attracting, retaining, and training the best teachers, principals, and support staff

Financial Impact

See Legend on Attached Out of State Travel Requests

Exhibits: (List)

Attached Out of State Travel Requests

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Nicole H. Holmes 770.479.1871 Dr. Keith A. Bryant 770.479.1871 Jackie Miller 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

OUT OF STATE TRAVEL REQUESTS

Name	School	Dates	Reason	Place	Cost
Dixie Harper, Instructional Technology Specialist Merry Willis, Instructional Technology Specialist	Division of Technology & Information Services	11.27.18 – 11.29.18	*To attend Louisiana Computer Using Educators (LaCUE) Conference*	New Orleans, LA	$ 0 Ω $ 0 Ω
Marielle Reed, Teacher	Creekland MS	02.27.19 – 03.02.19	*To attend American Choral Directors Association (ACDA) National Conference*	Kansas City, MO	$1,661 ❖
Kevin Boyle, Teacher	Creekland MS	02.14.19 – 02.16.19	*To attend Texas Music Educators Association (TMEA)*	San Antonio, TX	$1,312 ❖
Ross Amend, Teacher Christin Lawhorne, Teacher	River Ridge HS	12.19.18 – 12.21.18	*To attend Midwest Clinic: International Band & Orchestra Clinic*	Chicago, IL	$ 491 ❖ $ 291 ❖●

Legend

❖ - State Staff Development Funds FY2018-19
● – School-based Band Booster FY2018-19
Ω - No Expense to Cherokee County School District (Microsoft)

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	E-2

Title

Out of State and Overnight Field Trips

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Out of State and Overnight Field Trips

Summary Explanation and Background

See Attached List of Field Trips

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

See Attachment

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Dr. Nicole Holmes 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

ATTACHMENT: OVERNIGHT AND OUT-OF- STATE FIELD TRIPS

I. Curriculum-Based Trips

School	Grade	Date	Destination	Reason/Nature
Cherokee HS	10 – 12	03.27.19 – 04.07.19	Barcelona/ Madrid, Spain	Spanish class students will experience culture and tour historical sites.
Etowah HS	9 – 12	03.28.19 – 04.01.19	Orlando, FL	Chorus students will participate in Disney-sponsored workshops and conduct studio performances.
Etowah HS	10 – 12	12.03.18 – 12.08.18	Indianapolis, IN	Build Team has qualified to compete at 2018 Hot Rodders of Tomorrow Dual Championship.
River Ridge HS	9 – 12	04.04.20 – 04.12.20	Dublin, Ireland London, England	AP/Honors Literature and History class students will experience culture and tour historical sites.
Sequoyah HS	9 – 12	12.06.18 – 12.09.18	New Orleans, LA	Speech and Debate Club Team will compete in the Isidore Newman School Invitational Tournament.
Sequoyah HS	9 – 12	02.14.19 – 02.18.19	Cambridge, MA	Speech and Debate Club Team will compete in the Harvard Speech and Debate Tournament.

II. Student Activities/Athletic-Based Trips

School	Grade	Date	Destination	Reason/Nature
Cherokee HS	9 – 11	02.14.19 – 02.17.19	Anniston, AL	Cherokee's JROTC will travel to Alabama to attend JROTC Regional Championships.
Cherokee HS	9 – 11	03.20.19 – 03.23.19	Anniston, AL	Cherokee's JROTC Rifle Team will travel to Alabama to participate in the National JROTC Rifle Championship.
Cherokee HS	9 – 12	03.13.19 – 03.17.19	Washington, DC	Cherokee's Marching Band will travel to Washington, DC to tour historic and national sites. They will also see a performance of "Into the Woods" at Ford's Theater.

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	F-1

Title

Monthly Update on Capital Outlay Projects

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Update on Capital Outlay Projects

Summary Explanation and Background

See the attached report from the Chief Support Services Officer regarding the status of the current Capital Outlay Projects.

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

See Attachment

Board Action	Source of Additional Information	
(For Official School Board Records Only)	William J. Sebring	770.479.1871
	Phil Parrott	770.479.1871
	Steve Werner	770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Cherokee County School District

DATE: 6 November 2018

TO: Dr. Brian V. Hightower
Superintendent of Schools

FROM: William J. Sebring
Chief Support Services Officer

SUBJECT: Construction Status Reports

Facility Construction staff has reviewed the architect's monthly status report on the current construction project. A summary of the progress for the project is shown below:

Mill Creek Middle School Classroom Addition

- Concrete slab-on-grade is complete.
- Structural steel installation is underway.
- Plumbing and electrical rough-ins are progressing.
- Concrete Masonry Unit wall construction has begun.
- This project is scheduled for completion August 2020.

WJS

WJS:dm

1205 Bluffs Parkway
Canton, Georgia 30114
770.479.1871
www.cherokeek12.net



Womack Lewis & Smith Inc

Mill Creek Middle School

Print #181027080
Date: 10/27/18
Lat/Lon: 34.117435 -84.477930
Order No. 65859
Aerial Photography, Inc. 954-568-0484

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	F-2

Title

Special Lease Agreements

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Special Lease Agreements

Summary Explanation and Background

Pursuant to the School Board's Community Use of System Facilities Policy (KG), special lease agreements applicable to non-school allied groups (users applying for extended use of school facilities who are required to pay rental fees) and for-profit summer camps, summer recreational leagues and/or any activities where Cherokee County School District employees are compensated, must be recommended by the Principal to the Superintendent for consideration of approval by the School Board prior to use of the facility. Extended use is defined as an event involving two or more consecutive days or for recurring activities.

Attached is a synopsis of detail of the special lease agreements, which adhere to the guidelines stipulated for such use and which have been approved by the Principal and Superintendent.

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

See attachment

Board Action	Source of Additional Information
(For Official School Board Records Only)	William J. Sebring 770.479.1871 Phil Parrott 770.479.1871 Steve Werner 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Special Lease Agreements November 2018

School Facility: Arnold Mill ES

Event Dates: Sundays 1.27.19 to 6.30.19

Name of Organization: Journey Christian Church

Director of Activity Name: Dusty Elmore

Object or purpose: Church Services

Term: 6 Months

Areas: Cafeteria and 5 Classrooms

School Facility: Tippens Education Center

Event Dates: Mondays, Wednesdays and Sundays 11.18.18 to 2.7.19

Name of Organization: Warriors Basketball, Inc.

Director of Activity Name: Brian Giddens

Object or purpose: Basketball Practice

Term: 4 Months

Areas: Gym

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	G-1

Title

Recommendations and Resignations/Terminations of Employment for Certified and Classified Personnel

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Recommendations, Resignations, Terminations of Employment and Transfers for Certified and Classified Personnel

Summary Explanation and Background

The recommendations include the following items:

1. Certified Recommendations
2. Certified Resignations/Terminations of Employment
3. Classified Recommendations
4. Classified Transfers
5. Classified Resignations/Terminations of Employment

Major System Priority

Attracting, Retaining and Training the Best Teachers, Principals and Support Staff

Financial Impact

N/A

Exhibits: (List)

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Richard Beaulieu 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

CERTIFIED RECOMMENDATIONS 11/15/2018

Last	First	Position	Location	Start Date
Marrero	Amber	Teacher	Creekland MS	10/19/18
Lawley	Donna	Teacher	Dean Rusk MS	11/05/18
Obermeyer	Sarah	Teacher	Hasty ES	10/29/18
Heinzer	Erin	Teacher	River Ridge HS	11/05/18
Chesnut	Brooke	Speech Language Pathologist	Special Education	10/22/18
Moxley	Adam	Teacher	Woodstock HS	11/16/18
Broadus	Albert	Teacher	Woodstock MS	11/02/18

CERTIFIED TRANSFER 11/15/2018

Last	First	Position	Location	Start Date
Bowley	Lindsay	Academic Facilitator to Recruitment Coordinator	Human Resources	12/03/18
Barger	Kimberly	Teacher on Special Assignment to Principal	Tippens Education Center	01/07/19

CERTIFIED RESIGNATIONS/TERMINATIONS OF EMPLOYMENT 11/15/2018

Last	First	Position	Location	End Date
Sewell	Jodie	Teacher	Ball Ground ES	12/21/18
Garcia	Sandra	Teacher	Cherokee HS	12/21/18
Gapen	Sabrina	Teacher	Clark Creek ES	03/01/19
Moore	Susan	Teacher	Clark Creek ES	12/21/18
Muecke	Kaila	Teacher	Clark Creek ES	12/21/18
McComb	Janice	Teacher	Hasty ES	12/21/18
Freeman	Carly	Teacher	Oak Grove Preschool	10/29/18
Norris	Kate	Teacher	River Ridge HS	10/24/18
Bailey	Adam	Teacher	Woodstock HS	11/16/18
Murkerson-Segura	Judith	Teacher	Woodstock MS	11/02/18

CLASSIFIED RECOMMENDATIONS 11/15/2018

Last	First	Position	Location	Start Date
Jordan	Deborah	School Nutrition Worker	Ball Ground ES	10/31/18
Mansour	Mary	Paraprofessional	Bascomb ES	10/22/18
Marmol	Yasmin	School Nutrition Worker	Etowah HS	10/25/18
Siegrist	Angela	Secretary	Knox ES	11/16/18
Cherry	Ryan	Paraprofessional	Mill Creek MS	10/19/18
Ogletree	Amanda	School Nutrition Worker	Mill Creek MS	11/12/18
Wilson	Wanda	School Nutrition Worker	River Ridge HS	10/22/18
Waters	Heather	School Nutrition Worker	RM Moore ES	10/22/18
Bradberry	Jeremiah	Vehicle Technician	Transportation	11/14/18
Palcer	Michaela	Bus Attendant	Transportation	10/17/18
Waters	Dale	Bus Attendant	Transportation	10/23/18

CLASSIFIED TRANSFERS 11/15/2018

Last	First	Position	Location	Start Date
Langston	Shay	Secretary to Bookkeeper	Knox ES	11/16/18
Smith	Erika	School Nutrition Worker to Assistant Manager	Woodstock HS	10/19/18

CLASSIFIED RESIGNATIONS/TERMINATIONS OF EMPLOYMENT 11/15/2018

Last	First	Position	Location	End Date
Graham	James	Paraprofessional	Ball Ground ES	11/16/18
Bates	Patti	School Nutrition Worker	Cherokee HS	11/02/18
Taylor	Sonya	School Nutrition Worker	Holly Springs ES	10/12/18
Doornbos	Hope	Bookkeeper	Knox ES	11/05/18
Davis	Alison	Paraprofessional	LR Tippens Center	12/21/18

CLASSIFIED RESIGNATIONS/TERMINATIONS OF EMPLOYMENT 11/15/2018 (Continued)

Last	First	Position	Location	End Date
Brown	Delores	Bus Driver	Transportation	12/21/18
Casey	Debra	Bus Driver	Transportation	11/30/18
Ghesquiere	Kristin	Bus Driver	Transportation	12/21/18
Shepherd	Ronald	Bus Driver	Transportation	10/03/18
Williams	David	Bus Driver	Transportation	11/16/18
Campbell	Leslie	Paraprofessional	Woodstock ES	12/21/18

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	I-1

Title

2019 Legislative Partnership Priorities

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of 2019 Legislative Partnership Priorities

Summary Explanation and Background

Based upon discussion, feedback and input during the October 18, 2018 Superintendent/School Board Strategic Work Session, the Superintendent recommends the attached 2019 Legislative Partnership Priorities for the School Board's consideration and approval.

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

2019 Legislative Partnership Priorities

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower (770) 704-4202 Mike McGowan (770) 721-6242

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

2019 CCSD LEGISLATIVE PARTNERSHIP PRIORITIES

LOCAL CONTROL & GOVERNANCE

- Ensure proposed legislative initiatives strengthen provisions for the local control and management of schools (including the ability to set its own local school year calendar) . . . thereby empowering local School Boards to fulfill their Constitutional mandate and corresponding responsibility to involve their local constituency, develop locally-derived educational policy and oversee continued performance improvements among their students.
- Allow for internet/electronic publication of legal advertisements by newspapers selected as the County's "Legal Organ" . . . thereby providing timely, comprehensive advertisement of important, legally-mandated notice/information to citizens.
- Oppose any effort to eliminate limited sovereign and official immunity . . . thereby protecting K-12 public school districts from lawsuits over day-to-day school operations (e.g., grades, discipline, classroom placements, etc.).
- Eliminate State-mandated use of schools as public polling locations during regular school days . . . thereby increasing safety and security for its students, staffs and buildings.

EDUCATIONAL OPPORTUNITIES

Provide high school graduates in Georgia with an alternative diploma option in the area of Career/Technical Preparation . . . thereby further ensuring students' workforce readiness skills and preparation for transitions directly into careers or secondary-level career educational opportunities.

Cherokee County School District

DR. BRIAN V. HIGHTOWER,
SUPERINTENDENT OF SCHOOLS

CHEROKEE COUNTY
BOARD OF EDUCATION
KYLA CROMER, CHAIR
MIKE CHAPMAN, VICE CHAIR
SCHOOL BOARD MEMBERS: JOHN HARMON, PATSY JORDAN, CLARK MENARD, KELLY POOLE & ROBERT RECHSTEINER

FUNDING

- Consider modification and update of the QBE formula to accurately reflect inflation, true costs of transportation; and, to include a funding weight for poverty, funding for safety and security and increased allocations for counselors, social workers, psychologists and nurses . . . thereby providing services for critically-needed student support functions.
- Include any teacher compensation increases into the State teacher salary schedule . . . thereby communicating the State's long-term commitment toward providing competitive compensation to teachers and allowing local school districts to concentrate local revenues on offsetting State-required employer rate increases in health care premiums, retirement plan contributions and locally-determined benefit plans (e.g., disability, life, dental, etc.).
- Oppose the continuation and/or expansion of existing programs that directly or indirectly use public funds to pay private school tuition for students or provide tax incentives for their parents . . . thereby ensuring a solid revenue base for state funding of public education.

FACTS ON FUNDING PRESSURES: *(impacting funding availability for classroom instruction)*

Student Transportation:

CCSD will receive $2.1M in QBE funds for student transportation for FY19. The total cost for student transportation during this budget cycle is $21M.

Employee Retirement:

The Teacher Retirement System of Georgia has increased the employer (CCSD) contribution rate in each of the past three years, from 14.27% (FY17) to 16.81% (FY18) to 20.9% (in FY19) ... and has announced a rate of 21.14% for FY20. CCSD's annual payment to TRS on behalf of its employees for FY19 is expected to exceed $46.9M (local share will be $8.45M), up from $37.8M in FY18 (local share was $6.8M).

Employee Health Insurance:

- Beginning in FY08, the State's contribution for non-certified employee health insurance premiums was reduced and then eliminated by FY12 (from over $500M to $0), requiring local school districts to fully absorb the additional costs since that time. CCSD's employer contribution toward the annual cost of providing health insurance for a non-certified employee has risen from $2,000 in FY10 to $11,340 in FY19... this cost, nearing $1,000 per month/per participating employee, represents a 467% increase in just eight years.
- CCSD's total benefit costs for non-certified employees are projected to be $15.9M for FY19, rising incrementally and ultimately doubling the required $7.5M cost in FY14. The extraordinary financial impact of continuing increases in employer contributions rates for State mandated benefits without corresponding State funding continues to be of great concern. As such, CCSD was forced to privatize custodial and grounds services and increase the use of part-time/temporary workers for non-certified staffing as cost-reduction measures.

Cherokee County School District
PO Box 769
Canton, GA 30169
770.479.1871
https://www.cherokeek12.net/

2019 CHEROKEE COUNTY LEGISLATIVE DELEGATION

State Representative, District 20
Michael Caldwell
3044 Lexington Avenue
Woodstock, GA 30189
michael@caldwellforhouse.com

State Representative, District 21
Scot Turner
508 Blue Ridge Terrace
Canton, GA 30114
scot.turner@house.ga.gov

State Representative, District 22
Wes Cantrell
1044 Meadow Brook Drive
Woodstock, GA 30188
wes@cantrellforhouse.com

State Representative, District 23
Mandi Ballinger
P.O. Box 5123
Canton, GA 30114
mandiballinger23@gmail.com

State Representative, District 46
John Carson
3605 Sandy Plains Rd Suite 240-123
Marietta, GA 30006
john.carson@house.ga.gov

State Senator, District 14
Bruce Thompson
25 Hawks Branch Lane
White, GA 30184
brucethompsonforsenate@gmail.com

State Senator, District 21
Brandon Beach
303-B Coverdell Legis. Office Bldg
Atlanta, GA 30334
Brandon@beachforsenate.com

State Senator, District 56
John Albers
530 Junction Pt
Roswell, GA 30075-3007
john@votealbers.com

Agenda Request Form

Cherokee County School District

Meeting Date	Agenda Item Number
November 15, 2018	I-2

Title

CCSD's Five-Year Strategic Plan

Requested Action

School Board Consideration of Superintendent's Recommendation for Approval of Annual Update of the CCSD Five-Year Strategic Plan

Summary Explanation and Background

CCSD's Five-Year Strategic Plan encompasses all initiatives, programs, plans and measures that enable the School Board, the Superintendent, staff and community to monitor progress toward successful implementation of the School District's Major System Priorities.

CCSD's Five-Year Strategic Plan was significantly revamped in 2016 to include new initiatives as well as alignment with AdvanceEd accreditation standards. In 2017, staff further analyzed and modified the plan to include alignment with the Georgia VISION Project.* The 2018 DRAFT CCSD Five-Year Strategic Plan includes proposed technical updates on action steps and metrics related to specific initiatives contained within the Plan.

**CCSD's Five-Year Strategic Plan and the VISION Project, which provides a framework for quality public school systems, share multiple areas of commonality. Formally identifying those shared standards and directives is a requirement for becoming a Distinguished School Board, a measurable and awarded level of quality by Georgia School Boards Association.*

Major System Priority

Increasing Accountability

Financial Impact

N/A

Exhibits: (List)

Five-Year Strategic Plan Draft

Board Action	Source of Additional Information
(For Official School Board Records Only)	Dr. Brian V. Hightower 770.479.1871 Carrie McGowan 770.479.1871

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____
(Date)

By: _____
(School Board Chairman)

Initialized: 3/3/99
Revised: 2/1/16

Cherokee County School District

FIVE-YEAR STRATEGIC PLAN

2019-2023 Strategic Statements

Domain I: PURPOSE AND DIRECTION

Strategic Statement: The School District will maintain and communicate at all levels of the organization a purpose and direction for continuous improvement that commits to high expectations for learning, as well as shared values and beliefs about teaching and learning.

Domain II: GOVERNANCE AND LEADERSHIP

Strategic Statement: The School District will operate under governance and leadership that promotes and supports successful, positive student performance and system effectiveness.

Domain III: TEACHING AND ASSESSING FOR LEARNING

Strategic Statement: The School District will utilize its curriculum, instructional design and assessment practices to guide and ensure teacher effectiveness and student learning across all grades and courses.

Domain IV: RESOURCES AND SUPPORT SYSTEMS

Strategic Statement: The School District will seek, evaluate and utilize effective resources and provide quality services that support its purpose and direction to ensure success for all students in all schools .

Domain V: USING RESULTS FOR CONTINUOUS IMPROVEMENT

Strategic Statement: The School District will implement a comprehensive assessment system that generates a range of data about student learning and system effectiveness and utilize the results to guide continuous improvement.

Domain I: PURPOSE AND DIRECTION

Strategic Statement: The School District will maintain and communicate at all levels of the organization a purpose and direction for continuous improvement that commits to high expectations for learning, as well as shared values and beliefs about teaching and learning.

SYSTEMIC FOCUS 1: Increasing student achievement

ACTION STEPS

- Revisit/revise mission and vision statements, as well as Major System Priorities. (School Board: annually)
- Review and revise School Improvement Plans. (Schools: annually)
- Implement Instructional Framework to define and identify research-based effective teaching instructional strategies and professional practices for all teachers. (Staff: Phase 3 implementation 2018-19) — 4.3
- Assess technology tools available and create a classroom environment that uses technology as a resource in a blended learning model. (Staff: ongoing) — 4.2
- Identify and implement high impact instructional strategies in classrooms across the district. (Staff: full implementation in 2018-19)
- Conduct an annual analysis of student achievement in accordance with the Strategic Waiver Systems contract with State Department of Education and identify areas for improvement at each school. (Schools and Staff: annually)
- Engage in a comprehensive process for the review, and adoption of, instructional resources in areas of identified needs. (Staff: annually) — 9.3
- Continue professional development offerings for teachers and staff to ensure effective use and integration of technology resources to improve student academic outcomes and model efficient and effective operational practices. (Staff: ongoing) — 4.2

SYSTEMIC FOCUS 2: Designing diverse educational programs to meet the individual academic needs of students

ACTION STEPS

- Support STEM and Fine Arts Academy curriculum and school-based initiatives, and analyze possibilities for expansion or revision. (Staff: annually) — 4.3
- Enhance and expand digital and virtual curriculum offerings and online assessment opportunities for all students. (Staff and Schools: ongoing) — 4.2
- Explore additional high school CTAE Career Pathways and/or accelerated academic tracks, leading to initial magnet offerings for high school students. (Staff: ongoing) — 4.3
- Continue to offer alternative hours, locations and personalized instructional settings to meet all student needs. (Schools and Staff: ongoing) — 4.3
- Facilitate and support district and school-based grant initiatives aligned with School Board Mission and School Improvement Plans in order to expand and increase diverse and innovative learning opportunities for all students. (Staff: ongoing) — 7.2
- Provide and support analysis of student achievement in accordance with Strategic Waiver School System (SWSS) contract to clarify or monitor learning expectations/goals for student achievement and growth. (Schools and Staff: annually)

Red numbers note alignment with Georgia Vision Project recommendations (included in appendix).

Domain II: GOVERNANCE AND LEADERSHIP

Strategic Statement: The School District will operate under governance and leadership that promotes and supports successful, positive student performance and system effectiveness.

SYSTEMIC FOCUS 1: Maintaining strong governance and leadership by the School Board, Superintendent & management team

ACTION STEPS

- Engage in School Board training that is both meaningful and relevant in order to enable Board members to better respond to the challenges facing the School District while functioning effectively as a governing body. (School Board: annually) — 7.1
- Make recommendations and decisions based upon the best interests of the School District as a whole. (Superintendent and School Board: monthly) — 7.1
- Establish annual budget priorities for the School District and the Superintendent, oversee the development of a balanced budget, utilizing a zero-based methodology, that supports student performance. (School Board: annually) — 9.3
- Inform the School Board of issues facing the School District through regular communication and open dialogue. (Superintendent: ongoing)
- Advocate for legislative initiatives which benefit the students of Cherokee County School District. (Superintendent and School Board: annually)
- Conduct periodic review of School Board policies. (Superintendent and School Board: annually)

SYSTEMIC FOCUS 2: Attracting, training and retaining quality educational leaders

ACTION STEPS

- Expand CCSD Leadership Academy experience for identifying and growing leaders within the School District through multiple learning opportunities including, leadership coaching, mentorship, book studies, job shadowing, scenario-based experiences and peer networking. (Superintendent and Staff: annually) — 6.2
- Provide multiple professional training opportunities that support leader growth and efficacy. (Staff: ongoing) — 6.2
- Enhance Professional Learning Communities for increased effectiveness of professional development throughout the district. (Staff and Schools: ongoing) — 4.1
- Offer a competitive compensation and benefits package to retain talent within the School District. (School Board and Staff: ongoing) — 6.3
- Build talent maps and career ladders to encourage/promote upward mobility and opportunities for high performing employees. (Staff: ongoing) — 6.3
- Support the professional learning of all instructional leaders. (Staff: ongoing)

SYSTEMIC FOCUS 3: Increasing Parental and community involvement, collaboration and leadership

ACTION STEPS

- Ensure stakeholder input component is present in all major School District initiatives. (Staff and Schools: ongoing) — 8.4
- Review potential new partnerships with public and private community entities and evaluate School District partnership agreements for enhancements. (Staff: ongoing) — 5.4
- Enhance School District communication to parents and community and create opportunities for feedback. (Staff and Schools: ongoing) — 2.1
- Conduct communication audit to identify gaps in communication. (Staff: annually)
- Offer VILLA training program annually to engage community members who can advocate for public education. (Staff: ongoing)

Red numbers note alignment with Georgia Vision Project recommendations (included in appendix).

Domain III: TEACHING AND ASSESSING FOR LEARNING

Strategic Statement: The School District will utilize its curriculum, instructional design and assessment practices to guide and ensure teacher effectiveness and student learning across all grades and courses.

SYSTEMIC FOCUS 1: Recruiting, employing, allocating, evaluating, training and retaining high-quality personnel.

ACTION STEPS

- Establish and execute a planned recruitment strategy to address staffing in critical areas and to accommodate student population growth. (Staff: annually)
- Deepen implementation of effective Professional Learning Communities (PLCs) in all schools for increased effectiveness of professional learning across the District. (Schools and Staff: ongoing) 4.1
- Maintain a competitive benefits and compensation package. (Staff and School Board: annually)
- Conduct biannual staffing conferences that promote strategic use of personnel and flexibility to meet the needs of all students. (Staff and Schools: annually)
- Provide research-based instructional strategies and professional practices training to support teacher evaluation (TKES). (Staff and Schools: ongoing)
- Continue mentorship opportunities and support for induction phase teachers. (Staff and Schools: ongoing)

SYSTEMIC FOCUS 2: Providing technical assistance and intervention strategies to ensure that all students receive appropriate academic programming.

ACTION STEPS

- Collaborate within each School Innovation Zone to combine resources to identify, enhance and expand upon the curricular needs of each zone to improve student achievement. (Schools: ongoing) 5.1
- Provide supplemental instructional services for students at risk of not meeting state and local performance standards. (Staff and Schools: ongoing) 9.4
- Provide professional learning for school counselors, nurses and social workers for student support. (Staff: ongoing)
- Directly target achievement gaps as identified by CCRPI data through School Improvement Plans and Academic School Improvement Support Teams. (Staff and Schools: ongoing)
- Sustain a comprehensive, data-driven, Response To Intervention (RTI) plan for students requiring intervention strategies. (Schools: ongoing)

SYSTEMIC FOCUS 3: Administering meaningful learning assessments where results are utilized to improve student and school achievement.

ACTION STEPS

- Utilize selective ability testing at the elementary level (CogAT) in at least one grade level to identify students for additional support and services (Staff: annually)
- Track and report progress on Georgia Milestones as identified in the CCSD SWSS contract with the State. (Staff and Schools: annually) 5.3
- Increase use of formative and diagnostic assessment data to inform instructional practice. (Staff and Schools: ongoing) 4.4
- Utilize assessment data to identify areas of instruction that require emphasis in order to raise achievement and increase CCRPI scores. (Staff and Schools: annually) 5.3

Red numbers note alignment with Georgia Vision Project recommendations (included in appendix).

Domain IV: RESOURCES AND SUPPORT SYSTEMS

Strategic Statement: The School District will seek, evaluate and utilize effective resources and provide quality services that support its purpose and direction to ensure success for all students in all schools.

SYSTEMIC FOCUS 1:

Providing safe and secure learning/work environments, supported by fiscally responsible practices.

ACTION STEPS

- Ensure a safe and secure environment for teaching and learning is sustained by treating parents, students and staff with fairness and respect and equal protection under the law. (Staff and Schools: ongoing) **8.1**
- Work with school district-level and school-based staff to ensure that School Safety Plans and School District response protocols meet or exceed the standards established by Georgia law. (Staff and Schools: ongoing) **8.2**
- Collaborate with local and state public safety agencies to ensure plans for multi-agency response to/recovery from an emergency or critical incident are current and up-to-date. (Staff: ongoing)
- Continue to engage the school-based community and other community stakeholders to cultivate and support initiatives to improve school safety and security (e.g., PASS/PERT programs). (Staff and Schools: ongoing) **8.1**
- Review and update policies and procedures to align business practices (including Internal Revenue Service regulations, Governmental Accounting Standards Board standards and Generally Accepted Accounting Practices) and workflow with School District goals and strategies. (Staff: annually)
- Monitor and ensure compliance with State and Federal laws regarding online student safety, data privacy and information protection. (Staff: ongoing)

SYSTEMIC FOCUS 2:

Maintaining adequate support services for continued student population growth

ACTION STEPS

- Maintain a multi-year, future-ready plan that defines how technology resources and related best-practices will impact teaching, learning and daily operations. (Staff: ongoing)
- Update and implement a State and local five-year facility plan, revising and modifying to address growth. (Staff: annually) **5.2**
- Evaluate facilities to assess the status of instructional space, common service areas, mechanical platforms and athletic facilities to identify emerging needs. (Staff: ongoing)
- Maintain data on student demographics and enrollment growth projections. (Staff: annually)
- Seek school sites for projected enrollment growth and shifting student populations. (Staff: ongoing)
- Maintain a 10-year replacement cycle for buses. (Staff: annually)
- Recruit and train school bus drivers, monitors and bus technicians, incorporating extensive staff training and career incentive programs. (Staff: ongoing)
- Provide a comprehensive bus rider safety program for all students in grades PK-12. (Staff: ongoing)
- Review facilities and programs for student and staff safety and security enhancements. (Staff: ongoing)

Red numbers note alignment with Georgia Vision Project recommendations (included in appendix).

Domain V: USING RESULTS FOR CONTINUOUS IMPROVEMENT

Strategic Statement: The School District will implement a comprehensive assessment system that generates a range of data about student learning and system effectiveness and utilize the results to guide continuous improvement.

SYSTEMIC FOCUS 1: Incorporating research-based, data-driven systems of accountability

ACTION STEPS

- Update the five-year strategic plan and evaluate progress. (Staff: annually)
- Align local accountability policy/framework with requirements of State and Federal law. (Staff: annually)
- Utilize Data Teams for Learning (DT4L) process, both at the individual school and central level and to analyze test data to impact instruction and review student academic achievement. (Staff and Schools: ongoing) 9.2
- Analyzing longitudinal student data through Professional Learning Communities (PLCs) to identify areas of strengths and weaknesses and make adjustments in instructional or service models. (Schools: ongoing) 9.2
- Benchmarking high achievement schools with comparable demographics across the state to support gap analysis and reflect on student performance to inform growth goals and professional development learning opportunities. (Staff: annually)
- Analyze, synthesize and compile disaggregated data reports to reflect student progress and evaluate programs. (Staff and Schools: ongoing)
- Conduct and publish the Comprehensive Annual Financial Reports (CAFR) and annual financial audits of the School District and individual schools to present fair, accurate and transparent financial statements, evaluate implementation and maintenance of internal controls. (Staff: annually)
- Provide professional development for teachers and leaders on data interpretation to enhance professional growth and professional development learning opportunities. (Staff: ongoing)

SYSTEMIC FOCUS 2: Utilizing technology to increase school and district communication, productivity and efficiency

ACTION STEPS

- Engage parents in communication via electronic means (i.e., email, text message and emergency notification system) for increased efficiency and lower costs. (Staff and Schools: ongoing) 2.1
- Provide students and parents/guardians with secured web-based access to academic performance data including grades, attendance and assignments, as well as easy access to digital content and resources that will support the student's efforts to improve his/her academic achievement. (Staff and Schools: ongoing)
- Complete implementation of new HR software, offering seamless integration of multiple personnel management software applications with the General Ledger accounting system. (Staff: ongoing)
- Utilize electronic purchasing, accounting and inventory systems to track expenditures and facilitate continuous budget analysis. (Staff: ongoing)
- Maintain the efficiency of the school district's network infrastructure through implementation of best practices such as server centralization, consolidation and virtualization and the continued use of a centralized network management solution. (Staff: ongoing)
- Utilize and expand available accounting software resources to manage school and School District finances and provide forecasting data. (Staff: ongoing)

Red numbers note alignment with Georgia Vision Project recommendations (included in appendix).

APPENDICES

A. School Board Mission Statement & Belief Statements

B. School Board's Major System Priorities

C. Data Sources

D. Five-Year Facility Plan

E. Three-Year Technology Plan

F. Georgia Vision Project Recommendations for Local School Districts

Appendix A: Cherokee County School Board Mission and Beliefs

SCHOOL BOARD'S MISSION STATEMENT:

We, the School Board of the Cherokee County School District, are committed to educating the emerging generation through learning environments designed to increase the performance of all students.

SCHOOL BOARD'S BELIEF STATEMENTS:

1. All students deserve the opportunity to learn, achieve success and become productive citizens.
2. Education/learning is a shared responsibility and should take place in the home, at school and in the community.
3. All students can learn; but they learn in different ways, at different rates and with different preferential learning styles.
4. Learning is achieved through the use of a variety of effective teaching techniques.
5. A safe and secure environment is essential for teaching and learning.
6. All students should be taught by teachers and parents how to learn and how to become lifelong learners.
7. All students deserve equal access to a quality education. Quality education requires quality staff, programs, facilities, equipment and technology.
8. Parent and community participation, support and responsibility are essential to the positive social, emotional, cultural and academic development of every student.
9. Student achievement is enhanced through partnerships with parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities.
10. All policy, administrative, instructional and educational support decisions should be based on student needs and what is best for students.
11. Diversity should be promoted so that isolation of racial, ethnic and socioeconomic groups is avoided and education is enhanced in a diverse, inclusive setting.
12. All schools should be accountable for improving student achievement.
13. All schools should reflect school-based, participatory management.
14. All students must be prepared to function effectively in a knowledge-based, technologically-rich and culturally-diverse 21st century.
15. All staff should have access to results-driven professional development and training which is aligned with the School Board's Major System Priorities and School Improvement Plans. Such professional development and training must be standards-based, job-imbedded, collaborative and build an organizational culture that insures continuous improvement.

Appendix B: Cherokee County School Board Major System Priorities

1. Establishing internationally competitive standards for student performance and an accountability system and policy framework designed to insure that all students are challenged individually and collectively to meet more rigorous standards.

2. In collaboration with technical colleges, other institutions of higher learning and the local business community, insuring that vocational/technical education programs prepare students for a diverse and technologically rich society.

3. Insuring that all students and staff have a safe and secure environment for teaching and learning.

4. Attracting, retaining, and training the best teachers, principals, and support staff.

5. Utilizing technology both to improve student achievement and to increase the school district's productivity and efficiency as a major business enterprise.

6. Increasing parental and community involvement through public engagement policies and practices that treat parents, businesses, community-based organizations and agencies, local institutions of higher learning and other public entities as true partners in the educational process.

7. Addressing exploding student population growth, recognizing that there is a large gap between the school district's facilities and technology needs and available capital outlay revenue.

Appendix C: Cherokee County School District Data Collected to Measure Progress

Student Profile

- Enrollment Pre K-12
- Diversity – by race, ethnicity and gender
- Percent of students receiving free/reduced lunch
- Percent of students enrolled in Special Programs (ESOL, EIP, REP, Gifted, RTI and Special Education)
- Percent of students in grades 3-8 performing at beginning, developing, proficient and distinguished level on Georgia Milestones assessment.
- Student Growth Measures for individual students
- Percent of Students with Disabilities (SWD) within the regular education classroom
- High School Graduation Rate – four and five year extended rates, as calculated on the College and Career Readiness Performance Index (CCRPI)

Test and Accountability Data

- Percent of students meeting standards on Georgia Kindergarten Inventory of Developing Skills (GKIDS)
- Cognitive Abilities Test (CogAT) – School Ability Index (Grade 2)
- Percent of students in grade 3 achieving a Lexile measure equal to or greater than 670
- Percent of students in grade 4 achieving a Lexile measure equal to or greater than 840
- Percent of students in grade 5 achieving a Lexile measure equal to or greater than 920
- Percent of students in grade 6 achieving a Lexile measure equal to or greater than 997
- Percent of students in grade 7 achieving a Lexile measure equal to or greater than 1045
- Percent of students in grade 8 achieving a Lexile measure equal to or greater than 1097
- Percent of high school students achieving a Lexile measure greater than or equal to 1285 on the American Literature EOC and/or 9th Grade Literature at 1155
- Georgia Milestones End of Grade (EOG) Grades 3-8 and Georgia Milestones End of Course (EOC) Grades 9 – 12
- Percent of elementary and middle school English Learners with positive movement from one Performance Band to a higher Performance Band as measured by the ACCESS for ELLs
- Percent of grade 6-8 students with a passing score in fine arts, world language, physical education/health or career exploratory studies
- Percent of 5th grade students with a passing score in fine arts or world language
- Percent of 8th grade students passing at least four courses in core content areas (ELA, mathematics, science, social studies)
- Percent of 12th graders completing a focus area (CTAE, advanced academic, fine arts, or world language) within their program of study
- Percent of 12th graders: entering college not requiring remediation or learning support courses; or achieving a readiness score on ACT/SAT; or scoring 3 or higher on two or more AP exams
- Percent of 12th graders earning high school credit(s) for accelerated enrollment via Dual Enrollment
- Percent of 12th graders successfully completing 1 or more Advanced Placement courses
- Percent of AP exams scoring 3 or above
- Percent of students taking Honors or AP classes
- SAT scores/Percent of students taking SAT; American College Testing (ACT) scores/Percent of students taking ACT; PSAT participation
- Percent of students passing the standard on Georgia Alternate Assessments (GAA)
- Number of middle school students taking high school courses and number of students receiving high school credit

School Climate Components

- School Climate Score
- Average daily attendance of staff and students
- Percent of students absent less than 10% of enrolled days
- In-school and out-of-school suspensions/expulsions
- Number of discipline incidents and administrative actions among public school students reported to State

- Safe and Substance Free Learning Environments
- Persistently Dangerous Schools
- Georgia Student Health Survey II (GSHS II)
- Georgia School Personnel Survey (GSPS)

Parent/Community Participation

- School Council composition
- Participation in Customer Surveys
- Georgia Parent Surveys
- Georgia Department of Education (GDOE) Special Education Parent Satisfaction Surveys
- CCSD Special Education Parent Satisfaction Surveys
- Number of business partnerships; Business involvement with Mentoring, Internships, Scholarships
- Career, Technical, Agricultural Education Advisory Committee Recommendations
- Technology Advisory Committee Recommendations
- Number of Senior Project capstones
- Number of Career Fair Presenters
- Participation in PTA organization at every school in the District
- Percent of parents utilizing CANVAS
- Percent of students utilizing CANVAS
- Social media Insight data on reach/engagement, number of followers

Facilities/Finance

- Percent of schools over capacity with or without number of portable classrooms
- Gap between needed facilities and anticipated revenue
- Total operating expenditures per Full Time Equivalent (FTE) student average
- Operating expenditures as a percent of total by Function and Object
- Administrative cost as a percent of total operating expenditures and per FTE student
- Instructional cost as a percent of total operating expenditures and per FTE student
- Teacher to Administrator ratio
- Amount of Federal, State, Local, Grant, Competitive Grant and Formula revenues received annually
- Total state student funding revenue received per FTE student
- Historical millage rate and property tax receipts

Teacher Profile

- Percent of classroom teachers annually engaged in professional learning communities
- Percent of teachers with advanced degrees and State and local endorsements (ESOL, gifted, coaching)
- Number of highly qualified teachers/Number of classes taught by teachers not in teaching field
- Teachers in the first three years of career

Appendix D: Cherokee County School District Five-Year Facility Plan

Five Year Facility Plan

New/Replacement Schools and Projects

	Project Name/Funding Source	Estimated Construction Start Date	Estimated Occupancy Date
1	New Classroom Addition for Mill Creek MS 2018-22 SPLOST	May-18	August-20
2	New Restroom Addition for Etowah HS 2018-22 SPLOST	February-19	August-19
3	New Classroom Addition for Woodstock MS 2018-22 SPLOST	April-20	August-22
4	New Auxiliary Gym for Woodstock HS 2018-22 SPLOST	April-20	August-22
5	New Parent Entrance for Boston ES	TBD	TBD

Note: This schedule of projects and related timelines are dependent upon various economic and other conditions (e.g., SPLOST revenue levels, continuation of current state funding, construction costs and savings on current projects, as well as developer donations).

Appendix E: Cherokee County School District Three-Year Technology Plan

http://cherokeek12.net/wp-content/uploads/2016/06/2017-2020-Three-Year-Technology-Plan.pdf

APPENDIX F

The Georgia VISION PROJECT for Public Education

Georgia Vision Project Local School District Recommendations

2.0 General

2.1 Promote public education as the cornerstone of American democracy by publicizing student and school successes through all available media.

3.0 Early Learning and Student Success

3.1 Create in each county of the state an early learning partnership that includes all public and private human service organizations.

3.2 Create public-private partnerships in local communities between local businesses and educational and human services organizations for the purpose of supporting early childhood initiatives that address healthy child/family development and economic benefits to the community.

3.3 Adopt a statewide awareness and engagement initiative to ensure that high-quality early childhood education is a top priority for the state.

3.4 Provide opportunities for all children from birth to five-years-old to participate in high quality learning experiences that are designed to promote all aspects of a child's development, whether provided by families in the home or through a licensed public or private program.

3.5 Align developmental and academic standards for all children ages birth through 8 years old to provide a continuity of learning experiences and personal growth.

3.6. Ensure adequate financial support for the implementation of quality programs for all young children.

4.0 Teaching and Learning

4.1 In order to provide an environment where students learn best, ensure that teachers work and plan together, learn and share effective teaching practices, and are provided support for their on-going learning.

4.2 In order to provide an environment where students learn best, ensure that teachers use a variety of technologies to teach and measure what students know and can do.

4.3 In order to provide an environment where students learn best, ensure that teachers teach challenging and problem-solving lessons that are flexible enough to meet the interests and needs of individual students.

4.4 In order to provide an environment where students learn best, ensure that teachers use varied measures to determine what students know and can do.

5.0 Teaching and Learning Resources

5.1 Evaluate and utilize the most effective instructional models and learning supports (i.e. digital, blended, competency, virtual, etc.) implemented by school districts.

5.2 Ensure full integration of current technology and training into the classroom.

5.3 Continue to develop and maintain a comprehensive data system for monitoring student progress (Pre-K--12) and making decisions to improve educational practice.

5.4 Develop partnerships with business, industries, public agencies and the community to promote shared use of services and facilities.

6.0 Human and Organizational Capital

6.1 Identify and recruit the most talented candidates into teacher preparation programs.

6.2 Continuously evaluate the effectiveness of teacher and leader preparation programs.

6.3 Collaborate with the Georgia Professional Standards Commission, the Georgia Department of Education and other credentialing agencies to provide comprehensive strategies to find, grow and keep the most talented educators.

6.4 Evaluate the effectiveness and viability of the pilot teacher and leader compensation programs.

6.5 Organize personnel, distribute leadership and implement processes that maximize student learning.

7.0 Governance, Leadership and Accountability

7.1 Develop and implement at the local school district level an accountability system based on local district educational goals that are aligned with state educational goals

and state accountability system, and which include clearly defined measures of school district, school and student success.

7.2 Pursue all local and state options to provide for the equitable, effective and efficient delivery of instruction to all students in Georgia regardless of where they reside.

7.3 Change and streamline the process by which local school districts obtain flexibility from state mandates so it is based on school and district performance expectations outlined in the district's strategic improvement plan and takes into account the needs, resources, and characteristics of the local community.

7.4. Establish and maintain high performance organizations through development of local school district governance and leadership teams.

7.5 Streamline and align the agencies with jurisdiction over components of the education enterprise and to whom local school districts of the state must answer.

7.6 Change the method of selection of the state superintendent of schools.

7.7 Change the method of selection of members to the state board of education to non-partisan election of one member from each congressional district for a term of office of even-numbered years by persons in each congressional district qualified to vote for members of the General Assembly.

7.8 Change the method of selection of members of local boards of education from a choice between partisan and non-partisan elections to non-partisan elections only.

8.0 Culture, Climate and Organizational Efficacy

8.1 Develop safe, orderly, supportive learning environments built on respect and encouragement where all individuals believe they can make a positive difference.

8.2 Make each school and school system an inviting place to be for students, parents, staff and the larger community.

8.3 Establish each school as the center or hub of the community in which it exists.

8.4 Determine stakeholder perceptions of schools and school districts.

8.5 Develop a culture and climate that foster innovation and responsible risk-taking.

8.6 Develop school and district cultures that are sensitive and responsive to the cultural, racial, ethnic and socio-economic make-up of the communities they serve.

8.7 Get to know and be willing to truly listen to the students in our schools.

9.0 Financial Resources

9.1 Expand both the scope and duration of the work of the Special Council on Tax Reform and Fairness for Georgians for the purpose of comprehensively reviewing the state tax structure and identifying ways that it can be strengthened.

9.2 Identify in both state and local budgets for public education sufficient fiscal resources for implementing both a comprehensive data system and an evaluation system that uses data to measure and improve effectiveness in meeting objectives for enhanced student learning.

9.3 Initiate an ongoing process at the local school district level for systematically evaluating all expenditures to enable the development and adoption of budgets that are focused on district strategies for maximizing student learning.

9.4 Provide a high level of flexibility to local school districts in decision-making authority about the most effective strategies for the expenditure of funds to enable all students to be successful in school, coupled with appropriate methods for evaluating school and district success and for implementing positive state interventions where they are found to be needed.

9.5 Implement a cohesive and stable mechanism for the financial support of early learning programs and services for children ages 0 to 5 at a level that prepares all of Georgia's youngest citizens for success in their subsequent school years.

9.6 Provide the most optimal partnership between the state and local school districts in sharing the responsibility for financial support of public education, while ensuring that disparity in local fiscal capacity does not impede the implementation of Vision Project recommendations in all Georgia districts.

9.7 Provide an ongoing level of state financial support for public education which, when combined with local revenue available to boards of education, makes the attainment of our Vision for Public Education in Georgia a reality and ensures its sustainability.