

The Board Brief

This edition of *The Board Brief* is a summary of the information and recognitions presented and actions taken at the Board of Education's Committees and Board Meetings on April 11, 2013.

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Highlights and Recognitions

Team from Lane Elementary Wins Bibb County Readers' Cup

On March 21, six students from Lane Elementary School nabbed the Readers' Cup Trophy from last year's winner, Skyview Elementary School, during the eighth annual Bibb County Readers' Cup competition at Burdell-Hunt Magnet School.

During the event, second and third grade students from nine elementary schools - Alexander II and Burdell-Hunt Magnet Schools and Bernd, Carter, Jones, Lane, Porter, Skyview, and Union Elementary Schools - competed as teams of four in a "quiz-bowl" setting for the Readers' Cup Trophy.

Flexibility is allowed in the first phase of the competition. The process can begin with school-wide second and third grade teacher participation, selected teachers and students, or the media specialist working with selected students.

There are 20 Georgia Picture Storybook Award Nominees on a reading list that is selected annually and promoted throughout the state of Georgia. These are the books assigned to students to read, to be read to, to discuss and enjoy.

Each student takes a written quiz, and the top scorers earn a place in the school's Book Bee. Here, in a similar format to a spelling bee, students are tested on their knowledge of the year's Georgia Picture Storybook Award Nominees. The top four to six finishers make up the school's team.

Working through a rotation of questions for each book, teams face off in a quiz-bowl style tournament at the annual Readers' Cup, hoping to answer the most questions correctly. The winning school takes home the Readers' Cup trophy, which resides at their school for the next year. Last year's winner of the coveted trophy was Skyview Elementary School.

This year's Readers' Cup champions from Lane Elementary School are Kaleigh Borck, Juan Galvan, Ethan Garretson, Mark Rosales, Kevin Tessmer, and Ashley Williams.

Lane Elementary Media Specialist Jane Hardy said she could not be more proud of her team.

"The Lane team practiced really hard and read the 20 books many times," Ms. Hardy said. "They had a great time practicing with the buzzers! The students also showed good sportsmanship to the other teams at the competition."

Hardy is also the co-chair of the Readers' Cup along with Burdell-Hunt Magnet School Media Specialist Charlene McAleer.

Carter Elementary Fifth-Grader Receives Award from Keep Macon-Bibb Beautiful

Carter Elementary School fifth-grader Marquis Peek was recognized for receiving the Youth of the Year award presented by the Keep Macon-Bibb Beautiful Commission during an awards luncheon on Monday, March 11, for his 500-pound contribution to his class recycling project.

Marquis's teacher, Holley Stejskal, entered her class in the Recycle Bowl, which is a national K-12 recycling contest sponsored by Keep America Beautiful. Ms. Stejskal's class was the sole participant in the Recycle Bowl from Bibb County.

In addition to Marquis's personal contribution, his parents also donated recyclables. Marquis's mom is a Supply Sergeant in the Army, and she recruited her co-workers to contribute to the competition.

"She had all these workers, and she started collecting water bottles," Marquis said. "And my dad, he works at Chick-fil-A, so he started bringing fry boxes and everything."

Ms. Stejskal entered her class in the national Recycle Bowl competition at the request of Dr. Pam Carswell, Executive Director of Keep Macon-Bibb Beautiful. Ms. Stejskal said she was happy to contribute to the program, but she never imagined her class would contribute as much as it did.

"I never dreamed that they would come in with what they did," she said. "We collected over 1,600 pounds in six weeks. And Marquis alone brought in over 500."

This was the first time Keep Macon-Bibb Beautiful's Youth of the Year award was presented based on recycling. The award is usually given to high school students.

The award was meaningful to Marquis because, "I've never actually won anything before," he said.

"I was the only kid that got an award," he said. "And I was the only person that got a standing ovation."

Action Taken

Board Approves Reduction in Force (RIF) Policy and Resulting RIF Plan

Board members on Thursday, April 11, approved a Reduction in Force (RIF) Plan for Fiscal Year (FY) 2014.

The RIF Plan highlights policies and procedures dealing with a RIF. It also includes a RIF Implementation Plan, which identifies factors to be considered by the superintendent as well as

levels of consideration in identifying employees who will be impacted by the RIF process. The RIF Implementation Plan also explains the process of employee notification and sets out a timeline for the RIF process.

To view the PowerPoint presentation outlining the RIF Plan for FY2014, [click here](#).

Safety and Security Plan Upgrades, Improvements Approved by Board

Board members approved funding for the first of four phases of a Safety and Security Plan on Thursday, April 11. Elements of the Safety and Security Plan include a District-wide ID badge system, establishing radio communication between the schools and Campus Police, and implementing an access control system.

Phases I and II call for work at the District's elementary schools with a timeline of July 2013-June 2016. If approved, Phase III will have a timeline of July 2016-June 2017 and will involve work at the District's middle schools. Phase IV, if approved, will involve work at the District's high schools and will have a timeline of July 2017-June 2018.

The total cost of Phase I is \$587,724, with funds coming from the Capital Program.

Attendance Zone Map Changes Approved for Several Neighborhoods

Board members on Thursday, April 11, approved changes made to the District's Attendance Zone Maps.

The District Attendance Zone Maps will be altered to reflect the following changes:

- Students residing on North Haven Drive, Primrose Walk, and South Haven Court have been removed from the Carter Elementary School attendance zone and have been placed in the Springdale Elementary School attendance zone.
- Students residing on Bloomfield Drive between the blocks of 3028 and 3165 have been removed from the Rice Elementary School, Bloomfield Middle School, and Southwest High School attendance zones and have been placed in the Morgan Elementary School, Weaver Middle School, and Westside High School attendance zones.

The need for this change came about at the beginning of the 2012-2013 school year when the Transportation Department implemented a computerized routing system. During this process it became quickly evident that information being provided to stakeholders was inconsistent due to errors in multiple databases. The Transportation Department spent months correcting known problems (misspellings and block numbers), and others were corrected by linking the current "School Finder" program to Google Maps. Most errors were non-consequential; however, some of the past errors had resulted in students being assigned to the wrong schools for a substantial length of time, including:

- Students on North Haven Drive, Primrose Walk, and South Haven Court have been assigned to Springdale Elementary School for more than 5 years. According to the

District Zone Maps, these students should have been assigned to Carter Elementary School.

- Students residing on Bloomfield Drive between the blocks of 3028 to 3165 have been assigned to Morgan Elementary School, Weaver Middle School, and Westside High School for more than 5 years. According to the District Zone Maps, these students should have been assigned to Rice Elementary School, Bloomfield Middle School, and Southwest High School.

As opposed to requiring students to change schools, and having siblings attend different schools, it was the decision of the District's administration to correct the current District Zone Maps to reflect the current assignment for students in the areas described. The maps will now reflect the current student assignments.

University Instructors to Staff Flexible Learning Program This Summer

Representatives from Title I updated Board members on the Flexible Learning Program, a required program that is federally funded and scheduled for this summer. Board members voted to approve University Instructors as the sole provider for educational staffing for the Flexible Learning Program, and to allow the superintendent to negotiate a contract with University Instructors.

To learn more about the Flexible Learning Program through a PowerPoint presented at the meeting, [click here](#).

To learn more about University Instructors, [click here](#).

District to Host 2013 Summer Envoy Camps

Students will once again have the opportunity to participate in Envoy Camps this summer. On Thursday, Board members approved a proposal and entry into a contract for the 2013 Envoy Camps led by The Efficacy Institute.

Hundreds of Bibb County School District middle and high school students took part in the District's summer leadership camps through the Envoy Project last year.

A part of the District's Strategic Plan, Envoy Project Camps take students identified as leaders among their peers and provide them with information that helps them understand how to think about learning, how to be motivated through their challenges, and how to lead themselves and others toward success.

"It's a student leadership project and during this five-day induction they have the responsibility of learning about the role of an envoy," said Barbara Logan, Director of School Services and Training for The Efficacy Institute – a national, not-for-profit group that helps with education reform.

"One of the things we know is often in this work of trying to make schools better, nobody ever talks to the students," Ms. Logan said last summer. "Kids are the most powerful and plentiful

resource, and they're also the most untapped across the country, so the Envoy Project is organized in a way to recognize that intelligence that they have, to recognize that awareness that they have, and to put it to work to try to make things better.”

The Envoy Camps will be held June 17-21 at Ballard-Hudson Middle School and Central High School.

Board Approves Professional Development Training in Literacy and Mathematics

Board members approved a proposal on Thursday, April 11, for Common Core Georgia Performance Standards (CCGPS) training led by Scholastic Inc., allowing the District to enter into a contract with Scholastic Achievement Partners (SAP) for these services.

The District has embarked on a systematic academic improvement initiative specifically designed to improve literacy and mathematics. SAP submitted a proposal to assist in this improvement effort by providing teachers with high-impact instructional practices and coaching. SAP also will provide capacity-building in order for the District and schools to sustain the initiative beyond the timeframe of the contract.

The approach will be conducted in two phases. Phase I will include creating focus groups of teachers as well as school and department leaders to identify professional development needs in literacy and mathematics. The information from the focus groups will be used to create a professional development plan that best matches the needs of the District and schools. Phase One also will include a Literacy and Mathematics Institute with K-5 teachers focused on literacy professional development and 6-12 teachers focused on mathematics professional development. Phase II will include the implementation of the professional development initiative.

To view the proposal, [click here](#).

Renovations of Westside, Rutland High Schools, Central Office Move Forward

On Thursday, April 11, the Board of Education approved a contract and related payment and performance bonds with Piedmont Construction Group for the design-build services of the renovation to Westside High School and the mechanical systems at the Central office complex and Rutland High School.

The Board authorized the District on September 20, 2012, to negotiate a contract with Piedmont for the design-build services for the renovations at Rutland and Westside High Schools, and the Central Office building.

The scope of the work for Westside High School includes replacing typical classrooms and administrative areas with new finishes; the removal of VCT in portions of the building and replacement of VCT with polished concrete; an upgrade of the entire mechanical system; the installation of a new mechanical system in the gym; the re-roofing of about 75 percent of the roof; patching and repainting interior gypsum walls; the installation of hard ceilings in restroom areas; and the renovation of the entrance area to include a secured vestibule.

The scope of the work for Rutland High School includes the installation of a new mechanical system in the gym.

The scope of the work for the Central Office includes the replacement of the existing chiller.

The total construction budget for the project is \$7,200,000.

Board OKs Retrofit of 37 School Buses

On Thursday, April 11, Board members authorized District administration to execute a purchase order with Yancey Bus Sales and Service for equipment and labor needed to retrofit 37 buses with PDPFs (Partial Diesel Particulate Filters). These filters will reduce the following emissions: particulate matter (up to 60 percent), hydrocarbons (up to 95 percent), and carbon monoxide (up to 60 percent).

The cost of the purchase order is \$515,080, all of which will be covered by a grant approved for the District through the Georgia Department of Natural Resources' Diesel Retrofit Grant Program. The grant will help the District's Transportation Department reduce its overall operational costs by allowing the department to refurbish a portion of its older fleet as opposed to buying new vehicles. It will reduce the number of new vehicles planned in the current replacement cycle. The filters will help ensure that the older refurbished units remaining in service will provide reduced emissions.

All qualifying vehicles have been identified, and work schedules are being developed with the vendor.

Board Approves District Policies

The Board approved several District policies after a second reading. Any changes to policies must be read officially two times by Board members before they may be approved.

To view PR-1, Policy DJEAA on Board Authority, [click here](#).

To view PR-2, Policy DJED on Bids and Quotations, [click here](#).

Board OKs Personnel Services Items

The Board approved appointments and transfers, as well as separations from employment, for the month. To view Personnel Services documents presented, [click here](#).

Board Attends to Old Business

In old business, Board members voted to move the additional Board meetings on Thursday evenings to 5 p.m. During a Called Board Meeting on Monday, April 8, Board members voted to meet each Thursday through June 20, with the exception of June 13, to deal with the Fiscal Year (FY) 2014 Budget and other issues. These meetings were originally scheduled for 4 p.m. but will now begin at 5 p.m.

Board members also approved Tony Arasi, Georgia School Boards Association (GSBA) Director of Board Development, to serve as the facilitator at the planned training work session on Thursday, April 18.

Information Presented

Board Receives Update on District Discipline and Safety Report

Board members were updated on the District's progress regarding the results of Safe Havens International's discipline and safety report.

The base school emergency preparedness plan has been presented to District administrators, who now need to finalize the document with information specific to their schools. School administrators will submit those completed documents to Director of Risk Management David Gowan. The final school emergency preparedness plans will be submitted by the Risk Management Department to local and state public safety and public health authorities, including the state of Georgia's Georgia Online Disaster Awareness Geospatial System ("GO DAWGS") emergency management information system.

Board Reviews Findings of Human Resources Audit

Management Advisory Group (MAG) International Inc. recently conducted a Human Resources audit. Per the District's Strategic Plan, the purpose of the audit was to evaluate the location of the Central Office, the structure of departments, and the process for making staff assignments, and identify adjustments needed to establish greater effectiveness and/or efficiency.

To view the results of the Human Resources audit by MAG International Inc., [click here](#).

Wipro Inc. Begins Replacing Lighting Throughout District

Board members on Thursday, April 11, received a status update on the Wipro Inc. project.

On April 19, 2012, the Board authorized Wipro Inc. to conduct a feasibility study for the retrofit and installation of induction lighting throughout the District. Wipro returned before the Board on November 15, 2012, with details of the study and the contract for execution. At that meeting, the Board authorized the execution of an Energy Services Agreement with Wipro Inc. and a lease agreement and related schedules with Grant Capital Management Inc. to provide certain energy conservation measures and monitoring and verification services throughout the District. On Thursday, February 28, 2013, Board members approved additional agreements related to the execution of an Energy Services Agreement with Wipro Inc.

The summary of updates included:

- As of April 1, 2013, 634 gym lights have been replaced. This represents approximately 85 percent of the total number of gym lights called for in the original contract.
- A total of 8,040 LED tubes have been installed out of the 83,000 in the original contract.

- Wipro is also working to resolve punchlist items and to provide better light levels in the high school gyms after initial light levels were lower than desired.
- Gym lighting replacement should be completed by the end of April.
- LED lighting replacement should be completed by the end of July.
- Wipro is beginning to work on the measurement and verification portion of the program. This will not only verify that the predicted energy savings are there, but also will help the District identify other cost savings opportunities that may be realized for little or no cost.

As verified savings start to come in over the next several months, a summary of those savings will be presented to the Board in future updates.

Board Receives Update on CCRPI

Board members reviewed the latest information on Georgia's College and Career Ready Performance Index (CCRPI).

To view the PowerPoint presentation on CCRPI, [click here](#).

AVID Program Accelerates Student Learning

Board members received an update on the success of the AVID, or Advancement Via Individual Determination, program on Thursday.

AVID is a college readiness system implemented through GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) in the District's middle schools that is designed to increase student learning and performance.

GEAR UP is a college access program providing students and families with the resources they need for college success. The grant was first awarded to the District in 2011 to follow a cohort of students from what was then their sixth and seventh grade years through their graduations in 2017 and 2018. To date, 3,600 students from throughout the District have been served. The students receive support services such as tutoring, mentoring, summer camps, and college tours to help make their dream of attending college a reality.

The AVID College Readiness System accelerates student learning, uses research based methods of effective instruction, provides professional learning, and acts as a catalyst for systemic reform and change. Students from Wesleyan College, Mercer University, and Fort Valley State University serve as AVID tutors inside the classroom to assist students with AVID tutorials.

To view the PowerPoint presentation on AVID, [click here](#).

Schools See Gains After Implementing Reading Intervention Program

Board members received an update on the progress of students benefiting from the Read 180 program.

Read 180 is a research-based intensive reading intervention program for students in elementary through high school who are reading two or more years below grade level. Schools noticing

gains in student reading abilities after just one trimester of using Read 180 included Burghard, Hartley, and King-Danforth Elementary Schools, and Central High School.

To view the PowerPoint presentation on Read 180, [click here](#).

Monthly Financial Reports, 2010 Capital Improvement Program Reports

Board members were updated on the status of the General Fund and as well as the 2010 Capital Improvement Program through a monthly presentation.

To view the Regular Monthly Reports, as well as the 2010 Capital Improvement Program reports on Construction Progress, Financial Status, and 2010 ESPLOST, [click here](#).