

MINUTES
 THE ASHEVILLE CITY BOARD OF EDUCATION
 WORKSESSION AUGUST 25, 2014 AND
 REGULAR MEETING SEPTEMBER 8, 2014

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, August 25, 2014, in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Jacquelyn Hallum, Chairperson, Presiding
 Matt Buys
 Peggy Dalman
 Leah Ferguson
 Precious Grant

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent
 Board Attorney, Chris Campbell

CALL TO ORDER

Board Chair Hallum called the work session meeting to order at 4:07 p.m.

WORKSESSION

Executive Director for Public Relations, Charlie Glazener and Director for Testing and Accountability, Marsha Lipe provided the Board with an overview of the district's implementation of North Carolina's new Accountability Reporting. The State Board of Education's new READY initiative, has adopted a new five-level achievement scale, replacing the old four level-scale reporting. Parents were notified at the end of the school year regarding the change.

1. Achievement Level 1: Limited Command
2. Achievement Level 2: Partial Command
3. Achievement Level 3: Sufficient Command
4. Achievement Level 4: Solid Command (Career and College Readiness)

5. Achievement Level 5: Superior Command (Career and College Readiness)

Furthermore, the Board received an update on House Bill 23-2014 School Performance Grade (SPG) which will measure how much growth can be expected with the new accountability reporting. Ms. Lipe also reviewed the U.S. Department of Education State Educational Agency (ESEA) Flexibility that ensures that school districts are in compliance with testing 95% of all student subgroups for the purposes of participation and performance, with all indicators for the middle and high schools; and several of the district's participating targets were not met for the last school year.

Mr. Glazener reviewed the data timeline release dates:

1. September 4, 2014 - Graduation Rate information to SBE and State Level and School Accountability Summary
2. October 2, 2014 – Reach to Achieve Results will be presented to SBE
3. February 5, 2015 – NC School Report Cards released and School Performance Grades (SPG), A-F release

A sample of the new NC School Report Card was reviewed including an announcement that the State Board of Education will continue with the current assessments for the 2014-15 and 2015-16 school years. The ACS graduation rate for 2014 was 86.5%.

Board member, Leah Ferguson left the work session meeting at 4:40 p.m.

Superintendent Baldwin provided the Board with a progress report of her Entry Plan, The Sixty-Day Plan. A thorough presentation which will include data will be addressed in her Ninety-Day Plan when she presents it to the Board at the next scheduled BOE work session. An overview of the Plan's four goals was presented:

- Goal 1: Establish a respectful, positive district culture
- Goal 2: Academic Audits
- Goal 3: Meet and call on "key" leaders – building relationships
- Goal 4: Organizational Effectiveness

The presentation also highlighted eleven initial priorities that Dr. Baldwin has for the school district. She concluded her presentation with a review of her next four steps and a quote from business/consultant author, Jim Collins and education author, Stephen Covey.

Executive Administrator, Carol Ray shared additional resources that she received while attending the four-day training at Harvard Graduate School of Education on Closing the Achievement Gap: Strategies for Excellence with Equity in July. The presentation outlined how Asheville City Schools can affect and individually support low-achieving students to reach their North Star and provided intentional practices on putting in place a process that will instill a positive youth culture. Ms. Ray also shared some data results from the Harvard Tripod National Survey that was conducted on 1,400 middle and high school students who have experienced peer pressure. The results concluded that the students are not choosing to misbehave, but rather, they are choosing to fit in.

A review of several strategies that Asheville City Schools will be implementing to help close the achievement gap, including three that the district has already in place, will be tweaked.

Assistant Superintendent for Curriculum and Instructional Support, Kelvin Cyrus reviewed the two changes made to both the Traditional and Balanced calendars. The Board was informed that the calendars will be on the September 8, 2014 consent agenda for their approval.

A Board member requested to know how parents can be added to the Calendar committee.

Cynthia Grady reviewed with the Board the recommended changes that were made to Policy Code 3430, School Improvement Plan and Policy Code 7820, Personnel Files. The Board was informed that the policies will be on the September 8, 2014 Board agenda for first

reading. In addition, she reviewed the following Administrative Procedures that do not require approval from the Board.

- 3430-P, School Improvement Plan
- 6140-P, Student Wellness
- 7800-P, Educational Assistance Program

Following the review of Administrative Procedure 6140-P, the Board directed Ms. Grady to change the language in #1 from students should to students will and to also remove the latter portion of #5 on school gardens and make it a stand-alone item.

In addition, 7800-P was reviewed and the Board had no comments to the Policy Committee's stricter recommended language made to the procedure that is in alignment with what the school district needs.

The following information was shared and discussed during the work session with the Board:

1. Ms. Grady reviewed two memorandums addressed to teacher assistants and custodians that drive a school bus regarding work expectations
2. The evaluation process for teachers

Dr. Baldwin reviewed the September 8, 2014 Draft Board Agenda with the members.

Cynthia Grady informed the Board that she is still negotiating the custodial contract that is listed under the consent items for their approval at the September 8, 2014 regular Board meeting.

Board member, Precious Grant requested that the Community Relations Department conduct a follow-up to the HomeBase presentation for when parents want to access their student information.

Board Chair Hallum suggested that the Board and Superintendent Baldwin consider the different ways that Asheville City Schools can present the data received from the Harvard School of Education on closing the achievement gap in the district.

Ms. Grant requested that the administration revisit the district's process that is in place on reporting of criminal offenses to ensure that all administrators are aware of the procedure. A discussion on having a conversation with the district attorney was raised.

CLOSED SESSION

At 6:36 p.m., Peggy Dalman made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (3) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321, and discuss matters protected by the attorney-client privilege, including the lawsuit of Gail Bellows vs. Asheville City Board of Education, et al. The motion was seconded by Precious Grant and carried.

The closed session ended at 7:10 p.m.

MEETING RECESSED

At 7:10 p.m., Board member, Jacquelyn Hallum announced in open session that the meeting was recessed and would reconvene at Asheville Middle School, 197 South French Broad Avenue, Asheville, North Carolina, 12:00 noon on Monday, September 8, 2014 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 p.m., Monday, September 8, 2014, members of the Board, Superintendent Baldwin, and the Leadership Team assembled Asheville Middle School for lunch and to receive an update of the school.

“Among public educators, there is a dark secret. People who work in middle schools do not actually experience normal time; rather they experience something akin to dog years. That is for every year spent with adolescent children in middle school, they actually age

seven years.” Asheville Middle School principal, Cynthia Sellinger seems to be an exception to this rule and under her watch Asheville Middle has slowly turned into one of the best middle schools in the state. Mrs. Sellinger relates to her kids. Two pictures are worth three words in this case: shoe color choice.

The success of Asheville Middle can be seen in data, music programs and conference champion sports teams. At a glance, Asheville Middle’s data tells a dramatic story. A current survey shows that 93.7 of AMS teachers feel encouraged to try new and creative ways of instruction as compared to 73.5 in 2012. Shared vision amongst teachers and staff saw a 40 percent increase. Trust and respect for administration went from 20.3 percent to 73.9 percent. Across the board there are 20, 30, even 60 percent increases in satisfaction levels.

Mrs. Sellinger’s excellent leadership shows on every level.

The levels the school Board was lucky enough to see, addressed our nations and our schools two biggest gaps: The Achievement gap between black and white students and the achievement gap between American students and students in other countries, when compared to China, Japan and Singapore. Both gaps are substantial.

For the former gap, Asheville Middle School has assembled a team of the school’s best and brightest. Teacher Michael Holton, Counselor Jesse Pitt, and literacy coach Melissa Hedt. Together they have formulated thoughtful and provoking ideas for all our teachers to address the poverty divide, the digital divide and honestly...the racism inherent in our society and even our own system. Every kid they catch falling through the cracks of our system will be a victory on levels too numerous to list here. They have our full support.

Already we are seeing progress with a \$5,000 dollar grant from the Asheville City Schools foundation. Sarah Monson, Career and Technical Education teacher at AMS bought 15 chrome books and 15 Edsphere accounts currently used with 15 students at promise. With this new technology, Mrs. Monson is able to go online and monitor exactly how each student performs on each component of language comprehension, and fine tune exactly what each student needs in order to read proficiently.

For AMS students who face large gaps with their Asian counterparts in science and math, Mr. Wright’s Technology class is where students use sophisticated software programs to design race cars. Gone are the balsa wood race cars with plastic wheels. They have been replaced by cars that race in cyberspace. Students pit their aerodynamic designs in virtual

drag races with children in the same class. Many of the designs were breathtakingly original; the fastest car had wheels built inside the car to reduce drag.

Lastly, school board members were treated to T-shirts designed and printed by Asheville Middle School students. Go cougars!

MEETING RECESSED

At 1:35 p.m., a Board Chair Hallum 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 5:40 p.m., Peggy Dalman made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1), (3) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321, to discuss matters protected by the attorney-client privilege, and to discuss the possible acquisition of real property. The motion was seconded by Precious Grant and carried.

The closed session ended at 6:09 p.m.

OPEN DISCUSSION

The Asheville City Board of Education discussed nominating the Buncombe County Board of Commissioners for the North Carolina School Boards Association (NCSBA) County Commissioners of the Year Award. Following the discussion, it was the consensus of the Asheville City Board of Education to endorse the nomination of the Buncombe County Board of Commissioners for the North Carolina School Boards Association (NCSBA) County Commissioners of the Year Award. A copy of the endorsement form is attached to these minutes.

The Board discussed an email that they received from an Isaac Dickson Elementary parent expressing his request to address the Board during public comment.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Executive Director for Public Relations, Charlie Glazener.

REPORT ON BOARD OF EDUCATION SCHOOL VISIT

Matt Buys presented information on the visit to Asheville Middle School.

ASHEVILLE CITY SCHOOLS MISSION STATEMENT

Leah Ferguson led the reading of the Mission Statement for Asheville City Schools.

ASHEVILLE CITY SCHOOLS GUIDING PRINCIPLES

Precious Grant led the reading of the Asheville City Schools Guiding Principles

CONSENT ITEMS

Matt Buys made a motion to approve the consent items listed below. The motion was seconded by Peggy Dalman and carried.

- A. Minutes of meetings
- B. Transfer of Students
- C. Asheville High School –Trip to Orlando/Bahamas (April 22-April 27, 2015)
- D. Approval of Revised 2014-2015 Balanced Calendar
- E. Approval of Revised 2014-2015 Traditional Calendar
- F. Approval of Custodial Supplies Contract
- G. Beginning Teacher Support Program Guidelines

GOOD NEWS

Charlie Glazener, Executive Director of Community Relations/Communications gave congratulations to Hall Fletcher Elementary School for being chosen as a **USDA Fresh Fruit & Vegetable Grant** recipient for 2014-2015. This will be the 10th year that students at HFE have been exposed to a variety of fresh fruit and vegetable snacks like kiwi fruit. Deborah Jones is the cafeteria manager and Beth Palien and Melissa Bates are in their 8th year as our school nutrition leadership.

AHS senior Mara Dygert advanced to the semifinal round of the Senate Congressional Debate at the **National Speech and Debate Association National Championship** this summer in Kansas City. In a very close semifinal session, Mara fell just one rank shy of making the finals and finished 25th in the country out of 250 students who qualified for nationals in the Senate this year. “Having the 25th place student in the country is definitely worth celebrating and continues an annual tradition of excellence for the AHS/SILSA Speech and Debate Team at the national championship tournament!” says award winning Debate Team coach Keith Pittman.

This past year Asheville High School produced 111 AP Scholars, the most in recent memory. Eight of those were National AP Scholars who scored a 4 or higher on eight or more AP exams: graduates Grace Buie, Rickie Eatherly, Kaya Hedt, Daisy Homolka, Claire Roth, Nathan Sears, Anne Worth and Joseph Young. Here is a chart that shows the types of AP scholars Asheville High and SILSA has been recognized for over the past four years.

We are pleased to announce that our 2014 graduation rate was the highest in the history of the district. Across the state 83.8% of students who enrolled four years earlier graduated and for Asheville City Schools that number was 86.5%, up 5 percentage points from last year. Here is a chart that shows the dramatic gains over the past eight years in our district.

Last Tuesday, September 2 marked the 10th day of school on our traditional calendar. You will be happy to know that enrollment in Asheville City Schools continues to trend upward.

CURRICULUM FEATURE

Ms. Melody McGarrahan, Music Specialist at Hall Fletcher Elementary School and kindergarten teacher, Shambra Watkins led a group of kindergarteners into performing two learning songs – a music link to all the components of the curriculum. Principal Dr. Gordon Grant shared encouraging data that revealed the “365 Always Learning School” did not experience summer regression, and that children either maintained or held in reading levels. Dr. Grant was asked to provide the Board with copies of the data that he shared.

PUBLIC COMMENT

Joe Bly addressed the Board concerning adolescence literacy in Asheville City Schools.

Mr. Zabo addressed the Board and stated that he was advocating for his daughter and her peers and then proceeded to list serious issues that he has with the school system:

- The Core Curriculum
- Bilingual Education
- Reading Instruction

PRESENTATION – NORTH CAROLINA ACCOUNTABILITY REPORT

Director for Testing and Accountability, Marsha Lipe and Executive Director for Public Relations, Charlie Glazener presented the State’s New Accountability Reporting for the audience and the community that was also presented at the Board of Education Work Session held on Monday, August 25, 2014 at 4:00 p.m. Ms. Lipe and Mr. Glazener responded to questions from Board members during the presentation.

FIRST READING OF POLICIES

Leah Ferguson made a motion to approve the first reading of Policy Code 3430, School Improvement Plan presented by Cynthia Grady. The motion was seconded by Peggy Dalman and carried.

Peggy Dalman made a motion to approve the first reading of Policy Code 7820, Personnel Files presented by Cynthia Grady. The motion was seconded by Leah Ferguson and carried.

EMPLOYMENT OF PERSONNEL

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

September 8, 2014

For Approval by the Board of Education

Recommendation for 1 Year Teacher Contract:

Melissa Campanella 8/15/14

Speech Language Pathologist
Claxton Elementary School

Robert Chilmonik	8/19/14	CTE Business Education Teacher Asheville High School Accelerate
Kortney Conner	8/15/14	Social Studies Teacher Asheville High School
Laurie Costello	8/15/14	Grade 1 Teacher Vance Elementary School
Margery Donahue	8/15/14	Counselor Isaac Dickson Elementary School
Darcy Grimes	8/15/14	Grade 5 Teacher Claxton Elementary School
Joy Inabinette	8/14/14	Exceptional Children Teacher Hall Fletcher Elementary School
Lisa Van Offeren	8/15/14	Grade 3 Teacher Claxton Elementary School
Kellie Wilson	8/15/14	English Teacher Asheville High School Accelerate
Claudia Yokum	8/15/14	Grade 2 Teacher Ira B. Jones Elementary School

Recommendation for Temporary Teacher Contract:

Mary-Ann Bolton	9/2/14	Exceptional Children Teacher Isaac Dickson Elementary School
Camille Cushman	8/15/14	Title 1 K-2 Interventionist Ira B. Jones Elementary School
Kendra Greener	8/15/14	English Teacher Asheville High School
Helen Hanshaw	9/2/14	Health Teacher Asheville Middle School
Shannon Hunt	8/15/14	AIG Teacher
Kelly Kanelos	8/15/14	Title 1 Interventionist Isaac Dickson Elementary School

Melody McGarrahan	8/15/14	Music Teacher Hall Fletcher Elementary School
Mark Meiri	8/15/14	Science Teacher Asheville High School Accelerate
Andrew Pond	8/15/14	Exceptional Children Teacher Asheville Middle School
Christopher Randall	8/15/14	Industrial Arts / Furniture Teacher Asheville High School
Susan Sanchez	9/2/14	Spanish Teacher Asheville High School
Stephanie Silver	8/15/14	Exceptional Children Teacher Hall Fletcher Elementary School
Juanita Smith	8/15/14	Exceptional Children Vision Impaired Teacher 80% School of Inquiry & Life Science
Lisa Stevenson	8/15/14	Exceptional Children Teacher Asheville High School
Angela Tesauro	9/4/14	Kindergarten Teacher Ira B. Jones Elementary School
Monyell Watkins	8/15/14	CTE Business Teacher Asheville Middle School
Ziming Zhao	8/15/14	Chinese Teacher Asheville High School

Recommendation for Classified:

Pedro Alvarez	8/4/14	Child Nutrition Manager Claxton Elementary School
Ja-Kia Baird	9/2/14	3 Hour Child Nutrition Assistant Hall Fletcher Elementary School
Elizabeth Bevers	8/15/14	Teacher Assistant Ira B. Jones Elementary School
Redora Breazeale	8/15/14	Exceptional Children Teacher Assistant Hall Fletcher Elementary School

Eric Chad Canupp	8/15/14	Exceptional Children Teacher Assistant Asheville City Preschool
Anita Chastain	8/15/14	Teacher Assistant Ira B. Jones Elementary School
Teresa Denson	8/13/14	4 Hour Child Nutrition Assistant Claxton Elementary School
Lisa Foster	8/28/14	4 Hour Child Nutrition Assistant Asheville High School
Kristen Hannold	8/15/14	Teacher Assistant Asheville City Preschool
Camille Harris-Wallace	9/2/14	Early Head Start Teacher Assistant Asheville City Preschool
Tania Jakushev	8/18/14	Teacher Assistant Asheville City Preschool
Virginia Linville	9/2/14	50% Home Visitor Asheville City Preschool
Edward Martinez	8/19/14	Custodian Asheville Middle School
Tara Millington	8/15/14	Teacher Assistant Ira B. Jones Elementary School
Kathleen Russell	9/2/14	Teacher Assistant Ira B. Jones Elementary School
Ronald Shoe	8/25/14	Exceptional Children Teacher Assistant Ira B. Jones Elementary School
Cynthia Slingsby	8/15/14	Teacher Assistant Ira B. Jones Elementary School
Lakeisha Smith	8/13/14	4 Hour Child Nutrition Assistant Asheville high School
Maria Treskas	8/18/14	Teacher Assistant Vance Elementary School
Adina Ungureanu	8/15/14	Teacher Assistant Asheville City Preschool

Recommendation for Contractual Agreements:Asheville City Preschool

Ganelle Burnette	9/2/14 - 9/30/14	EHS Teacher Assistant Duties
Sharon Johnson	8/15/14 - 6/30/15	Exceptional Children Duties
Grace Ragaller	7/1/14 - 6/30/15	Play and Learn Duties
Andrew Watson	9/2/14 - 12/19/14	Teacher Assistant Duties

Asheville City Schools Systemwide

Margot Dale	8/19/14 - 6/15/15	Exceptional Children Duties
Savannah Murray	8/19/14 - 6/30/15	Clerical / Testing Assistant
Olga Pader	7/2/14 - 8/30/14	Spanish Speaking Psychologist
William Silver	8/25/14 - 9/15/14	Exceptional Children Teacher Assistant Duties
Joe Skinner	8/19/14 - 12/31/14	Exceptional Children Teacher Assistant Duties

Asheville High School

Jermaine Brawley	8/4/14 - 8/15/14	Percussion Technician Duties
Charles Diaz	8/4/14 - 8/15/14	Percussion Technician Duties
Raquel Erbach	8/1/14 - 11/25/14	Women's Head Volleyball Coach
Eugene Hammond	8/1/14 - 11/25/14	Assistant Football Coach
Joel Jeffries	8/4/14 - 8/5/14	Leadership Training
Katelyn Johnson	8/11/14 - 8/15/14	High Brass Technician Duties
Daniel Myers	8/4/14 - 8/8/14	Percussion Technician Duties
Daniel Mull	8/11/14 - 8/15/14	Low Brass Technician Duties
Preston Roach	8/19/14 - 6/10/15	Hands Up Program Assistant
Anthony Sabatino	8/4/14 - 8/15/14	Percussion Technician
Matthew Sanders	8/11/14 - 8/15/14	Low Brass Technician Duties

Vance Elementary School

Kirsten LeClerc 8/28/14 - 10/10/14

Extra Substitute Services / Media
Coordinator

Substitutes:

Denise Baylor
Melissa Breck
William Covin
Kelly Dwoinen
Alexandra Kelly
Cynthia Koerber
Cynthia Pickett
Joanna Prohn
Ann Raybon
Richard Rennicks
Vicki Schenter
Allison Smith
Nicholas Thompson
Allison Walden
Thomas Ward
Kyja Wilburn-Hyde
Verita Woods

ANNOUNCEMENTS

The following announcements were made:

1. Superintendent Baldwin thanked principals Joyce Best of AHS and Greg Townsend of SILSA for successfully changing the meal schedule.
2. Superintendent Baldwin thanked all principals for ensuring that all students are engaged in learning when she visits their schools.
3. Parent U kickoff on Wednesday, September 24, 2014 at 7:30 am and 5:30 pm at UNC-Asheville, Wilma Sherrill Center. Anyone requesting additional information was asked to contact the Public Relations Department, Charlie Glazener or Parent/Family Engagement Coordinator, Marta Alcala-Williams.
4. Board Chair Hallum announced that MAHEC will be hosting their 15th Annual Health Careers Awareness for high school students on October 7, 2014. It will be held at UNC-Asheville and registration is free.

ADJOURNMENT

The meeting was adjourned at 7:30 p.m.

Jacquelyn Hallum, Chairperson

Dr. Pamela M. Baldwin, Secretary/Superintendent

Approved by the Board:
Monday, October 6, 2014

JT