

ASHEVILLE CITY BOARD OF EDUCATION  
11:00 a.m. - Work Session - Administrative Offices - Board Room  
**Thursday, May 19, 2022**

**BE IT REMEMBERED:** that the Asheville City Board of Education met in a special called session on May 19, 2022, at 11:00 a.m. the Administrative Office - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

The following Board members were present:

James C. Carter, Board Chair

Martha Geitner, Member

Geroge Sieburg, Member

Shaunda Sandford, Member

Staff Members Present:

Dr. Mark Dickerson, Assistant Superintendent of Human Resources; Dr. Kim Dechant, Director of Recruitment and Induction; Melissa Hedt, Deputy Superintendent of Instruction & Accountability; Georgia Harvey, Executive Director of Finance; Ashley-Michelle Thublin, Executive Director of Communications; Dillon Huffman, Communication Specialist; Sarah Cain, Director of Elementary Education and Federal Programs; Laura Parks, Director of Secondary Education; Kristy Coats, Facilities Director; Marta Alcalá-Williams, Executive Director of Equity and Family Engagement; Kidada Wynn, Executive Director of Student Services; April Dockery, Executive Director of Crisis Management and Operations; Tanya Presha, Academic and Program Support Coordinator; Matt Whiteside, Director of Instructional Technology and Media; Nathan Haugaard, Technology Specialist; Ian Nelson, Director of Testing and Accountability; Dr. Ivry Cheeks, Director of CTE; Dr. Paula Dowd, Director of EC; Kimberly Jones, Administrative Assistant.

#### **CALL TO ORDER**

James C. Carter, Board Chair, called the session to order at 11:09 a.m.

#### **APPROVAL OF AGENDA**

James C. Carter made a motion to approve the agenda. Martha Geitner approved the motion. George Sieburg seconded the motion. The motion passed unanimously.

#### **INFORMATION AGENDA**

Greetings and Overview by Dr. Mark Dickerson, Assistant Superintendent of Human Resources: At the last meeting, there was a discussion around priorities and the strategic plan process. Since then, there has been a lot of feedback from staff who are frustrated with the district, and the trends center around the social and emotional well-being of our students, staff, and colleagues. Some of the concerns were about the safety of our students and our staff. The staff has asked why there is not a comprehensive code of conduct to address the student behaviors and discipline expectations. Almost every employee has stated that the transition from remote learning to face-to-face instruction has been extremely difficult. The

employees have also expressed concerns about district leadership and the future of Asheville City Schools. ACS employees want consistent leadership. ACS staff wants accountability. They want guidance. They want to feel safe, supported, and valued. Our students have been screaming for structure as well. After reviewing all of these concerns and reviewing the fact that our district is going through another year of transitional leadership in the next six months. Perhaps changing our focus to a short plan is more attainable. Our reality has been that this year has been tough. Our teachers, instructional assistants, and our support staff are stressed. Our administrators are stressed. We haven't had real structures in place to address the following priorities. 1.) Safety and establishing a district-wide code of conduct handbook; 2.) Behavior expectations and 3.) Social-Emotional Support. We should focus on these areas for our students and staff now before we can think about a long-term strategic plan.

The district leadership is proposing to develop an 18-month framework or action plan. This is to not look so much at the big picture but to address our immediate priorities.

Asheville City Schools Road to Our Strategic Plan: The Administration along with the Asheville City Board of Education met for a second time to discuss the strategic plan updates. The following were discussed:

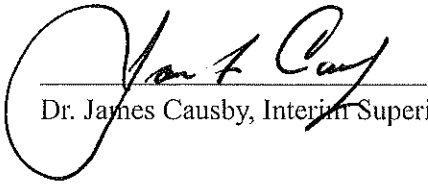
- Immediate Priorities Identified by District Staff
  - Safety
  - Code of Conduct/Behavior Expectations
  - Social-Emotional Support
  - Behavioral Health and Mental Health
- Breakout Groups on the Four Proposed Priorities
  - Priority 1. Safety
  - Priority 2. Code of Conduct/Behavior Expectations
  - Priority 3. Social-Emotional Support
  - Priority 4. Behavioral Health and Mental Health
- Break for lunch at 11:45 a.m.
- Return to the open session at 12:15 p.m.
- The breakout groups shared their discussions about the four priorities.

Final Comments from the Board Chair:

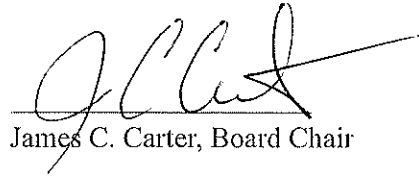
Mr. Carter stated that the Board of Education does not want to sit on this, and wants to have a plan in place. We need to start the school year off the right way. We also need to make sure families understand that there is a code of conduct and behavior expectations to follow in our district. The Board of Education would like to see an update on the Code of Conduct and the behavioral expectations by the June 30th meeting.

**ADJOURNMENT**

George Sieburg made a motion to adjourn the meeting at 1:27 p.m. Martha Geitner seconded the motion. The motion passed unanimously.

A handwritten signature in cursive script, appearing to read "James Causby", written over a horizontal line.

Dr. James Causby, Interim Superintendent

A handwritten signature in cursive script, appearing to read "James C. Carter", written over a horizontal line.

James C. Carter, Board Chair

