

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION
SPECIAL MEETING JANUARY 19, 2017

The Asheville City Board of Education ("Board") held a special meeting (mid-year retreat) at 8:15 a.m., on Thursday, January 19, 2017, in the Board Room of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

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

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent.

Staff: Interim Assistant Superintendent, Dr. Bobbie Short; Executive Director for Public Relations, Charlie Glazener, Executive Director of Finance, Charlotte Sullivan, Executive Director for Human Resources, Joyce Graves; K-12 Coordinator, Melissa Hedt, Clerk to the Board, Jackie Taylor

Media: Julie Ball, Asheville Citizen-Times
Virginia Daffron, Mountain Express

CALL TO ORDER

Board Chair Dalman called the special meeting (mid-year retreat) to order at 8:15 a.m. and welcomed everyone to the meeting before proceeding to review the agenda.

CONSENT ITEMS

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

1. Regular Meeting Minutes for November 7, 2016; December 5, 2016; special meeting minutes December 19, 2016 (closed session); December 28, 2016; and January 4, 2017
2. Asheville Primary: Name Change to Reflect Primary Status at Asheville Schools Preschool
3. Approval of Policy Code 8307, Title 1 Program-Comparability of Services

FUTURE BOARD MEETING

- January 30, 2017 at 4:00 pm - Work Session at Claxton Elementary School

- February 6, 2017 at 6:30 pm – Regular Meeting at the Administrative Offices – Board Room

RETREAT PRESENTATIONS

•Executive Director for Finance, Charlotte Sullivan informed the Board that the General Assembly had included within the budget for the school year, a 3rd Grade Teaching Bonus to be paid out in January. \$5M was awarded to the top 25% in the State and \$5M to the top 25% in LEA. Charter schools were not included. Teachers would need to be teaching 3rd grade at the same LEA in 2016-17 in order to be eligible for the bonus. They were measured on their EVAAS growth grades for the 2015-16 school year. A request to have the bonuses paid out of the district's local fund and have the payout amount cap at \$5,000.00 for future years for other teachers were questions presented to the Board. Furthermore, the administration will need to make teachers aware of the possible disadvantage of being moved from the 3rd grade.

Dr. Baldwin stated that the 3rd Grade Bonus was another problematic budget issue facing the district, and the leadership will be having conversations with principals and the Board to establish a process to ensure that all teachers are treated fairly if the General Assembly awards district again with 3rd grade bonuses and the number of eligible teacher increases, requiring larger payout from local funds. Concerns about others teachers were raised. Dr. Baldwin stated the goal of the district is to grow every child regardless of their grade.

1. Career Technical Education (CTE) Performance Bonus – for seven CTE teachers at the high school who students had a designated certification on their test.
2. Advanced Placement (A/P) Performance Bonus will be awarded to teachers whose students scored a three or above on their test. The number of teachers was not available, and the dollar amount is capped at \$2,000 per teacher.

Ms. Sullivan's recommendation to the Board is to have the bonuses paid from local funds. Concerns were raised about those teachers from prior grades who prepared students for the third grade. The Board directed Ms. Sullivan to determine what the amounts once they know the number of A/P teachers who should be awarded.

Ms. Sullivan shared the findings from a study conducted by the General Assembly on allotments for K12 public education. Dr. Baldwin shared that superintendents across the state are having the conversation about funding, especially with for those districts that are not as fortunate as Asheville City Schools.

•K-12 Coordinator for Teaching and Learning, Melissa Hedt and Ian Nelson walked the Board through data information for the district which included several activities.

•Shannon Baggett provided the Board with an update on the Montford Campus since she transitioned to the role as Administrator replacing Director, Jeremy Spielman left who left the district at the end of December 2016. The school's Advisory Team has been renamed from the Development Team and has since changed to the Advisory Team. A review of the

school's vision, mission and 10-key elements developed by the team was included in the presentation. Ms. Baggett shared that she has already reached out to Kate Pett, Director for the Asheville City Schools Foundation, and she has recommended three partnerships that will come alongside the school. The school is expecting to welcome 100 rising six-graders for the 2017-18 school year, and a review of what the staff, including a support staff, would represent. Dr. Baldwin informed the Board that obtaining the school's number is in the process, and it could take up to a year. A review of the school's curriculum outline, budget for staff and to address facility needs, schedule, and recruiting/enrollment process were also presented.

Ms. Baggett responded to the Board's feedback on her presentation:

- What type of certification would be required to start teaching at the six grade level?
- Are there any after-school programs that are being considered
- What are the plans to ensure that the school will attract a diverse group of students, and its plan to address equity and the achievement gap?

Other questions raised included the current list of partnerships and mention of a more diverse group be considered.

Dr. Baldwin shared that the new school will provide the administration with the opportunity so that the students can make connections with the community. Also, the recruiting and enrollment process will be similar to the magnet school process.

Ms. Baggett concluded her presentation of her next steps for Montford North Star Academy.

Dr. Dawn Meskil presented an overview on the three areas below with the Board:

1. Preschool Program

- 174 children are enrolled in the program
- Off-site preschool classrooms at Hall Fletcher, Isaac Dickson, and Jones
- A review of the school's first quarter Formative Assessment Data showed a percentage of children meeting or exceeding expectations in motor skills, language and cognitive skills for all ages. Mention of a recent study that was conducted by Duke on the benefits of Pre-K that has not faded with time and the positive effects grew instead or held steady through fifth grade.
- A list the school's improvement activities were highlighted.

2. 2016-17 Kindergarten and First Grade

- Two K/1 Classrooms at Hall Fletcher
- An At-A-Glance look at what K/1 Teaching and Learning at Hall Fletcher

3. 2017-18 Primary School Planning

- The goal is to offer six classrooms for 100 students at the Haywood campus
- Magnet theme – Montessori Philosophy
- Timeline
 - Recruiting/Enrollment – January through March

- Budget, finalize staffing, a training plan, and interviews and hiring to take place from April to June.

RECESSED

At 12:00 p.m., the Board recessed for lunch and resumed their meeting at its scheduled time 12:30 p.m.

RETREAT PRESENTATIONS CONTINUES

•Executive Director of Public Communications, Charlie Glazener and Dr. Baldwin presented a Communication Strategy for the community about advocating to eliminate inequities for all children in our schools. Members of the Department took turn addressing the different presentation slides. In spite of the decades of educational reform and federal mandates, inequities among students not only persist but are growing.

Dr. Baldwin reviewed the next steps for the district that will include the district’s partnership with Integrated Comprehensive Systems (ICS) and their four cornerstones as a framework.

Karen Dupree, Communication Consultant shared seven Short-Term Communication/Marketing goals for the Board and district to consider implementing.

Following the presentation, the Board collaborated on the issue of inequity and what their role should be.

SUPERINTENDENT SEARCH PROCESS

In an open discussion, Board Chair Dalman and member, Shaunda Sandford reviewed with the other Board members, the selection process for determining the makeup of the Community Advisory Team that will be selected by the Board. Additionally, during their discussion, it was the consensus of the Board that they should send out the selection letters.

Leah Ferguson made a motion to accept the pre-work as a recommendation based on the comfort level of Peggy Dalman and Shaunda Sandford for the Board to move forward with the committee selection process and next steps. The motion was seconded by Martha Geitner and carried.

ADJOURNMENT

The special meeting (mid-year retreat) was adjourned at 3:05 p.m.

Peggy Dalman, Chairperson

Dr. Pamela Baldwin, Secretary/Superintendent