

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION MEETING
AUGUST 1, 2016

The Asheville City Board of Education ("Board") held a regular meeting beginning at 4 p.m. on Monday, August 1, 2016, at the Asheville City Schools Administrative Offices, Training Room #203, Asheville, North Carolina.

Members present were:

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

Comprising a quorum of the Board; also

Dr. Pamela M. Baldwin, Secretary/Superintendent.
Chad Donnahoo, Board Attorney (arrived at 5:00 pm)
Dr. Terrence McAllister, Assistant Superintendent
Charlie Glazener, Executive Director for Public Relations
Charlotte Sullivan, Executive Director of Finance
Joyce Graves, Executive Director for Human Resources

Member absent was:

Matt Buys

Media present:

Julie Ball, Asheville Citizen-Times

Guest:

Council Woman, Gwen Wisler

CALL TO ORDER

Chairperson Dalman called the work session to order at 4:00 p.m. and welcomed Council Woman, Gwen Wisler, new Executive Director of Finance, Charlotte Sullivan and Joyce Graves, new Executive Director for Human Resources.

WORK SESSION

Marsha Lipe, Executive Director for Testing & Accountability informed the Board that the state will provide school districts with thirty-days to make needed adjustments to their 2015-16 Testing and Accountability data to the State Board of Education (SBE), after the report is release on September 1, 2016. The scores will be based on the two standards

that are used for evaluating: Grade Level Proficiency (level 3 and above), and College and Career Readiness (level 4 and 5).

The School Performance Grades will be released on October 6, 2016, and the grades will be based on the schools' Achievement Score of 80% and their Growth of 20 %. In addition, the October release date will include the SBE approved accountability corrected scores if any. The Board had no questions, and Superintendent Baldwin informed the members that Ms. Lipe will be available to review the raw data with them.

Melissa Hedt, Teaching and Learning Coordinator and Ian Nelson, Secondary Curriculum Coordinator provided the Board with an overview of the Teacher Team that worked over the summer to craft the Instructional Frameworks for Math and Literacy. Ms. Hedt described the three-day process to be intense, with dedicated teachers from all the schools and grade levels. The team was able to identify through the process, district needs, next steps, and have started to create professional development sessions to be conducted in October.

Mr. Nelson shared that the concept of the math and literacy frameworks for the district originated with Superintendent Baldwin, and reviewed the team's process and strategy for crafting the Math and Literacy Instructional Frameworks. The frameworks will also include an in-house glossary of terms that would benefit teachers and administrators when it is completed. The glossary will be made available to parents and will also be posted to the district's web site.

Ms. Allen, Director for Elementary Education, described the process to be an amazing experience, and said it was teacher-driven, with the teacher's voice, and teachers will want to buy-in. A review of the timeline for presenting the frameworks to schools, teachers and principals was shared with the Board. The Board was invited to attend the August 23rd Professional Development where a full roll-out of the Instructional Frameworks for Math and Literacy will be presented. The T & L Department will implement a monthly newsletter, and it will share pieces of the frameworks to keep it alive. The half-days that are built into the district calendar will also include the frameworks. The Board was made aware that the new assistant principals were a part of the teacher team. A mid-year and end of the year surveys will be conducted to evaluate the effectiveness of the frameworks. The teacher team will also meet quarterly to assess the frameworks and needs of the teachers. The group was applauded at the end of their presentation.

Dr. McAllister, Assistant Superintendent provided the Board with an overview of the district's Strategic Plan Scorecards, and highlighted the key functions of the scorecard in a district, which will be used to facilitate instruction. It is consistent, and it aligns systemically and systematically to the strategic plan; a road map to measure performance that translates into actions.

A walk-through of how actions steps operate and track measures with baselines on where the district stand, was demonstrated in one of the presentation slides. The scorecard serves as a three-fold purpose: A measuring tool, a communication tool and a management

tool. The Board will receive updates in October following the release of all of the district's testing data; in January following the transitions with the new semester, and again at the end of the school year. The tracking measures were taken from the district's strategic plan, and a review of some of the district's goals for focus areas was used as examples.

A review of how the district can track the status, which are identified in red, yellow and green, and a demonstration of the different status was shared with the Board.

Following the presentation, Dr. Baldwin mentioned that the Teaching and Learning Department would be available to the Board if they have questions or need to further review the strategic plan scorecards.

Ms. Ferguson shared her appreciation for the T&L Department, and for providing the infrastructure and instructional frameworks. Furthermore, she shared that the Board will be held more accountability to the district than before.

The Board had no questions following Dr. McAllister's presentation, and the Board chair acknowledged that a lot of material had been presented by the Teaching and Learning Department.

Dr. Baldwin requested that Mr. Glazener provided a brief overview of what the scorecards will look like when it is mailed to families before school starts on August 29, 2016.

The Board held an open discussion on the structure of their monthly work sessions and regular board meetings. Decisions on how to better facilitate community members with commuting challenges and the population that is experiencing unease with the meetings at the district's main office, were some of the Board's deciding factors.

The Board examined their options, but agreed that meeting the needs of the entire community was important; and alternating where the work sessions and regular board meetings are conducted was mentioned. Questions about conducting and maneuvering of the necessary equipment to broadcast a televised meeting in a space with restraints were raised. In addition, the need to be mindful about the intended purpose for the meetings held at the Central Office was expressed. The Board agreed that conducting their meetings off site will call for flexibility when planning the agenda so that they can make accommodations for unforeseen school base issues.

Following their discussion, the Board made the following conclusions/decisions:

- The combined work sessions and regular board meetings will be held at a school (August 29 and April 3, 2017)
- All work sessions will be held at the schools
- Regular meetings will be held at the Administrative Offices – Board Room

The Board agreed not to change the schools that were assigned to them from the last school year, but requested to have access to their calendars and to be able to receive the principals' message to parents. Dr. Baldwin reviewed school visit protocol with the Board.

Board Chair Dalman invited the other members to take turn and join her and Superintendent Baldwin at their bi-weekly breakfast meetings at 7:30 am.

Leah Ferguson requested to know if the Racial Equity Training with the Asheville City Schools Foundation, and the one offered by the district's Parent U are the same. Several of the members indicated that had already received earlier notification from Parent U, and they will be attending the training scheduled for September 14 and 15.

Board Chair Dalman informed the members that the General Assembly has created a new Capital Commissions Fund to be comprised of five appointed members. The group will set budget priorities and make recommendations to the Buncombe County Commissioners on the district's School Capital Project. The monies that Asheville City Schools and Buncombe County Schools receive from Article 39 will be pooled together. Asheville City Board of Education recommended Donna Watson as their appointee. The appointment of Donna Watson is on the regular Board meeting agenda at 6:30 pm for their vote.

The other four appointed members will be selected as follows: Buncombe County Schools – 1, County Commissioners - 2 and the four commission members will select 1.

Board Chair Dalman informed the Board members that Jacquelyn Hallum has consented to complete the term of Dr. Don Locke on the Asheville-Buncombe Community College Board of Trustees due to his death. The appointment of Jacquelyn Hallum is on the regular Board meeting agenda at 6:30 pm for their vote, and will be sent to Buncombe County Schools for their concurring vote as stated in Board Policy 2030-Board Appointments of Trustees to Asheville-Buncombe Technical Community College.

Mrs. Sullivan reviewed with the Board, the Local Salary Supplement Proposal to be implemented Fiscal Years 2017 and 2018.

Ms. Geitner acknowledged the many educators in the district who has served the district over 20 years and more; and Board Chair Dalman expressed her appreciation to the County Commissioners.

Ms. Graves reviewed the revised policy on the district's Internal Job Promotion or Reclassification for classified employees. Thirty-four employees' salaries will be impacted effective July 1, 2016.

Dr. Baldwin reviewed the 6:30 p.m. regular meeting agenda with the Board. The Board had no questions.

Board Chair Dalman informed the members that she had requested to have the June 6, 2016 special meeting minutes edited to reflect her complete presentation, including the remarks that she made on Superintendent Baldwin's contract extension.

CLOSED SESSION

At 5:35 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 Leah Ferguson and carried.

At 6:25 p.m., Leah made a motion to return to open session. The motion was seconded by Shanda Sandford and carried.

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 Executive Director for Public Relations, Charlie Glazener.

CONSENT ITEMS

Martha Geitner made a motion to approve the consent items listed below. The motion was seconded by Leah Ferguson and carried.

- A. Closed Session Minutes
- B. Open Session Minutes
- C. Magnet Schools Discretionary Admissions / Releases / Denials for 2016-17
- D. Asheville Middle School Discretionary Admissions for 2016-17

SUPERINTENDENT'S REPORT

Superintendent Baldwin welcomed everyone and proceeded to share the following district updates and announcements:

1. Thanks to the community and staff who attended Hall Fletcher Elementary School's first day on July 20, 2015
2. The district will be repeating the Community Forum session and will conduct community surveys to determine topic choices. The date for the forums will be announced a later date.
3. Tea & Talk schedule has been posted and will start in September. Parents will have the opportunity talk with the Superintendent about district and school matters.
4. Updates from the Teaching and Learning Department:

- AVID Summer Institute, Tampa, Fl. – Team members attended strands on AVID strategies in content areas, school-wide implementation, AVID for school leaders, and culturally responsive teaching.
 - Teaching & Learning:
 - o ACS Instructional Frameworks were created in June, and they defined good instruction in all PreK-12 classrooms in ACS.
 - o Examined assessments administered at each grade level.
 - Secondary Curriculum Days in July – Lead content teachers from AMS, AHS and SILSA worked together to review the standards, revised pacing guides, and created common assessments.
 - Summer Programming is off to a good staff – Successful K Jumpstart and Reading Camp already completed at HFE; and is currently in action at the other four elementary schools. Upcoming Middle School Magic and second year for a very successful Cougar Step Up. The two-day transition camp is for rising sixth graders.
 - Teaching & Learning has been working during the summer to examine assessments administered at each grade level.
5. Summer Highlights from the Montford Campus with Jeremy Spielman
- The road partition has been removed
 - The Team will be using Canvas on-line platform to communicate between meetings.
 - Three pillars are emerging as structural columns of the school. The Entrepreneurial Pillar, the Classical Pillar and the Vocational Pillar). Each will offer specific pathways that will allow students to receive a more customized educational experience based on need and affinity.
 - The team is exploring Paideia, “Lab School” concepts, and coding as a second language.
 - Internships / apprenticeships
6. Current enrollment is up by 154 students. Dr. Baldwin shared with the audience that the leadership team and Board has been talking about the student growth in the district for the past two year, and provided the enrollment comparison chart below:

Schools	Enrollment Comparison by Month 9		
	2015-16	2016-17	Difference
AHS	1,008	1,010	2
SILSA	315	351	36
AMS	694	802	108
Claxton	479	503	24
Hall Fletcher	380	362	(18)
Jones	501	484	(17)
Isaac Dickson	517	543	26
Vance	483	476	(7)

7. I would like to take the opportunity and welcome the district's two leadership team members: Charlotte Sullivan, Executive Director of Finance, and Joyce Graves, Executive Director of Human Resources.

CURRICULUM FEATURE

A video clip of the pre-k classroom at Hall Fletcher Elementary School and parents sharing testimonials on their appreciation for the pre-k classroom; and of the easy transition their children will be able to make when they move to the next grade level.

Board Chair Dalman reminded the audience that early childhood is one of the district's strategic plan focus areas, and expressed her appreciation for the success of the pre-k class at Hall Fletcher. In addition, she shared that Jones and Isaac Dickson will each have pre-k classrooms at their schools for the 2016-17 school year.

GOOD NEWS

CTE students at Asheville High School, Mackenzie Flowe and her sister, Elizabeth Flowe provided the Board with highlights from their competition trip to San Francisco, CA. The sisters spoke of the meaningful experiences that they received by providing service to students in need. They took the Cougar **P.A.W.S.** chapter service (Pursuing Action with Students to feed our disadvantaged students) project to the North Carolina Family, Career and Community Leaders of America's State Competition and placing.

The students were applauded for their contribution to the newly formed CTE program, FCCLA (Family, Career and Community Leaders of America) chapter, and for a successful year and a really special summer. Lana Bradley, Director of CTE, and Chapter Advisors, Monica Bissett and Jackie Brown, updated the audience on the district's dynamic Career Technical Education program.

PRESENTATION

Director for Testing and Accountability, Marsha Lipe reprised her presentation to the Board of Education at the work session held at 4:00 pm., in Training Room #203. The Board had no questions for Ms. Lipe.

APPROVAL OF APPOINTMENT TO CAPITAL COMMISSION FUND

Leah Ferguson made a motion to approve the appointment of Donna Watson to the Capital Commission Fund. The motion was seconded by Martha Geitner. The motion passed unanimously.

APPROVAL OF APPOINTMENT TO A-B TECHNICAL COMMUNITY COLLEGE BOARD OF TRUSTEES

Martha Geitner made a motion to approve the appointment of Jacquelyn Hallum to Asheville-Buncombe Technical Community College Board of Trustees. The motion was seconded by Shanda Sandford. The motion passed unanimously.

EMPLOYMENT OF PERSONNEL WITH ADDENDUM

Ms. Graves provided the audience with an update on staffing in preparation for the first day of school on August 29, 2016, and shared that the district had thirteen open positions. She proceeded to thank the principals and leadership for their hard work.

The following new administrators were recognized:

- Marvin Smith –Assistant Principal to Ira B. Jones Elementary
- Dr. Amanda Swartzlander – Assistant Principal to Asheville Middle School
- Carrie Buncombe – Assistant Principal to Asheville High School
- Mary Nichols – Assistant Principal to Claxton Elementary School
- Dr. Sherry Poole –Assistant Principal at Asheville High School

Martha Geitner made a motion to approve the following personnel recommendations with addendum as presented by Executive Director of Human Resources Joyce Graves. The motion was seconded by Shaunda Sandford and carried. The motion was passed unanimously.

August 1, 2016

For Approval by the Board of Education

Recommendations for Administrative Contracts:

Claxton Elementary School

Carrie Buchanan	8/15/16 - 6/30/18	Assistant Principal Asheville High School
Mary Nichols	8/1/16 - 6/30/18	Assistant Principal Asheville Middle School
Dr. Sherry Poole	8/1/16 - 6/30/18	Assistant Principal Asheville High School
Marvin Smith	8/1/16 - 6/30/18	Assistant Principal Ira B. Jones Elementary School
Dr. Amanda Swartzlander	8/1/16 - 6/30/18	Assistant Principal Asheville Middle School

Recommendations for Classified:

Asheville Middle School

Bookkeeper / Treasurer	7/25/16	Bookkeeper / Treasurer
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Hall Fletcher Elementary School

Bambi Fiore	7/13/16	Teacher Assistant
Anthony Morrison	7/13/16	Exception Children Teacher Assistant
Timothy Pollard	7/20/16	Teacher Assistant

Board Chair Dalman shared with the audience, the Board's decision to move the work sessions to the schools. The regular meetings will be held at the district office, but combined meetings (work sessions and regular meetings) will also be conducted at the schools. The change in meeting structure will take effect with the next scheduled Board meeting on August 29, 2016. They were encouraged to visit the Board's website for meeting updates.

FUTURE BOARD METINGS

Monday, August 29, 2016

1. Work Session at 4:00 p.m.
2. Regular Board Meeting at 6:30 p.m.

ADJOURNMENT

The Board meeting was adjourned at 7:15 p.m.

Peggy Dalman, Chairperson

Dr. Pamela M. Baldwin, Secretary/Superintendent

Approved by the Board on September 12, 2016