

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORKSESSION OCTOBER 31, 2012 AND  
REGULAR MEETING NOVEMBER 5, 2012

The Asheville City Board of Education ("Board") held a work session at 3:15 p.m., on Wednesday, October 31, 2012, in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Gene Bell, Chairman, presiding  
Peggy Dalman  
Precious Folston  
Jacquelyn Hallum  
Al Whitesides

Comprising a quorum of the Board; also

Allen H. Johnson, Secretary/Superintendent.

CALL TO ORDER

Chairman Bell called the work session to order at 3:30 p.m.

Chairman Bell requested that Item II-2012-2013 Asheville City Schools Strategic Plan (Draft) on the Work Session agenda follow Item VI- Review BOE Agenda for November 5, 2012. Item III- Asheville City Schools Foundation Fellows will move to Item II on the agenda followed by Item III- Early Head Start update.

WORKSESSION

Asheville City Schools Foundation Director, Kate Pett shared with the Board how the Foundation Fellows Program is hard at work in helping the district to raise the achievement of all students using a collaborative effort.

Caryle Gates, a VISTA volunteer presented an overview of the Foundation Fellows Program and its purpose to be a unique, cost-effective opportunity for teacher-led, research-based professional development in order to increase student achievement and student engagement.

Throughout the presentation, teachers who are ‘fellows,’ testified to how the program has impacted their teaching careers, enhanced and created in them a sense of belonging in the district. The benefits for being in the program includes: Collaboration, Training, Resources and Support for the fellows’ unique prospective for the school system. An update on the outcomes of three case studies reported Jerome Hughes of AVID saying, “The Fellows Program has reenergized me.”

Since its inception in 2009, the Asheville City School district has benefited from the Foundation Fellows Program. There is an increase in student achievement and an enhancement of teacher quality. Funding for the program will cease at the end of this school year, and according to Ms. Pett, a small portion of the funds have been raised, but it is not enough for the program to function on based on the level that they are currently operating on. Suggestions were directed to the Board for their consideration such as the repositioning of staff and the raising of funds by both the district and the foundation.

In closing, the Foundation Follows will be presenting their findings and the Board was encouraged to (1) make plans to attend and be Engaged! (2) Integrate the program into the district’s Professional Development by helping to invest resources. The tentative meeting date is set for April 2013.

Superintendent Johnson remarked that he was impressed with the energy of the teachers when he attended the Foundation Fellows’ meeting in early October.

Director of Early Head Start, Laurie McDanel presented for review and consideration, five Early Head Start policies related to student eligibility, members makeup of the policy council, and the process used in selecting children to enter the program as required by the Governing Board.

The Early Head Start policies will be on the agenda under the consent items for Board approval at the November 5, 2012 regular Board meeting:

- Policy #1810 – Program Governance
- Policy #2210 – Eligibility, Recruitment, Selection, Enrollment and Attendance (Performance Standard 1305.4 Age of children and family income eligibility)
- Policy #2220 – Eligibility, Recruitment, Selection, Enrollment and Attendance (Performance Standard 1305.5 Recruitment)
- Policy #2230 – Eligibility, Recruitment, Selection, Enrollment and Attendance (Performance Standard 1305.6 Selection Process)
- Policy #2240, Eligibility, Recruitment, Selection, Enrollment and Attendance (Performance Standard 1305.7 Enrollment and Re-enrollment)

Superintendent Johnson consulted with the Board regarding any questions or changes they might have to first reading of the policies that will be presented in open session for their approval at the regular Board meeting on Monday, November 5, 2012.

- Policy Code 4331 – Assaults, Threats, Harassment, and Hazing
- Policy Code 6305 – Safety and Student Transportation Services

Chief Human Resources Officer, Cynthia Grady reviewed and discussed the recommended changes to first reading of Policies. Board members were satisfied with the recommendations and they had no changes. The Board requested that bus drivers be made aware of the new safety practices updates that were made to Policy Code 6305.

Superintendent Johnson reviewed the November 5, 2012 Regular Board Meeting Agenda with the Board members.

Facilitator during the Strategic Planning Process, Judy Futch presided over the 2012-2015 Asheville City Schools Strategic Plan (Draft) version that will be presented to the Board for their consideration and approval in open session at the November 5, 2012 Board meeting.

The Board participated in a page by page review of the preliminary copies of both the Parent Guide of the strategic plan that was created for parents and the Strategic Plan, then proceeded to make changes and adjustments based on feedback and revisited the goals in the strategic plan that need defining which was one of the “Required Actions” that was recommended by the AdvancED External Review Team during the Exit Report for the school district earlier.

#### CLOSED SESSION

At 6:07 p.m., Jacquelyn Hallum made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321. The motion was seconded by Al Whitesides and carried.

The closed session ended at 6:20 p.m.

#### ANNOUNCEMENTS

- November 6<sup>th</sup> (Election Day) no school for students
- NCSBA Conference, Greensboro (Sun., Nov. 11<sup>th</sup> thru Tues., Nov. 13<sup>th</sup> )
- November 12<sup>th</sup> (Veteran’s Day) no school for students
- ACS BOE and A-B Tech Board of Trustees – Lunch  
Thursday, December 6, 2012 at 12:00 pm
- NSBA Conference – San Diego (April 13-15, 2013)

### MEETING RECESSED

At 6:22 p.m., Board member, Chairman Bell announced in open session that the meeting was recessed and would reconvene at Ira B. Jones Elementary School, 544 Kimberly Avenue, Asheville, North Carolina, 12:00 noon on Monday, November 5, 2012 for lunch and presentations, followed by a closed session at 5:30 p.m. in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina, followed by the regular meeting at 6:30 p.m. in the Board Room.

### LUNCH AND PRESENTATION

At 12:00 pm., Monday, November 5, 2012, Members of the Board and Superintendent Johnson and the Leadership Team received a warm welcome at Ira B. Jones Elementary School, where they were escorted to the school's media center. The group enjoyed a Thanksgiving-like meal that had been provided by the PTO at the school and enjoyed fellowship with the students and the bounty of great food.

Principal Sarah Cain spent the first part of the visit highlighting performance data and other pertinent indicators as well as sharing her expectations for the staff at Jones Elementary School which include "three big ideas": 1) focus on learning; 2) build a collaborative culture, and 3) focus on student results. The group was pleased to note that the school had reduced its reading and math gaps by about 10 points each.

Kindergarten teacher, Melissa Boks told us about how she employs reading workshops in her classroom. The group learned what a 'snap word' was and saw a brief video clip on how empowering the workshops are for students.

Second grade teacher, Robin Wells engaged the entire group in a 'words their way' activity which involves sorting words into categories. Just like what students would do each

week, the group was divided into two-person teams to be timed on a sorting exercise. Ms. Wells shared how many of the students quickly improved their vocabulary.

A review into academic strategies featured teachers Debbie Cross and Todd Norman who brought the group up to speed on guided reading, one of the multiple strategies employed in the district's balanced literacy program. A continuous smile on one student's face in the classroom video we saw, spoke volumes.

The visit came to a close by first hearing about how Ira B. Jones is wrapping services around each and every student, including poverty training, the Parent University model, literacy nights and many other activities. As the group departed the school, they stopped by the auditorium to observe a special edition of Kids Voting on election eve. More than once during our visit, young students were observed saying one candidate's name or the other.

Everyone was pleased with both the progress being made and the enthusiasm among staff members during the visit to Ira B. Jones Elementary School today.

#### MEETING RECESSED

At 1:35 p.m., Al Whitesides announced that the meeting was recessed and would reconvene for a closed session at 5:30 p.m. in Training Room 203, and then a continuation of the regular meeting at 6:30 p.m. in the Board Room.

#### CLOSED SESSION

At 5:50 p.m., Precious Folston made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321. The motion was seconded by Jacquelyn Hallum and carried.

The closed session ended at 6:10 p.m.

### CALL TO ORDER

Chairman Bell called the meeting to order at 6:30 p.m.

### PLEDGE OF ALLEGIANCE

The pledge of allegiance which was presented in both English and Spanish was led by Ira B. Jones Elementary School students Zairia Plumley, Teo Zepeda-Garcia, Hannah Engels, Nyah Dawson and Ryan Barrett.

Jacquelyn Hallum presented information on the visit to Ira B. Jones Elementary School.

### ASHEVILLE CITY SCHOOLS MISSION STATEMENT

All Whitesides led the reading of the Mission Statement for Asheville City Schools.

### CONSENT ITEMS

All Whitesides made a motion to approve the consent items listed below. The motion was seconded by Jacquelyn Hallum and carried.

- Minutes of the special meetings on September 10, 2012, September 17, 2012, September 18, 2012; work session September 24, 2012 and regular meeting on October 1, 2012
- Transfer of Students
- Policy Code 7940, Classified Personnel: Suspension and Dismissal
- Budget Amendments
- Early Head Start policies: 1810, 2210, 2220, 2230, and 2240

### GOOD NEWS

Charlie U. Glazener, Executive Director of Community Relations/Communications congratulated Child Nutrition Director, Beth Palien and Administrative Assistant, Melissa

Bates and the entire staff. Last month, the district received an award from the NCDPI Child Nutrition Services for their **Super Summer Meals Pilot Program**, partnering with the NC Department of Health and their summer food service program. “In appreciation for Nourishing the Bodies, Minds and Spirits of Children” the award reads. Our terrific Child Nutrition staff members worked diligently over the summer, serving more than 23,000 meals in this program. Congratulations to managers and leaders, Sharon Burton, Ramon Ailes, Kelly Angel, Barbara Baker, David Baker and Pat Griffin. You really are the caring professionals!

Recently, the **Asheville Firefighters Association** delivered a coloring book for fire prevention/awareness to every second grader at our five elementary schools. Scott Mullins, who is the president of the association, spearheaded the effort. This is just one more example of an ongoing community partnership, the kind of work that the AdvanceED External Review Team recognized as a “Powerful Practice” in their informal report last week.

Superintendent Allen Johnson paid a surprise visit to Ira B. Jones Elementary School on October 15 to inform Principal, Sarah Cain that she had been chosen as the **Asheville City Schools Principal of the Year for 2012-13**. Ms. Cain was selected by the district’s directors after a comprehensive review of five performance indicators including student performance, the NC Teacher Working Conditions Survey and principal evaluations. Ms. Cain has amassed 17 plus years of service to public education, including a four year stint with Buncombe County Schools, seven years as a teacher at Asheville Middle School and six years in School Administration. Ms. Cain will now compete in the Western Region.

The **Asheville High School Band** will be hosting their first 5K to raise money to participate in the **2013 Inauguration Festival in Washington, DC**. This is a great honor for



the band and will be a once in a lifetime opportunity for the students. The race will be held at Carrier Park on Saturday, November 10, 2012 from 8am-9:30am, and there will be a Spaghetti Dinner on the 9<sup>th</sup> at the AHS Cafeteria between 5:30 and 8:00 p.m. Tickets for the Spaghetti Dinner are \$5 for each adult, and \$3 for each child under 12. Kids 3 and under eat free. Everyone was invited to register online or call the high school for more information. Director for the high school band, Will Talley and his staff are leading the charge.

Tonight we present an award that recognizes outstanding performance in one of our important support functions in Asheville City Schools, our school custodians. Each school is inspected every month by Maintenance Supply Corporation, and they are awarded points based on the overall cleanliness of the school. This year, the competition was again keen. We are pleased to announce the Spiffy School Award results: 1st Runner-up, Randolph School: Ricardo Stevenson and Kevin Brewton; and our winner, Hall Fletcher: Hugh Falls, Debra Campbell and Efenton Walcott. Plaques and monetary awards (included in their paychecks last month) for each winner! Thanks to Cletus (CG) Hamilton, our Courier/Custodian Coordinator and to Don Sims, Director of Property Management for facilitating all these awards.

On October 19, the Asheville City Schools Foundation, in partnership with Asheville City Schools, hosted the annual **Tour of Excellence**. Kate Pett and her talented staff put together an outstanding program which featured visits to three schools: Isaac Dickson, AMS and AHS. More important, they were able to attract 50 community leaders/advocates to the four-hour event. Mayor Terry Bellamy delivered some encouraging words during the opening session of the event. Thanks to all who had a role in this success story!

I would like to close the good news portion of the meeting with another nod to the Foundation. Director Kate Pett will now provide an update on the organization's incredible Foundation Fellows Program.

#### SPECIAL PRESENTATION

The Board and audience listened to a presentation from parent, Leslie Poplawski and company on the importance of recess at the middle school.

#### PUBLIC COMMENT

Former Assistant Principal of Hall Fletcher Elementary School and LEAF Coordinator, Jocelyn Reese addressed the Board regarding the positive steps that are in place at Asheville Middle School and to verbalize her support for principal, Cynthia Sellinger. Parents were encouraged to get involved and to take active roles in the school. Ms. Reese closed her public comment by saying, "If children are not safe, they will not learn".

#### CONSIDERATION AND APPROVAL OF 2012-2015 ASHEVILLE CITY SCHOOLS STRATEGIC PLAN

Superintendent Allen Johnson presented to the Board for their Consideration and Approval the 2012-2015 Asheville City Schools Strategic Plan. After the presentation, Peggy Dalman made a motion for the Asheville City Board of Education to approve the 2012-2015 Asheville City Schools Strategic Plan. The motion was seconded by Precious Folston and carried.

#### FIRST READING OF POLICIES

Jacquelyn Hallum made a motion to approve the first reading of Policy Code 4331,

Assaults, Threats, Harassment, and Hazing. The motion was seconded by Peggy Dalman and carried.

Peggy Dalman made a motion to approve the first reading of Policy Code 6305, Safety and Student Transportation Services. The motion was seconded by Precious Folston and carried.

#### EMPLOYMENT OF PERSONNEL

Al Whitesides made a motion to approve the following recommendations as presented by Chief Human Resources/Director of Support Services and Legal Counsel, Cynthia Grady. The motion was seconded by Peggy Dalman and carried.

#### For Approval by the Board of Education

##### Recommendation for administrative contract:

Jan Thomas	11/1/12	Assistant Principal Asheville High School
------------	---------	---

##### Recommendation for probationary contract:

Gabriela Dominguez	10/10/12	Spanish Teacher Claxton Elementary School
--------------------	----------	---

##### Recommendation for classified position:

Clyde Metcalf, Jr.	10/16/12	Custodian Claxton Elementary School
Kathryn Perrotta	10/22/12	Homebase Coordinator Asheville City Schools Systemwide
James Whitley	10/29/12	Custodian Ira B. Jones Elementary School

##### Recommendation for contractual agreements:

Asheville City Preschool

Jessica Bachar 10/1/12 – 6/30/13 Contracted Play and Learn Duties

Silvia Bendersky 10/2/12 – 12/21/12 Home Visitor

Asheville High School

Hayden Clark 8/20/12 – 11/10/12 J. V. Head Soccer Coach

Johannah English 9/17/12 – 10/26/12 Head Cheerleading Coach  
11/2/12 – 2/28/13 Head Cheerleading Coach

Brenda Murphy 9/1/12 – 6/14/13 Social Worker Aide

David Pennell 8/15/12 – 11/10/12 Girls Golf Coach

Micah Pulleyn 10/31/12 – 2/28/13 Assistant Swimming Coach

Matthew Sanders 10/6/12 – 10/6/12 Band Camp

Elaine Sutton 1/1/13 – 5/31/13 AP Exam Coordinator

Amy Vandenheuvel 10/31/12 – 2/28/13 Head Swimming Coach

Asheville City Schools Systemwide

Lisa Kayser 8/12/12 – 6/14/13 Speech Language Pathologist

Asheville Middle School

Tegan Cross 11/1/12 – 12/31/12 Assistant Girls Basketball Coach

Isaac Dickson Elementary School

Marilyn Bollinger 11/22/12 – 2/13/13 Extra Substitute Services as  
Classroom Teacher

Vance Elementary School

Linda Cooke 9/10/12 – 5/31/13 Tutoring

Substitutes:

Leslie Frey  
Cara Hayes  
Jacqueline Sacs  
Angela Taylor

## ANNOUNCEMENTS

Superintendent Johnson made the following announcements:

1. The district was recommended for re-accreditation by AdvancED at the Exit Report Meeting by the AdvancED External Review Team on Wednesday, October 31, 2012.
2. Tuesday, November 12, 2012 Election Day. No school for students and an Annual Leave Day for all staff. Parents were encouraged to come out and vote and to also bring their children.
3. Board member, Precious Folston reminded the audience that the schools that will be opened on Election Day will be for voting only! Special thanks to Clingman Café for their support of Asheville City Schools and also a 'thank you' to all the individuals who participated in the Strategic Planning process. Reminder to all to purchase a spaghetti meal dinner from Asheville High School in support of the High School Band.

## ADJOURNMENT

The meeting was adjourned at 7:45 p.m.

---

Gene Bell, Chairman

---

Allen H. Johnson, Secretary/Superintendent