

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORK SESSION FEBRUARY 27, 2017, AND  
REGULAR MEETING MARCH 6, 2017

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, February 27, 2017, in the Media Center at Ira B. Jones Elementary School, 544 Kimberly Avenue, Asheville, North Carolina.

Members present were:

Peggy Dalman, Chairperson, presiding  
Matt Buys, Vice Chairperson  
Martha Geitner  
Leah Ferguson  
Shaunda Sandford (via phone on 2/27/17)

Comprising a quorum of the Board; also

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

Media present:

Julie Ball, Asheville Citizen-Times

CALL TO ORDER

Board Chair Dalman called the work session to order at 4:01 PM. Matt Buys made a motion to have the closed session removed from the agenda. Martha Geitner seconded the motion.

WORK SESSION

•Student Success Coordinator, Tanya Presha presented a proposal on Juvenile Misdemeanor Diversion Program for the Board to consider, and stressed that it was not a roll-out by the district office. She provided an overview of what the partnership with other schools would look like, and mentioned that Orange and Durham County schools already had this program. Approximately 250-260 cases in Asheville are being checked to see if they would qualify. Teenagers must be 18 years old with no criminal background, no adult misdemeanors, and can only be a first-time offender. RHA Coordinator, Melissa Enclade and K-12 Coordinator for Asheville City Schools, Melissa Hedt will be working through the school system's School Resource Officers.

Superintendent Baldwin suggested that the program should not be rolled out until the start of the 2017-18 school year to ensure that all relative questions may be properly answered. Board member, Shaunda Sandford requested to know the difference between the proposed program and NC Department of Juvenile Justice (DJJ), and the response was, there are all at the table. The program would provide more availability/resources for specifically

this age group. It was the consensus of the Board to wait until the proposal has been updated to include the recommended changes and bring it back to the Board as an agenda item at a future work session.

- Magnet School Coordinator, Sonya Leonard presented an update on the district's Magnet School Program and stated that the current goal of the program is to reduce late enrollees. She thanked Marta Alcala-Williams, Family and Parent Engagement Coordinator for her diligence in assisting with getting the information packets out to the communities for enrollment.

The Magnet office is a half way through their application period with approximately 150 currently registered for kindergarten. Other update included working on reassignments, trying to get siblings together at the same school. Out of District enrollment will start March 13 through March 20 for initial enrollment only.

The enrollment for Asheville Primary School and the Montford North Star Academy will use the magnet process, and numerous interests have been shown by parents.

- Chris Campbell reviewed Policy Code 4140 Appeals of Final Admission and Assignment Decisions with the Board. The policy will be on the March 6, 2017 regular meeting agenda for approval for first reading.

- Superintendent Baldwin reviewed the March 6 meeting agenda.

- Executive Director, Charlie Glazener presented a Demographic Presentation featuring comparisons between Buncombe County and Asheville City.

- Director for Testing, Marsha Lipe presented the 2016-2017 Elementary School Program, Secondary Summer School Program for Asheville Middle; and Secondary Summer School Program for Asheville High School and School of Inquiry and Life Sciences. The three programs will be on the March 6, 2017 for approval.

- Board Chair Dalman provided an update on the Superintendent Search. She went over the schedule for the CAT members who will present their findings to the Board on April 6. She remarked that there had been approximately 100 attendees total at the Forums, and surveys received included 471 community members and 351 staff members. It was mentioned that any EXTRA meetings requested by CAT would need to have prior board approval.

#### MEETING RECESSED

At 5:31 p.m., Board Chair Dalman announced in open session that the work session was recessed and would reconvened at the Administrative Offices of Asheville City Schools in Training Room #203, 85 Mountain Street, Asheville, NC at 5:30 p.m. on Monday, March 6, 2017 for a closed session, followed by the regular meeting at 6:30 p.m. in the Board Room.

CLOSED SESSION

At 5:32 p.m., Martha Geitner made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1), (3) and (5) of the General Statutes of North Carolina to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. §115C-319; to discuss matters protected by the attorney-client privilege; and to discuss the terms of a contract for employment. The motion was seconded by Leah Ferguson and carried.

At 5:52 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 Charlie Glazener.

CONSENT ITEMS

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

- A. Minutes
  - 1. Regular Meeting Minutes for February 6, 2017
  - 2. Closed Session Minutes: January 30, 2017 and February 6, 2017
- B. Policy Code 4115, Behavior Standards for Out-of-District and Transfer Students
- C. Policy Code 4120, Domicile or Residence Requirements
- D. Policy Code 4130, Discretionary Admission of Out-of-District Students
- E. Policy Code 4135, Tuition of Out-of-District Students
- F. Policy Code 4150, School Assignment
- G. 2016-2017 Elementary Summer School Program
- H. 2016-2027 Secondary School Program – Asheville Middle School
- I. 2016-2017 Secondary School Program – Asheville High School and School of Inquiry and Life Sciences
- J. Dream Builders Communication, Inc. Contract for Consulting Services to the Asheville City Board of Education (Superintendent Search Support)
- K. Approval of Audit Contract for Fiscal Year 2016-2017

SUPERINTENDENT'S REPORT

Superintendent Baldwin provided a brief overview of the Integrated Comprehensive Systems (ICS) training on March 1-3, 2017 on the A-B Technical Community Campus. The school district's administrators, leaders, parents, students, Western Carolina University professors, Dr. Jesse Weiler and Dr. Kofi with presenters and facilitators, Dr. Elise Frattura and Dr. Colleen Capper participated in comprehensive system change for equity in schools.

Dr. Baldwin mentioned some of the inequities that are prevalent in education, and that it is the intention of the district to break those barriers down and allow all students to reach their North Star. Cornerstone 1, Focus on Equity – the timeline will like take an entire school year so that the district can address the needs of students.

The research on equity indicates that student, when there needs are met, and they are provided with support, that all students perform better. Melissa Hedt, K-12 Coordinator for Teaching and Learning will be the point person for the Equity Training for the district. The district is working on a timeline, and communication plans to ensure that the community and stakeholder groups are kept abreast of the process.

Dr. Baldwin concluded her presentation by stating that it has been an honor and a privilege to serve the Asheville community, the schools, leaders, teachers and everyone in the school system. It has been a pleasure to have worked for Asheville City Schools, and an honor to be in their presence. The district leaders are the best that she has ever seen in education, both public and private. She appreciated all that the district has done for her and for the students. At the end of her remark, Dr. Baldwin received a standing ovation.

Board Chair Dalman remarked on Dr. Baldwin's Superintendent Report and stated that the three-day ICS training has transformed everyone. And though she is leaving the School Board, her one wish and hope are to see the equity work continues, and it is the first time that she feels like the leadership is going to cause a change make in better outcomes and results for all students and not just certain students.

### CURRICULUM FEATURE

Erin Hill showed a four-minute video of 17 kindergartener students from Hall Fletcher Elementary School and their understanding of what leadership is. Their responses were priceless.

### GOOD NEWS

Board member, Leah Ferguson addressed the audience and invited the Steering Committee of the Asheville Grown Business Alliance to share the podium with her. The group was recognized for their huge impact on the district and community. They raised over \$80,000 for schools through the PTO. The committee of eight members partnered with the Asheville City Schools Foundation five years ago. A signed certificate from the Board Chair and Superintendent was later presented before the group.

Other good news items included an announcement that Chloe Dennison was named one of six national finalists in the **National Speech and Debate Association's Exemplary Service Award**. Six finalists were chosen by a neutral panel of nationwide judges for utilizing the skills they learned through speech and debate to go above and beyond in their service to their school, community, region, or state. Chloe was nominated for her work in starting a speech and debate team at Asheville Middle school as well as for her work in partnering with the Wilma Dykeman Legacy to create a series of community debates in Asheville last year. This year she used her experience and new political connections to organize a local election debate on a bond referendum to fund civic projects and affordable housing that was on the ballot last fall. Her work is continuing as she organizes a community debate on Fracking next month, featuring several local dignitaries. The national winner will be announced on March 3rd, the National Speech and Debate Education Day.

The **Cougar 4x800 Men's Team** won the State Meet in Indoor Track in mid-February, their second state championship in a row in the 4 x 800 relay. This year's team:

Kodi Coddington, Santez Booze, Davis Turner, and Haven Honeycutt won with a time of 8:08.14. That's the second-best time among ALL classifications in the state this season.

Elaine Carter, Administrative Assistant and Graphic Designer along with Erin Hill, Digital, and Social Media Specialists were presented with Blue-Ribbon Awards at the January 27, 2017 North Carolina School Public Relations Association Conference. Mr. Glazener re-presented plaques to the two ladies. Mrs. Carter received a bronze award for her creation of a recruiting piece for new teachers called "This Could Be Your Story" and Ms. Hill received a silver medal for her North Star photography series you see in the halls of our Central Office and gold awards for her video entitled "Magnet School Forum" and another about the PhotoVoice project at our preschool.

### SPECIAL ACKNOWLEDGEMENTS

Mayor Esther Manheimer addressed the departing Board members, Board Chair Peggy Dalman, Vice-Chair Matt Buys and member, Leah Ferguson as they conclude their services with the Board of Education. She acknowledged their hours of dedicated services their patience with the community and the challenges with their role as Board members. Vice-Mayor, Gwen Wisler assisted with the handing out of farewell gifts to the Board members and Superintendent Baldwin. Mayor Manheimer thanked the members again and said she hopes for a smooth transition with the three new Board members to be appointed and sworn in on April 3, 2017.

Board members, Martha Geitner and Shaunda Sandford presented Board Chair Dalman, member Leah Ferguson and Superintendent Baldwin boutiques on behalf of the district and the Board. Matt Buys, Vice Chair was presented with a piece of art from the students at Isaac Dickson Elementary School.

### **Remarks:**

- Superintendent Baldwin told the audience that she could not have asked for a more supportive and understanding board for her first superintendency. They allowed her and the district's Leadership Team to do work for all children. "This Board has done more work to support the processes to ensure that students of Asheville City Schools receive the education that they should." She expressed her appreciation to the present and past board members who appointed her as superintendent of Asheville City Schools.

- Board Chair Dalman said it has been a great pleasure and honor to serve on the Asheville City Board of Education. She expressed her appreciation to City Council for having the faith in her to serve two terms. Ms. Dalman took a few moments to say, thank you to the district leaders, staff, and teachers she described that has been one of the great pleasures she has experienced while serving on the Board. She has gained a deeper understanding of their passion for students, their professional expertise and their commitment to ensuring that all students are successful. "Asheville City Schools is fortunate to have these incredible, talented and committed groups of individuals in our schools." She also expressed her appreciation to the following for their vision, hard work and dedication to public school, leadership, and support.

- Former and president Board members
- Former Superintendent Allen Johnson

- County Commissioners
- Dr. Bobbie Short
- Dr. Pamela Baldwin
- Jackie Taylor

Ms. Dalman voiced her encouragement of the new board members and stated that her hope for Asheville City Schools is they will continue the racial equity work, and that she truly believes the district has started down a path that will cause a change because it will lift the achievement among all students. She also encouraged parents, staff, stakeholders and the community to reach out the district with their concerns and questions, because the work will not be done if we all do not pull together.

She closed her remarks by saying, “it was a privilege to have served on the Board.”

### PUBLIC COMMENT

Board Chair Dalman read the guidelines for public comments.

Father Jim Abbott addressed the Board and Superintendent Baldwin with words of thanks and appreciation on behalf of the community. He stated that he is a firm believer and supporter of public education. He also expressed his appreciation to teachers, administrators and auxiliary staff for their hard and demanding work and every important work, and we are grateful for it and for you.

He thanked Dr. Baldwin for all she has done during her three years in the district: Affirm our children, supported the teachers, build an effective leadership team and strengthened our school system and said, “you have brought energy, vision, courage and leadership to this position, and I speak for many when we say, we will miss you greatly!” You have set in motion, a long-range strategic plan that I am confident will not only, finally, significantly narrow the achievement gap, but will also with one study after another seems to indicate, benefit all students across the Board.

Your emphasis on Excellence and Equity and the way you have helped us clearly on the key components of Early Childhood, Academic Achievement, and the Whole Child, I am convinced will serve us well into the future. Even though, as a seed planter, you will not be here to see the fruits of your labor, we are grateful that you are leaving behind a whole team of folks: Teachers, administrators, parent Board members, community partners who are committed to this vision of Excellence and Equity; and will continue to press forward to achieve these goals and better serve our child.

Mr. Abbot also thanked Board Chair Dalman for her strong, steady leadership and to all the Board, both who are rotating off and staying and those who helped to hire Dr. Baldwin and supported her during her tenure, “I am grateful for your crucial role in moving the district forward. I thank you all for your hard and dedicated service. I especially thank and best wishes to Dr. Baldwin. The folks in Chapel Hill are fortunate indeed, to have her come and serve them as she has served us as their superintendent. Thanks to you All!

## SUPERINTENDENT SEARCH UPDATES

Board Chair Dalman shared the following updates on the superintendent search:

- The Board approved the Community Advisory Team (CAT) for the Superintendent Search on February 6, 2017.
- First meeting/training was held on February 3, 2017, where they made decisions regarding the format of the four scheduled public forums for the superintendent search.
- The CAT presided at each forum, including the two added forums, and they were representations from the North Carolina School Boards Association and Dream Builders Communication.
- The purposes of the forums were to get input from the community on the characteristics they are looking for in the next superintendent for Asheville City Schools
- The CAT held a second meeting on March 1, 2017, to determine their recommendation to the Board on the characteristics for the new superintendent. The CAT had access to the results of the six public forums and the community and staff surveys.
- Next steps – The CAT will review individual redacted applications March 30, 2017, through April 6, 2017. They will have a final meeting on April 6, 2017 (5:30 pm-7:30 pm) in closed session, where they will discuss the applicants, and make their recommendation of seven candidates to the Board for the first round of interviews.

Board Chair Dalman reiterated the importance of confidentiality with the applicants and said good communication will continue between the Board, CAT, and community throughout the search process. She expressed her appreciation to them for their time and commitment and shared a special thank you to the Communications Department for their role in with getting the information from the surveys and forums out to staff and the community.

A review of the timeline for the superintendent search:

- March 13 - is the deadline for applications
- March 30 - through April, CAT will review redacted applications
- April 3 - new Board members will be sworn in, and along with remaining members, Martha Geitner and Shaunda Sandford, they will hire the new superintendent
- April 19 - the Board will meet in closed session to decide on the candidates for the first round of interviews.
- May 7 - first round of interviews with candidates by the Board followed by a closed session to decide on the candidates for the second and final round of interviews
- May 25 – Final round of interviews
- May 31 - Announce new superintendent

## PRESENTATION FROM THE NORTH CAROLINA SCHOOL BOARDS ASSOCIATION

Allison Schafer, Legal Counsel/Director of Policy with North Carolina School Boards Association, shared a brief overview of NCSBA role and history with the Superintendent Search process, mentioned that recently, she and another staff member had the opportunity to do some recruiting in-part for the Board while attending a two-day meeting at the Association of School Administrator in New Orleans. A pleasing number of interested individuals from across the country expressed an interest in coming to Asheville. NCSBA has received 19 applications before the March 13 deadline, and are anticipating a large number on the last day. A brief report on the participant results from the staff and community survey results were:

	Started	Completed	Comments
Staff	351	343	148
Community	472	445	180

Jim O'Rourke, Staff Attorney with NCSBA presented a summary of the staff and community survey results and the feedback from the six forums. The Board was advised that the information was shared with the Community Advisory Team (CAT) and the public at the meeting on March 1, 2017. The presentation highlighted the top-most significant areas relative to the superintendent search process. A copy of the survey findings and the community forums are posted on the district's website for further review:

### 1. Survey Results

- Strengths
- Skill or expertise the superintendent should possess
- Traits the superintendent should exhibit
- Qualifications of the superintendent
- Characteristics of the superintendent
- Community questions
- Children attending the Asheville City Schools (grade levels)
- Staff (job assignment) and if at a specific school, what grade level

### 2. Community Forums for the desired characteristics, experience and skill desired in the new superintendent for Asheville City Schools.

- Communication and Public Relations
- Leadership and Management
- Educational and Curriculum/Instruction Experience
- Experience with Diverse Populations
- Personal Characteristics
- Business and Financial Management
- Other (invested in Asheville City Schools, not using ACS as a stepping stone, and willing to become a member of the community).

### 3. Ms. Schafer reviewed the Leadership Profile recommendation list to the Board created by the Community Advisory Team at their March 1, 2017, for their consideration. A copy of the list is also available on the district's website. Ms.

Schafer informed the Board that the information on the leadership profile for the new superintendent will be their decision and requested to have their input for additional comments. The information will be turned into a rating sheet to be used when the CAT and Board review the redacted applications, and will also become the basis when drafting the questions for the Board to use during the interviews. Suggestions from the Board included:

- Highlight the recent training with Integrated Comprehensive Systems (ICS) on Racial Equity, and to look at the current path of the district and make certain they get there.
- Crafting questions for candidates about previous leadership's success and failures
- Innovative, change agent and able to lead change
- Experience of leadership and administrative experience
- Knowledge and experience of the candidate

#### FIRST READING OF BOARD POLICIES

Shaunda Sandford made a motion to approve Policy Code 4140, Appeals of Final Admission and Assignment Decision and Policy Code 9500, Capital Improvement as presented by Chris Campbell. The motion was seconded by Matt Buys and Carried.

Administrative Procedure 9500-P, Contributions, Improvements and Purchases by Third Party for School Use was listed on the agenda as information only and did not require any action from the Board.

#### EMPLOYMENT OF PERSONNEL

Matt Buys made a motion to approve the personnel recommendations as presented by Director of Human Resources, Dr. Mark Dickerson during closed session. The motion was seconded by Martha Geitner and carried.

March 6, 2017

For Approval by the Board of Education

#### Recommendation for Administrative Contracts:

##### Asheville City Schools Systemwide

Darren Barkett	8/1/17 - 6/30/19	Transportation / Safety / Day Treatment
Everett Dickerson II	7/1/17 - 6/30/19	Director of Human Resources
Joyce Graves	7/1/17 - 6/30/20	Executive Director of Human Resources
Melissa Hedt	4/1/17 - 6/30/19	Executive Director of Teaching and Learning

Marsha Lipe	7/1/17 - 6/30/19	Director of Testing / ESL
Dr. Bobbie Short	4/3/17 - TBD	Interim Superintendent
Charlotte Sullivan	7/1/17 - 6/30/20	Executive Director of Finance
Carl Whiteside	7/1/17 - 6/30/19	Director of Instructional Technology

Asheville High School

Taylor Baldwin	8/27/17 - 6/30/19	CTE Director
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Ira B. Jones Elementary School

Sarah Cain	7/1/17 - 6/30/21	Principal
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Isaac Dickson Elementary School

J. B. Johnson	7/1/17 - 6/30/21	Principal
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School of Inquiry and Life Science

David Robinson	7/1/17 - 6/30/21	Principal
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Recommendation for 1 Year Teacher Contracts:

Asheville High School

Theresa Padgett	7/1/17	Alternative School Dean of Students
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Recommendation for Temporary Teacher Contracts:

Asheville High School

Brian Bilich	2/17/17	Exceptional Children Teacher
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Asheville Middle School

Jennifer Huffstetler	2/17/17	Exceptional Children Teacher
Davis Seeger	2/22/17	AVID Teacher
Susan Sherman	2/22/17	CTE Business Teacher

Recommendation for Classified:

Asheville City Preschool

Connie Helms	2/16/17	Custodian
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Asheville High School

Donna Earnshaw	3/1/17	Child Nutrition Assistant
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Asheville Middle School

Timothy Buttitta	2/20/17	Exceptional Children Teacher Assistant
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Ira B. Jones Elementary School

Sarah Atkinson	2/17/17	Teacher Assistant
Alexandra Reckling	3/1/17	Media Assistant
Cynthia Slingsby	2/17/17	Teacher Assistant

Vance Elementary School

Michaela Chapman

3/1/17

Child Nutrition Assistant

Dr. Dickerson took a few moments to thank Superintendent Baldwin and the departing Board members for their support and years of service to the district.

FUTURE BOARD MEETINGS

April 3, 2017 at the Administrative Offices

- Work Session (4:00 pm) Training Room #203
- Regular Meeting (6:30) Board Room

Opening of the new schools: Montford North Star Academy & Asheville Primary Schools will be offerings for the new school year,

Leah Ferguson read the following statement on behalf of the Board.

The Asheville City Board of Education is committed to creating, fostering and maintaining a safe and welcoming environment for students, staff, parents and visitors free from discrimination based upon any differentiating characteristics, including race, color, religion, age, national origin, sex, sexual orientation, gender, gender identity, gender expression, military service, familial status or disability; and

The Asheville City Board of Education supports the authority of school boards, municipalities and other local governments to protect the rights of all citizens, especially school children, from discrimination and unfair treatment.

Farewell remarks from members of the Board:

Leah Ferguson expressed her thanks to the district's leaders and City Council for the opportunity to lead and work with an exceptional group of individuals. She is excited about being just a mom again. She appreciated the hard work from everyone, and it has been an honor to work with Superintendent Baldwin and to see her vision and leadership; the leadership of Board Chair Dalman and working relationship with Matt Buys. They have not always agreed, but she knew where his heart was. She pleased to be leaving the Board in the capable hand of remaining members, Martha Geitner and Shaunda Sandford whose leadership inspires her.

Matt Buys said it was a great honor to serve with everyone and thanked Julie Balls for her honest free press. He acknowledged to the principals how unaware he was about the depth of their role until he served on the Board. Thanks to All!

ADJOURNMENT

The Board meeting adjourned at 8:03 p.m.

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Shaunda Sandford, Chairperson

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Dr. Bobbie Short, Interim Superintendent /Secretary