

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORKSESSION SEPTEMBER 28, 2015 AND  
REGULAR MEETING OCTOBER 5, 2015

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, September 28, 2015, in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Peggy Dalman, Chairperson, presiding  
Matt Buys  
Martha Geitner  
Leah Ferguson  
Shaunda Sandford

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent  
Board Attorney, Chris Campbell (September 28, 2015)  
Board Attorney, Dean Shatley (October 5, 2015)

Media present:

Julie Ball, Asheville Citizen-Times

CALL TO ORDER

Chairperson Dalman called the work session to order at 4:03 p.m.

AMENDED AGENDA

Leah Ferguson made a motion to amend the work session agenda. Item IV. Excellence Through Equity Book (Chapters 3 & 4) was moved to item II. and the Accountability Update became the new item III. The motion was seconded by Shaunda Sandford and carried.

## WORK SESSION

Dr. McAllister and Charlie Glazener took turns, sharing feedback about the Excellence Through Equity Book (Chapters 3 and 4) to the Board. This is the second overview of the book's presentation to the Board, a consideration as one of the sources to establish a clear plan to address the district's achievement gap concerns. An understanding of the core of the new paradigm calls for a focus on the developmental needs of students, what they require to be successful and to be able to provide practical support when managing the whole child.

Building a school of opportunity with equity for all students begins with Detracking. Case study about Southside Middle School in Rockville Centre, Long Island, showed how their leadership started by revisiting their core beliefs about intelligence and ability. Equity for all students was not clearly defined. Their district, which at the time, shared some socioeconomic similarities to Asheville City Schools, embarked on a 10-year detracking process (including rewriting their curriculum), which was taught to all students, in heterogeneously grouped classes. Their achievement gap narrowed significantly.

A question was raised on how should the district respond to parents about detracking? Conducting open discussions, the Board initiating conversations and include a focus on parents at the elementary level were mentioned.

In the conclusion of the update, Dr. McAllister stated that in order for students to be successful, educators must first identify the needs of their students. What is important now? (WIN). Relationship. Instruction. Structure. And then have a continuous process of Re-energizing Reflecting. Refueling. And Re-light the flame/desire of the students. A review of

the actions made by teachers in the case study to change the mindset and structure of their school was also shared with the Board.

April Dockery and Marsha Lipe presented the Testing and Accountability results for the 2014-2015 school year. A reminder on how the School Performance Grades (SPG) are calculated, using the 15 point scale. The presentation provided a two-year comparison (2014-2015) of the Achievement Indicators with their applicable Achievement Scores. A review of the Annual/Measurable Objectives (AMO) Target chart for 2014-15 revealed that SILSA and Vance met all of their targets, and Isaac Dickson missed 1.

School Performance Grade:

- Vance = B
- Isaac Dickson = B
- Jones = B
- Hall Fletcher – D
- Claxton = C
- Asheville Middle = C
- SILSA = A
- Asheville High School = C

The Board was made aware the Teaching and Learning Department are well-informed that they have some aligning to do, and that they are working hard to establish the six essentials and make the connections for teachers. Dr. Baldwin remarked that she was working on scheduling a meeting with the district's After-School Community Partners, and she has some preliminary data when asked whether the programs outside the classrooms are in alignment with what is happening in classrooms.

Ms. Dockery presented the Board with her department's vision behind the Middle School Math Grouping after her administrators evaluated the data from the previous school year. The 2015-16 school year in comparison to 2014-15, revealed a clustering across the sixth and seventh grades math classrooms for all students taking High School Math 1 and 2.

The Teaching and Learning Department are supporting the middle school Professional Learning Communities (PLC), and included four focus areas. A remark on the outlook of teachers and their desire for more resources was also shared. Dr. Baldwin mentioned that administrators would need to look harder at our range of students regardless of what their complications are.

Jeremy Spielman reviewed the rationale for the revisions made to the current K-2 Academically and Intellectually Gifted (AIG) Program. It included a teacher shift to ensure that the needs of all identified students are being met, an 80/20 split for elementary support with a focus on quality not quantity, a review of the opportunities for the district's youngest learners, and math and literacy essentials from the Teaching and Learning Department. A review of the collaborative efforts between Teaching and Learning and the Student Services departments was shared with the Board.

The Board chair requested that the members contact Laura Davis regarding any questions about the Board policies that are on the agenda for their review. The policies will also be on the October 5, 2015 regular Board meeting agenda for their approval.

- Policy Code 7810-Evaluation of Licensed Employees
- Policy Code 7940-Classified Personnel: Suspension and Dismissal

Executive Director of Instructional Technology, Matt Whiteside provided the Board with an at-a-glance overview on how to navigate Google Docs and Gmail. In addition, a consideration to migrate the Board's secure site over to Google was mentioned to the Board, with a transition date of October 26, 2015. Board members were encouraged to participate in a training session if they felt it was warranted.

Dr. Baldwin reviewed the October 5, 2015 regular Board meeting agenda with the members.

CLOSED SESSION

At 6:25 p.m., Leah Ferguson 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 to consider student issues made confidential pursuant to 20 U.S.C. 1232g (FERPA); G.S. 115C 402(e) of the General Statutes of North Carolina, and to discuss matters protected by the attorney-client privilege. The motion was seconded by Martha Geitner and carried.

At 7:10 p.m., the Board returned to open session.

Dr. Baldwin reviewed the announcements listed on the work session agenda with the Board.

MEETING RECESSED

At 7:15 p.m., Chairperson Dalman announced in open session that the meeting was recessed and would reconvene on Monday, October 5, 2015 for 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.

CLOSED SESSION

At 5:33 p.m., Martha Geitner 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 to discuss matters protected by the attorney-client privilege. The motion was seconded by Shaunda Sandford and carried

At 6:25 p.m., the Board returned to open session.

### CALL TO ORDER

Chairperson Dalman called the Board meeting to order at 6:30 p.m.

### PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by two students from Claxton Elementary School.

### CONSENT ITEMS

Martha Geitner made a motion to approve the consent agenda items listed below.

The motion was seconded Shaunda Sandford and carried.

- A. Closed Session Minutes: August 31, 2015
- B. Open Session Minutes: August 31, 2015; Special Meeting Minutes, September 11, 2015
- C. Drivers Education Contract for 2015-2016
- D. Approval of Claim Settlement

### SUPERINTENDENT'S REPORT

In Dr. Baldwin's absence, Assistant Superintendent, Dr. McAllister shared the following:

- Asheville City Schools and Buncombe County Schools were not qualified for an Inclement weather Waiver, and therefore, building the 2016-17 traditional and balanced calendars could become challenging for the district. The first day of the school will be August 29, 2016.
- The enrollment numbers for day 20 was 4,423 students, a 65-student net increase. The district has grown 18% in five years
- The district's Restructuring Plan. With an anticipated student body of 5,000 students by the year 2020, the leadership has taken proactive steps to rethink how to best use our resources, which will include the following:
  - A sixth elementary school?
  - Pre-K students at each elementary school
  - New partnerships with A-B Technical Community College and UNC-Asheville
  - A Stem School?
  - Expansion of the year-round program

The audience was encouraged to attend a series of community forums to be held over the next few weeks and voice their input.

- An update of the district's two new facilities: Isaac Dickson Elementary School and Asheville Middle School.
- The names of the Superintendent's Student Advisory Council were read a laud. The students who were in the audience were acknowledged and applauded.

### SCHOOL DISTRICT FEATURE

Claxton Elementary Teacher of the Year, Laura Davis demonstrated with the help of five of her 2<sup>nd</sup> graders, what 'Daily 5' really looks like in their classroom. The students walk through the different exercises. An example of what Daily 5 Plus looks like was performed by one of the students. Daily 5 creates life-long learners.

### GOOD NEWS

Claxton Elementary School Assistant Principal Derek Edwards **has been selected as a 2015 40 Under 40** awardee and was honored this past Thursday at an event at the Omni Grove Park Inn. Derek is the first Asheville City Schools employee to be selected since the Biltmore Beacon started the event in 2012. This distinguished group are all 39 years of age or younger, live or work in the greater Asheville area (Buncombe County), are involved in their communities and show the potential to be a leader in our community for years to come. We know one thing for sure: Derek is a beloved and talented administrator!

The **Asheville High School Clarinet Choir** has been selected to perform at the National Association for Music Educators Convention in Nashville, TN this month! This was an application process where districts submitted a recording, and our Choir was selected out of a very large pool of applicants nationwide. "This is a huge honor for our students!" band/music teacher Emily Talley exclaimed. The group is busy raising money to fund the trip, and hope to take a charter bus. The convention will be held at the Gaylord Opryland Resort.

This month we are focusing our messaging around **Early Childhood**, one of the three core elements of our new strategic plan. So tonight we are pleased to recognize our terrific Preschool, which had its **5-star license renewed** late this summer. In 1999, the Div. of Child Development began issuing star rated licenses to all eligible child-care centers; programs are required to meet a minimum compliance standard and earn a star rating based on two components that give the best indication of quality: Staff education and Program Standards. Our Preschool was assessed this past spring, including four classroom environment rating scales, resulting in a high score for the center. Recognize Dawn Meskil, director.

A key element of our Preschool, no doubt, is its dedicated and tireless staff members. Kassie Toliver, a **Preschool Teaching Assistant**, received a full tuition scholarship through the Birth-Kindergarten Initial Licensure Project, a grant funded by the US Dept. of Education

of Special Education Programs. She is attending UNC Greensboro with the goal of completing a master's in Birth-Kindergarten education and is currently a teacher assistant in a 3-4 year old room plus interning in our 2 year old room.

Recognition: The 2015-16 Teacher of the Year for each school and our district:

- Polk Deter - SILSA
- Erica Engel - Hall Fletcher Elementary
- Laura Jane Howald - ACS Preschool
- Robbie Lipe - Vance Elementary
- Jenn McIntosh - Ira B. Jones Elementary
- Laura Morris - Claxton Elementary
- Amanda Schoonover - Asheville High
- Kathryn Szumski - Asheville Middle
- Kate White - Isaac Dickson
- Runner up - Amanda Schoolover, AHS

Asheville City Schools 2015-16 District Teacher of the Year:

“Families are my advocate, never an adversary,” preschool teacher Laura Jane Howald told our committee. She is in her fourth year of serving two and three-year-olds as part of a 20-year career that has most often touched toddlers with and without special needs in six learning facilities across the Southeast.

“As a teacher of highly active young students, I relish that each child is a unique sonata or concerto,” she wrote in her portfolio. “Some are loud and boisterous, going full-throttle throughout their day. Others are a quiet etude filled with grace and beauty...taking their time to enjoy and savor every moment in our classroom. Regardless, each has the limitless potential to make beautiful music throughout their lives.”

Laura Jane Howald, ACS Preschool

### PUBLIC COMMENTS

The following individuals and groups addressed the Board:

1. Kira John – A host family with foreign exchange students are not allowed to attend AHS unless the host family has kids of their own, and requested that the Board policy on foreign exchange students be more accommodating.
2. Salome Andre / Maria Otheir – Change Board policy that prohibits foreign exchange students from attending Asheville High School because their host family does not have a child of their own attending the school.
3. Isaac Coleman – shared information regarding an event on November 4 (10-4) Americans who tell the Truth Exhibit at the YMI Cultural Center, located at South Market Street. It will be free of charge to all students.



4. Deanna Board (AIG / K-2 Enrichment – elimination of the program). A meeting will be held on October 14 (6-7) to address concerns of the AIG parents. Parents were asked to contact April Dockery if they had any questions.

Board Chair Dalman thanked all who made public comments and voiced their concerns.

#### PRESENTATION: ACCOUNTABILITY UPDATE

Executive Director for Teaching and Learning, April Dockery and Accountability Director, Marsha Lipe took turns to provide data updates on the district's second year using the School Performance Grades. The schools made the following grades:

- A – SILSA
- B – Vance, Ira B. Jones and Isaac Dickson
- C – Asheville Middle School, Asheville High School and Claxton
- D – Hall Fletcher Elementary School

The audience was made aware that the performance grades for the elementary schools are based on two-to-three subject areas and School Performance Indicators for elementary/middle are based on EOG grades. A walk-through of each school's achievement indicators revealed pockets of improvement, but the overall gain was not evident. Mrs. Dockery stated that the leadership is addressing the concerns and are aligning them with the action steps outlined the district's new strategic plan.

#### ***Comments from the Board***

- Acknowledged the hard work of the administrators and teachers
- Appreciates the leadership transparency with the district's challenges
- The focus will continue to be on all students

#### FIRST READING OF POLICIES

Leah Ferguson made a motion to approve the first reading of Policy Code 7810, Evaluation of Licensed Employees presented by Laura Davis. The motion was seconded by Martha Geitner and carried.

Shaunda Sandford made a motion to approve the first reading of Policy Code 7940, Classified Personnel: Suspension and Dismissal presented by Laura Davis. The motion was seconded by Matt Buys and carried.

EMPLOYMENT OF PERSONNEL

Martha Geitner made a motion to approve the following recommendations presented by Laura Davis. The motion was seconded by Leah Ferguson and carried.

October 5, 2015

For Approval by the Board of Education

Recommendations for 1 Year Teacher Contracts:

Asheville High School

Allyson Baisden	9/14/15	Student Support Services Supervisor
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Recommendations for Temporary Teacher Contracts:

Ira B. Jones Elementary School

Melinda Bolinger	9/15/15	Grade 4 Teacher
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Recommendations for Classified:

Asheville City School Preschool

Allison Walden	9/15/15	Interim Teacher Assistant
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Asheville High School

Angela Melton	9/21/15	4 Hour Child Nutrition Assistant
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James Trombley	9/28/15	Media Assistant
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Claxton Elementary School

Cassandra Wells	9/15/15	Teacher Assistant
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Hall Fletcher Elementary

Lori McNabb	9/28/15	Secretary/Treasurer
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Ira B. Jones Elementary School

Lindsay Fox	10/9/15	Interim Teacher Assistant
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Vance Elementary School

Kim Miller	9/16/15	Teacher Assistant
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Recommendation for Contractual Agreements:Asheville City Preschool

Silvia Bendersky	9/21/15 - 12/18/15	Home Visitor Duties
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Asheville City Schools Systemwide

Ryan Brisini	8/12/15 - 6/30/16	Exceptional Children Teacher Services
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Carrie Moseley	8/25/15 - 12/18/15	Exceptional Children Teacher Assistant Duties
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Asheville High School

Jermaine Brawley	9/1/15 - 10/31/15	Marching Band Percussion Instructor
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Saul Chase	9/4/15 - 10/9/15	SAT Tutoring
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Lisa Sessions	9/1/15 - 6/10/15	Tutoring
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Ashley Tetrault	9/1/15 - 11/30/15	Marching Band Color Guard Instructor
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Jessica Zander	9/1/15 - 10/31/15	Marching Band Percussion Instructor
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Asheville Middle School

Kelsi Harris	9/21/15 - 12/17/15	Clerical Duties for Assistant Principals
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Claxton Elementary School

Patricia Griffin	9/14/15 - 6/6/15	Roots and Wings/Afterschool Interventionist
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Ira B. Jones Elementary School

Julie Brown      8/19/15 - 6/30/15      Title 1 Math Tutor and Specialist

Recommendation for Contractual Agreements continued:

Vance Elementary School

Kelley Lackey      9/7/15 - 6/3/16      Tutoring

Stephanie Sharp      9/7/15 - 6/3/16      Tutoring

Volunteer Coach Stipends:

Mallory Silver      8/26/15 - 11/14/15      Assistant Varsity Field Hockey  
Coach Asheville High School

Michael Thorpe      8/1/15 - 10/31/15      Assistant Volleyball Coach  
Asheville Middle School

Tia Ward      9/14/15 - 12/12/15      Head Varsity Cheerleader Coach  
(fall) Asheville High School

12/13/15 - 2/27/16      Head Varsity Cheerleader Coach  
(winter) Asheville High School

Caleb Whitaker      9/7/15 - 11/30/15      Head JV Men's Soccer Coach  
Asheville High School

Substitutes:

Phyllis Cook  
Teresa Cook  
Joel Edwards  
Samara Halleck  
Audrey Hartye  
Deborah Lambeth  
Katherine Monjure  
Eryn Ross  
Kristin Marsh Shepard  
Tobey Weissman

QUALIFIED OBSERVERS  
RECOMMENDED FOR APPROVAL BY THE ASHEVILLE CITY SCHOOLS BOARD  
OF EDUCATION

Michelle Almeida  
Juanita Mitchiner  
Carrie Buchanan  
Teresa Carter  
Melissa Hedt  
Kelly Hillier  
Jessica Jackson  
Blair Johnston  
Mitzi Levering  
Marsha Lipe  
Laurie McDanel  
Laura Morris  
Ian Nelson  
Marvin Smith  
Donna Stafford  
Betsie Stockslager  
Shannon Townsend  
Bill Van Cleve  
Hope Wilson

### NEXT BOARD MEETINGS

- Monday, October 26 – Work Session
- Monday, November 2, 2015 – Regular Board Meeting

### ANNOUNCEMENTS

Dr. McAllister made the following announcements:

1. October 5-9, Bonus Learning Time for Hall Fletcher
2. October 8 (8-9 am) Time for Tea with the Superintendent at ACS Preschool
3. October 10 at 9 am - Eblen Charities 15<sup>th</sup> Annual Walk at (A-B Technical Community College) Asheville Campus

### ADJOURNMENT

The Board meeting was adjourned at 7:48 p.m.

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Peggy Dalman, Chairperson

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Dr. Pamela Baldwin, Superintendent/Secretary