



**Orange
County
Schools**
NORTH CAROLINA

ENGAGE. CHALLENGE. INSPIRE.

Board Meeting

May 23, 2022

Dr. Monique Felder, Superintendent



ENGAGE. CHALLENGE. **INSPIRE.**

VISION

Preparing every learner for lifelong
service and success





ENGAGE. CHALLENGE. **INSPIRE.**

MISSION

Engage, Challenge, Inspire

Educating students in a safe, inclusive environment where we engage, challenge, and inspire them to reach their maximum potential.





ENGAGE. CHALLENGE. INSPIRE.

BELIEF STATEMENTS

1. Value Diversity
2. Put Students First
3. Excellence in All We Do
4. Prioritize Equity
5. Provide a Safe Environment
6. Serve the Whole Child
7. Inclusive Culture & Climate Starts with Us
8. Accountability
9. Collaborate To Do Great Work



4

OCS Strategic Plan Goals

1. Teaching Tomorrow's Leaders
2. Excellence & Efficiency
3. Exemplary Staff
4. Empowering Culture





**Orange
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NORTH CAROLINA

Board Meeting

- Call to Order
- Public Charge
- Pledge of Allegiance
- Moment of Silence
- Recognitions



RECOGNITIONS



Josh Cvijanovic





OCS TEACHER OF THE YEAR & FINALIST



**QUINN
GILBERT**





HEDGEHOG ROBOTICS



A silver ballpoint pen and its matching cap are positioned diagonally on a white sheet of paper. The pen is uncapped and points towards the bottom left. The cap is placed above and to the left of the pen. The background is a plain white surface with a dark blue border at the top and right edges.

AGENDA ADOPTION



AGENDA



Worksession (Information Items):

- Equal Opportunity Schools (EOS) Update
- School Bell Times Update for 2022-2023
- EC & Pre-K Program Locations for SY 22-23
- Limited Spot Student Reassignment for New Housing Developments in Western Orange County to Cedar Ridge High School



Discussion/Action Items:

- AfterSchool Employee Pay Increase Recommendation per the Elementary AfterSchool Stabilization Grant
- Policy 7100: Recruitment and Selection of Personnel

PUBLIC COMMENTS



CONSENT AGENDA

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12



CONSENT AGENDA



- Minutes
- Personnel Report
- Approval of the CTE Local Plan
- DTSS Articulation Agreement
- Fund Balance appropriation for AfterSchool Camps from Local Middle School Afterschool
- Updated Fund Balance Request for Stipends for Teachers for LETRS Training
- Gifts & Bequests
- Forthright Advising Contract



**Orange
County
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NORTH CAROLINA

Equal Opportunity Schools in OHS

May 23, 2022

Dr. Kathleen A. Dawson, Deputy Superintendent

Jason Johnson, Principal Orange High School

Tenisha Williamson, Assistant Principal Orange High School

Stephanie Sherer, Partnership Director, Equal Opportunity Schools





2021- 22 END OF YEAR OUTCOMES



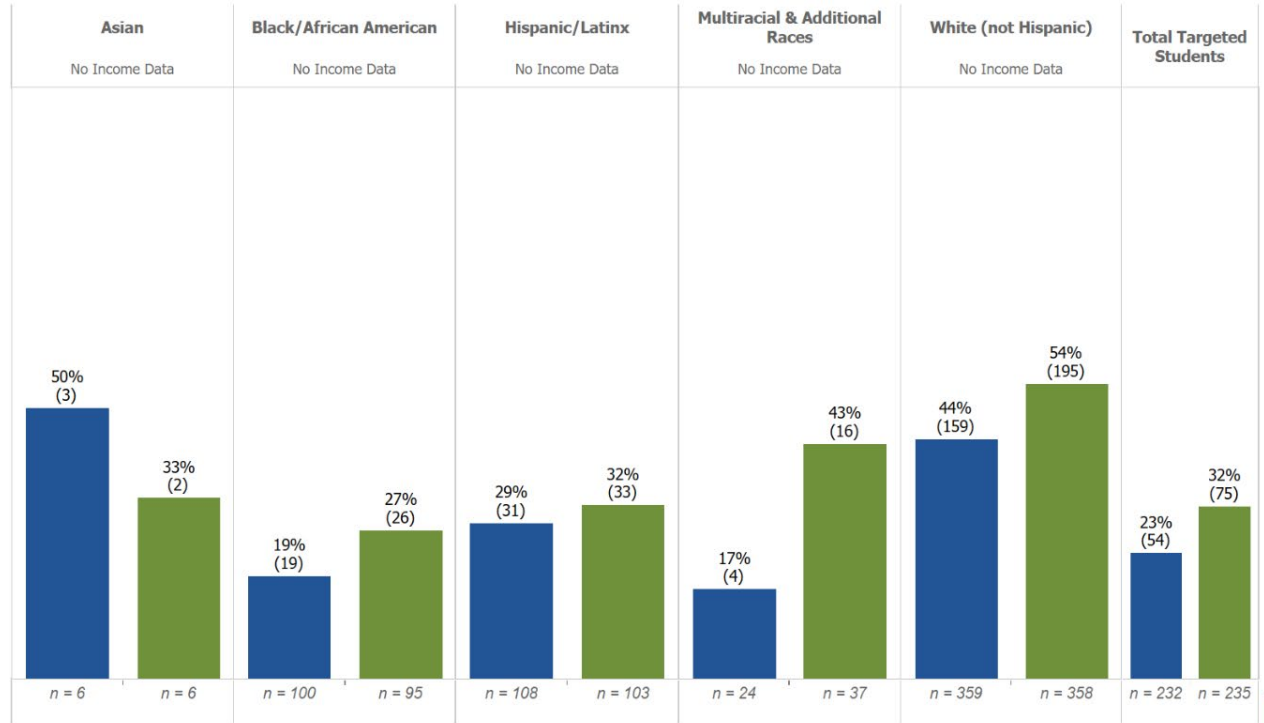
**EQUAL
OPPORTUNITY
SCHOOLS**





Progress Towards Equity in AP

From Fall 2021 to Fall 2022 Projections



*Current 11th & 12th Grade Students

*Rising 11th & 12th Grade Students

■ Fall
■ Course Requests





For Historically Underrepresented Students

419

Students surveyed across all grades

200

10th and 11th grade students on outreach list

75

10th and 11th grade students registered for at least one AP Course

EOS Impact by the Numbers



Expected participation rate change for students in AP Classes

9%

Change in the number of targeted students expected to participate in AP Classes

21

Conversion Rate - Students on the outreach list expected to

37%
(56)

For Historically Underrepresented Students of Color-Rising 11th and 12th Grade Students

EOS Impact by the Numbers



Targeted students that did not sign up for AP

32

Targeted students that signed up for CCP

5

Targeted students that signed up for honors

25

25

Targeted students not taking Honors or CCP

6

For Historically Underrepresented Students

OHS 2021-2022 Outreach Plan



OHS 2021-2022 Outreach Plan



Equity Team meetings to discuss Outreach Plan of Action

- Outreach List-Focus Group
- Student Insight Cards
- Trusted Adult Training
- Trusted Adult Student Meetings



OHS 2021-2022 Outreach Plan



STUDENT INSIGHT CARD

2021-22

[REDACTED]
10th Grader, Orange High School (OHS)



Outreach

Education Goal Two-year associate's degree

Career Interest I don't really know I wanted to be a model but I don't know now.

Trusted Adults Xavier Adams
Rachel Fort

Study Skills Support Rachel Fort
Xavier Adams

Staff Advocates 🍎

Curriculum Program Interest Music (e.g. music theory), Science (e.g. biology, chemistry, physics)

General Interest Other, My Biology class

GPA 3.62

Learning Mindsets and Skills

Growth Mindset

Purpose for Learning

Other Readiness Indicators:

- Would consider taking AP

Reported Barriers

Adult Encouragement Barrier **General Knowledge Barrier**
College Belonging Barrier

Hasn't enrolled in AP because:

- I think AP classes are probably too much work
- I don't think I can be successful/get a good grade
- I don't know enough about AP classes

More likely to take AP if:

- I knew my class materials and exam fees would be paid for
- I knew that I would have opportunities to redo assignments
- I had more information about why I should take AP courses

Test Scores

Comments

Who I am as a student: I don't really like people. I only talk to people I'm comfortable with. I don't wanna make new friends there isn't really a point in that. I'm trying to get a job and start making my own money so I can buy what I want without complaining from my mother. I can't stay focused for long I zone out after a while. I wanna keep my grades but I don't like asking for help from my teachers because I feel like I get on their nerves. I've struggled with school in the past but know I can do better. My grades don't reflect my full potential and I'm trying to change that.

Would like the school to know: nothing

OHS 2021-2022 Outreach Plan



EOS School Launch

- AP Lunch Presentation
- Brochure AP Course Descriptions
- Student Panel



OHS 2021-2022 Outreach Plan



EOS- Student Of Excellence Program/Minority Achievers Program

- Students were invited to attend program to be acknowledged for registering for AP
- One-Pager about AP classes for families
- T-Shirt with motto for Equal Opportunity Schools “My Success Is Inevitable”
- T-Shirt motto for MAP “Our Leaders Matter, Putting Minority Achievers on the Map”
- Minority Achievers Program (MAP)



OHS Next Steps for 2022 -2023



- Continue outreach of our targeted students
- Meet with students about summer assignments
- Summer Cafe
- Student check-in on work completion
- Meet with students in the beginning of Fall Semester & throughout the year
- Continuously identify students for AP courses
- Continue work with Equal Opportunity Schools



QUESTIONS & FEEDBACK





**Orange
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School Bell Times for 2022 -2023

May 23, 2022

Patrick Abele, Deputy Superintendent-Operations



School Bus Transportation & Review of School Bell Times for SY 2022-2023:



- School bus transportation is an essential component of effective and successful schools. During the past couple of school years buses have not been able to meet a high level of on-time performance due to 1) bus driver vacancies, 2) buses arriving late to school at the start of the day and end of the day picking up students.
- ***Transportation services are directly related to the bell times set for each school.*** All buses are used to transport students at each grade level. Buses complete the first tier at the elementary schools then transport students for middle schools then high schools.
- Student academic performance suffers when students are not arriving at school on time and when students have excessive ride times on school buses.

Draft School Bus Transportation & Review of School Bell Times for SY 2022-2023: The Problem



- School bell times are set following the student academic calendar to ensure the state law is met for student instructional hours over the course of a school year.
 - The 2022-2023 academic calendar is based upon 174 student days with an average 6 hours of instructional time. The minimum instructional time required by law is 1,025 hours since the district has scheduled less than 185 school days.
 - Meal times and transitions between classes do not count toward the number of required instructional hours.



Draft School Bus Transportation & Review of School Bell Times for SY 2022-2023: The Problem



- A variety of factors impact transportation services such as
 - Driver shortages
 - Inclement weather
 - Traffic congestion, Road construction and Roadway accidents
 - Students being at bus stops on time/buses arriving on time to stops
 - Buses returning to campus for younger students in grades K-2 when parents are not at bus stops on time
 - Buses stopping at locations where students are no longer riding the bus but notification was not given to the Transportation Department or school.
 - School carpool traffic
 - Operating multiple bus tiers due to shared buses



Draft School Bus Transportation & Review of School Bell Times for SY 2022-2023: Analysis



- An analysis was completed to review potential transportation routing changes to impact on-time performance for 2022-2023
- A review of current bell times was conducted to review a request to remove the additional 15 minutes from the ending time for high school students due to student work commitments, after school opportunities and athletic programs.
- The district reviewed combining middle school and high school tiers as a potential solution to increase buses and drivers available for routes (**this option was not recommended**).
- The district reviewed an option for geographical bell times, ex for some schools to have different bell times based on region in the county. (**this option was not recommended**)



Draft School Bus Transportation & Review of School Bell Times for SY 2022-2023:



- Essential questions to address the impact of bell times focused on closing the achievement gap, allowing for essential programming time for students and teachers during the school day, reducing impacts and barriers to learning and to balance the instructional and non-instructional minutes on the campus.
 - To what extent are you considering the time devoted to instructional activities versus non-instructional activities in the choice of a bell schedule?
 - How will bell schedules maximize the amount of time scheduled for teaching and learning? How will the bell schedule close achievement gaps and reduce barriers for students?
 - What other values do you want the use of time in the bell schedule to reflect? For example, how much time is allowed for common planning time/collaboration for teachers? Or is there time allotted for student advisory/adult advocates to meet regularly with students? Does the bell schedule include opportunities for extended/expanded learning time? other?
 - What is the bell starting time and ending time that best meets the needs of staff working their required 7.5 minimum hours (onsite) per day?
 - Is there a tier system that may work best for bell times with high school or middle schools starting later or earlier each day?



Draft School Bus Transportation & Review of School Bell Times for SY 2022-2023: DRAFT



- Current Bell Times for 2021 -2022
 - Elementary: 7:50 am -2:50 pm
 - Middle: 8:30 am - 3:45 pm
 - High: 9:00 am - 4:15 pm
- Draft Proposed Bell Times for 2022 -2023 (updated 5/13/2022)
 - Elementary*: 7:45 am - 2:30 pm
 - Middle: 8:25 am - 3:25 pm
 - High: 9:00 am - 4:00 pm



NOTE: Bell times above indicate the actual instructional time starts and ends. The instructional day begins with the first bell and does not stop until the bell rings at the end of the school day. Students will not be packing up or moving from classrooms until the instructional day ends. This ensures we are meeting the required instructional minutes and maximizing the amount of time our teachers have to teach students in the classroom.

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QUESTIONS & FEEDBACK



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EC & Pre-K Program Locations Update

May 23, 2022

Dr. Kathleen A. Dawson, Deputy Superintendent
Connie Crimmins, Executive Director of Exceptional Children & Pre-K Services
Maryellen Gollnick, Assistant Director, Exceptional Children & Pre-K Services



EC & Pre-K Program Locations Update for SY 22-23



- What challenges are we trying to solve with the relocation/addition of EC and Pre-K classrooms ?
 - Need for increased capacity of students served in the separate setting classrooms
 - Increased support for the elementary therapeutic classes
 - Relocation of CES Pre-K (Title 1 and Headstart) during the construction period

EC & Pre-K Program Locations Update for SY 22-23



- **Separate Setting Classrooms:**
 - Extended Content Standards
 - Medical and physical need
 - Ratio of up to 8 students, 1 teacher and 2 teacher assistants
- **Therapeutic Separate Setting Classrooms:**
 - General Education Standards
 - Significant behavioral needs
 - Ratio of up to 8 students, 1 teacher and 2 teacher assistants

EC & Pre-K Program Locations Update for SY 22-23



- **Pre-K classrooms:**
 - Title 1/NCPre-K blended (Currently 4 Classes)
 - Ratio of 18 students to 1 teacher and 2 teacher assistants
 - EC separate setting PreK-Currently 2 Classes
 - Ratio of up to 8 students, 1 teacher and 2 teacher assistants
 - EC Itinerant teacher serves 15 students in a variety of daycare settings in Orange County

EC & Pre-K Program Locations Update



- Increase from 29 students in August 2021 to 39 students as of today who need a separate classroom (Extended Content Standards)
- Exceeds the capacity of the current classrooms
- Ability to increase support for the elementary therapeutic programs if located at one site
- CES Pre-K relocation during school renovations 2022-2024

EC & Pre-K Program Locations Update for SY 22-23



Elementary School	Total Classes 2021-2022	Total Classes 2022-2023
Central	2 (Pre-K)	0 due to onsite school renovations requiring use of temporary spaces (2 will still be kept under OCS at another location)
Efland Cheeks Global	2 (Pre-K)	2 (Pre-K)
Grady Brown	2 (EC Sep. Setting)	2 (EC Sep. Setting)
Hillsborough*	0	2 (EC Sep. Setting)
New Hope	3	3 (2 EC Sep. Setting, 1 EC)
Pathways	6 (2 EC Sep. Setting, 4 Pre-K)	5 (1 EC Sep. Setting, 4 Pre-K)
River Park	1	1 (EC Sep. Setting)

*For 2022-2023 HES will operate 2 EC classrooms on the Traditional Student Calendar.

QUESTIONS & FEEDBACK





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Limited Spot Student Reassignment for New Housing Developments in Western Orange County to Cedar Ridge High School

May 23, 2022

Patrick Abele, Deputy Superintendent-Operations

Catherine Mau, Student Assignment & Technology Projects Coordinator





Student Assignment Key Abbreviations & Terms

- Certificates of Adequate Public Schools (**CAPS**)
 - Local ordinance guiding the process for developers to ensure the school districts are aware of future development. Schools required to approve CAPS when seats are available.
- Schools Adequate Public Facilities Ordinance (**SAPFO**)
 - Local ordinance guiding the Capital Investment Plan for determining the need to build new schools or expand schools based on projected future enrollment.



Student Assignment Key Abbreviations & Terms

- Student Generation Rate (SGR)
 - Formula used by Orange County for new development to determine the number of potential future students that may result from a home, subdivision or multifamily housing unit based on the number of bedrooms and historical trends.
- Level of Service (LOS)
 - Capacity indicators for thresholds used for SAPFO to indicate the need for new schools or building expansions
 - 105%Elementary School 107%Middle School 110%High School
- Building Capacity excludes mobile units)

Student Membership



As of November 15, 2021	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	SAPFO Capacity	Avail. Seats
Central	54	48	49	56	53	39								299	428	129
Efland-Cheeks Global	77	76	91	81	80	77								482	455	-27
Grady Brown	62	66	61	78	67	77								411	490	79
Hillsborough	73	74	74	70	67	64								422	420	-2
New Hope	92	79	90	94	86	92								533	526	-7
Pathways	43	46	50	59	68	53								319	540	221
River Park	71	85	96	97	86	122								557	502	-55
A.L. Stanback							197	221	236					654	740	86
Gravelly Hill							167	133	162					462	700	238
Orange Middle							183	172	185					540	726	186
Cedar Ridge										308	285	274	198	1,065	1,500	435
Orange High										422	340	333	278	1,373	1,399	26
Partnership										12	10	8	4	34	40	6
Total	472	474	511	535	507	524	547	526	583	742	635	615	480	7,151	8,466	1,315

Students enrolled in the OCS Online Academy are counted in the school where they were originally assigned for the 2021-22 school year.

School Buildings and Capacity



	Year Built	Square Feet	SAPFO Capacity	Membership 11/15/2021	Available Seats	Level of Service
Central Elementary	1952	52,492	428	299	129	0.70
Efland-Cheeks Global Elementary	1952	64,316	455	482	-27	1.06
Grady Brown Elementary	1974	74,016	490	411	79	0.84
Hillsborough Elementary	1952	51,106	420	422	-2	1.00
New Hope Elementary	1991	100,164	526	533	-7	1.01
Pathways Elementary	2000	85,282	540	319	221	0.59
River Park Elementary	1956	70,812	502	557	-55	1.11
All Elementary	53 years	498,188	3,361	3,023	338	0.90
A.L. Stanback Middle	1995	136,000	740	654	86	0.88
Gravelly Hill Middle	2006	123,600	700	462	238	0.66
Orange Middle	1968	107,620	726	540	186	0.74
All Middle	31 years	367,220	2,166	1,656	510	0.76
Cedar Ridge High	2002	256,900	1,500	1,065	435	0.71
Orange High	1962	213,509	1,399	1,373	26	0.98
Partnership Academy	2006	6,600	40	34	6	0.85
All High	31 years	477,009	2,939	2,472	467	0.84
All Schools	43 years	1,342,417	8,466	7,151	1,315	0.84

Students enrolled in the OCS Online Academy are counted in the school where they were originally assigned for the 2021-22 school year.

High Student Assignment & Future Growth

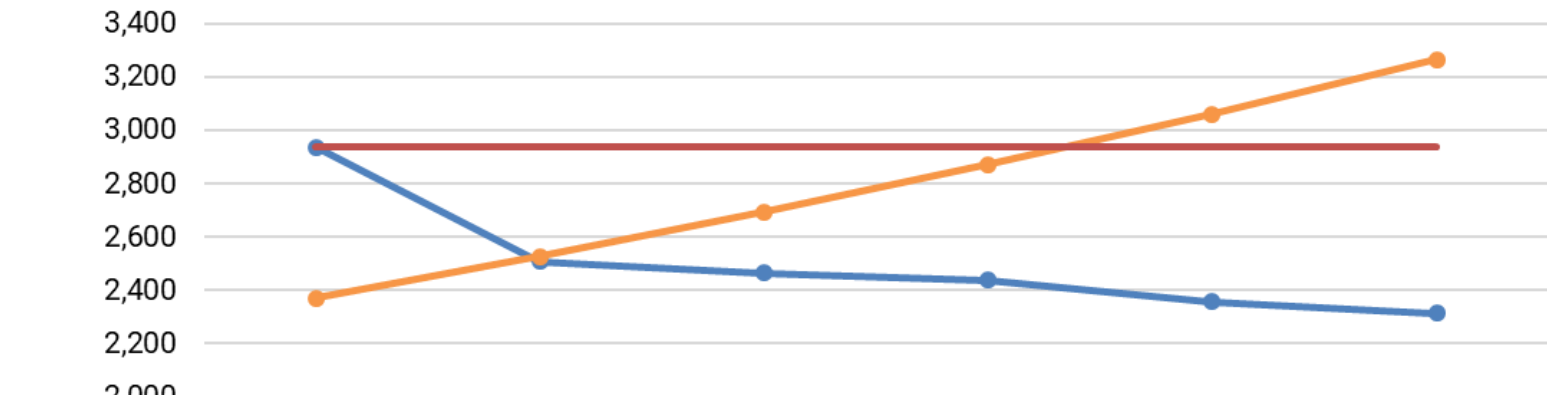


- Orange High School is projected to have 1430 students in 2022–23, based on projections from three -year averages.
 - This is 41 students over the capacity of 1,399 seats, or 1.022 (100.2% capacity) Level of Service (LOS).
 - In comparison, Cedar Ridge High School is projected to have 1,072 students. With the recent addition of 500 seats to the school, the LOS at Cedar Ridge is expected to be at 0.715 (71.5% capacity).

Student Assignment & Future Growth



Projected High School Enrollment
Using advancement rate for all OCS high schools

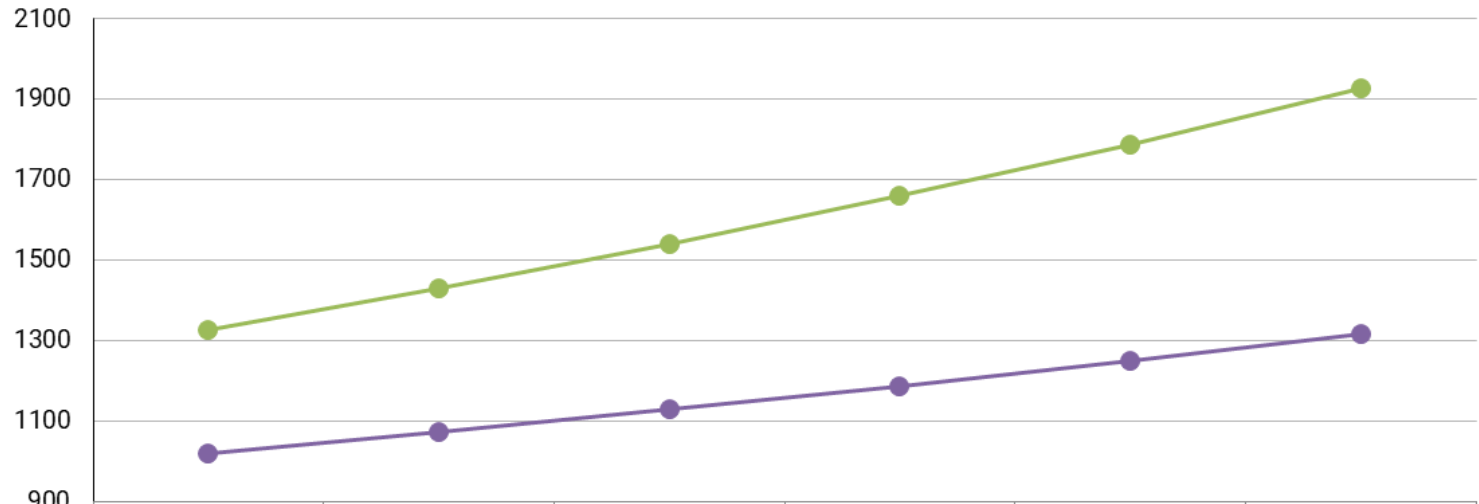


	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
SAPFO	2,936	2,508	2,466	2,438	2,358	2,315
OCS	2,372	2,527	2,693	2,871	3,061	3,264
Capacity	2,939	2,939	2,939	2,939	2,939	2,939

Student Assignment & Future Growth



Projected High School Enrollment
Using individual school advancement rates

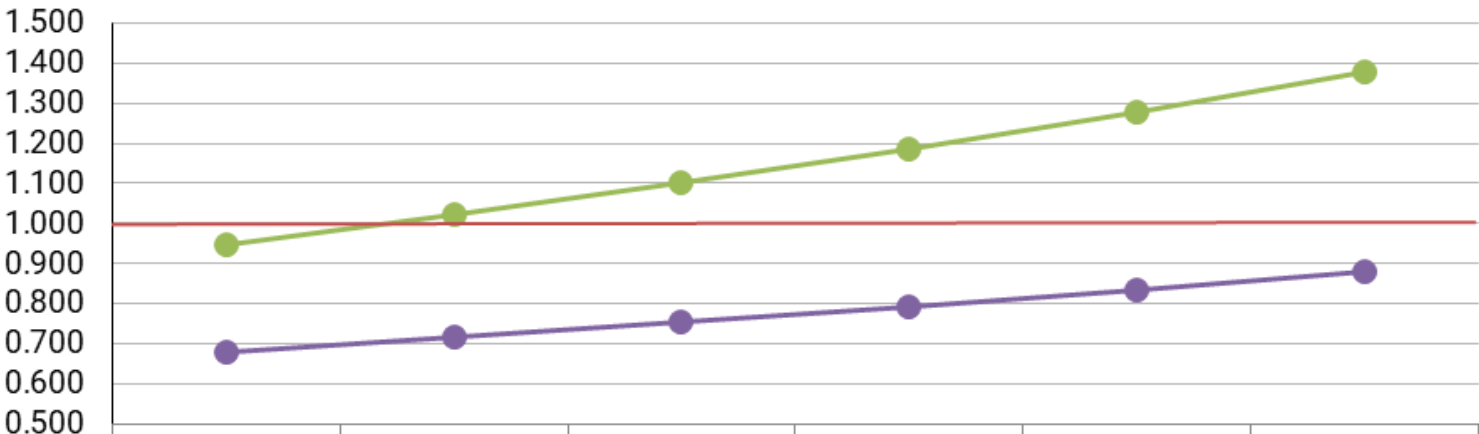


	21-22	22-23	23-24	24-25	25-26	26-27
Cedar Ridge HS	1,018	1,072	1,128	1,188	1,251	1,317
Orange HS	1,327	1,430	1,540	1,660	1,788	1,927

Student Assignment & Future Growth



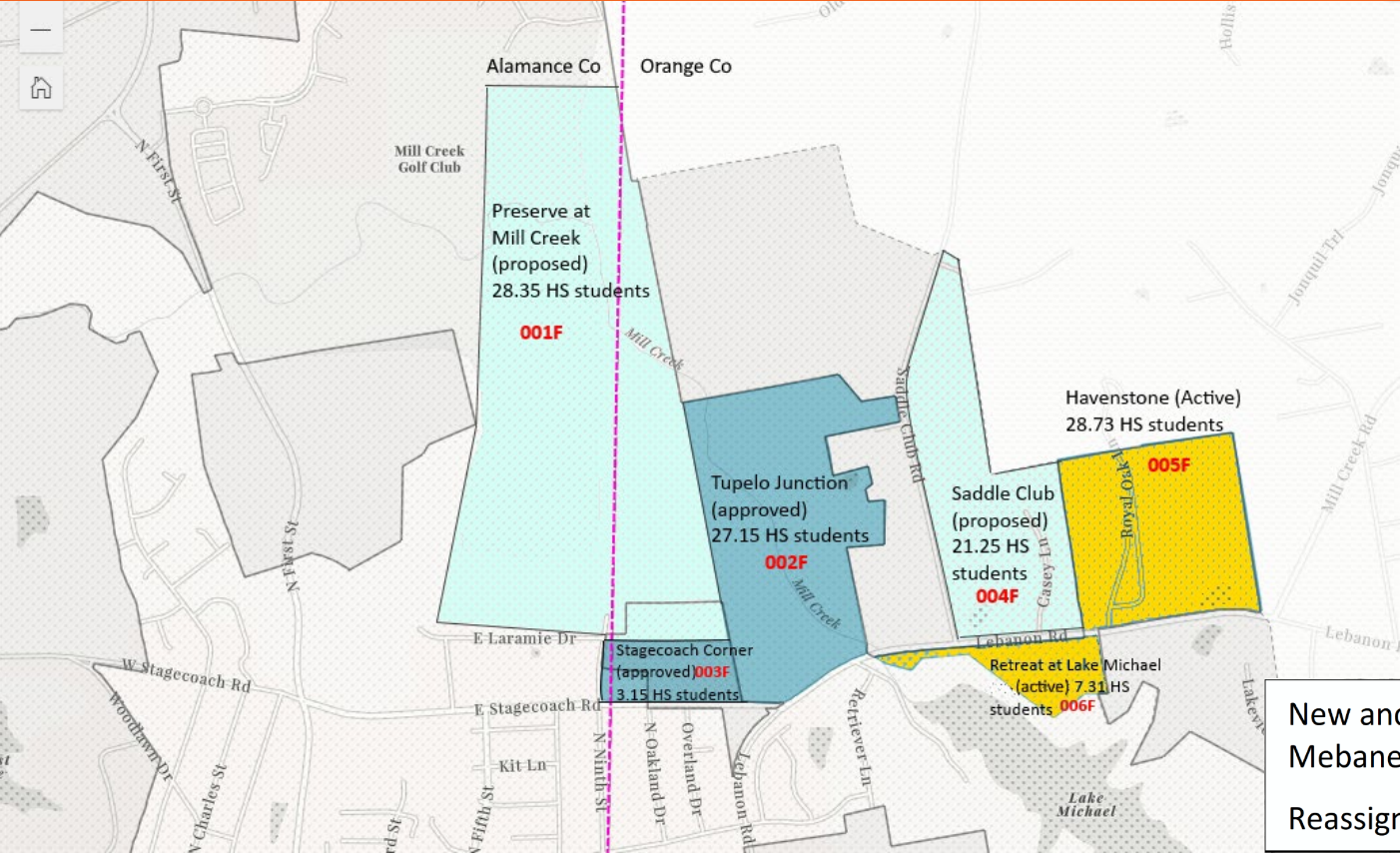
Projected High School Level of Service



● Cedar Ridge HS
● Orange HS

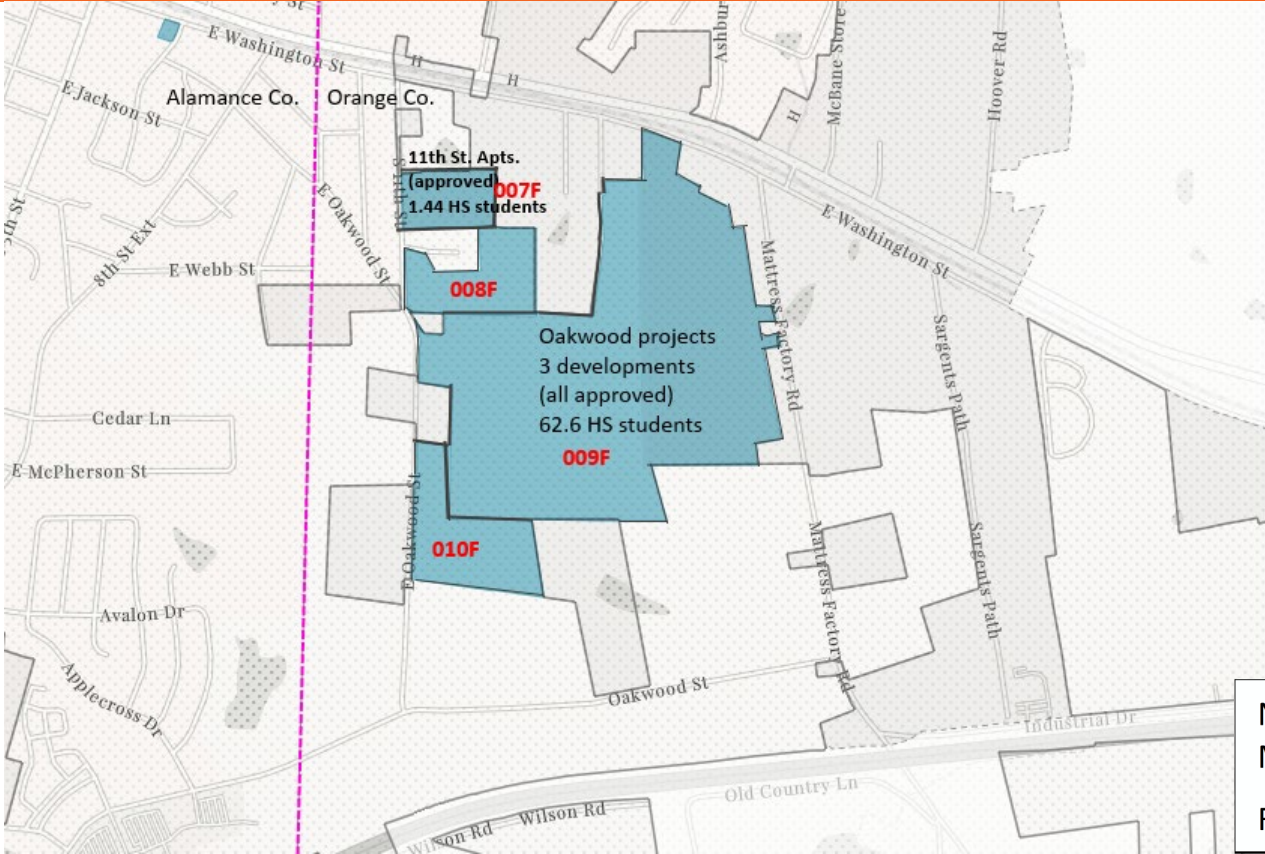
	21-22	22-23	23-24	24-25	25-26	26-27
Cedar Ridge HS	0.679	0.715	0.752	0.792	0.834	0.878
Orange HS	0.949	1.022	1.101	1.186	1.278	1.377

Student Assignment & Future Growth



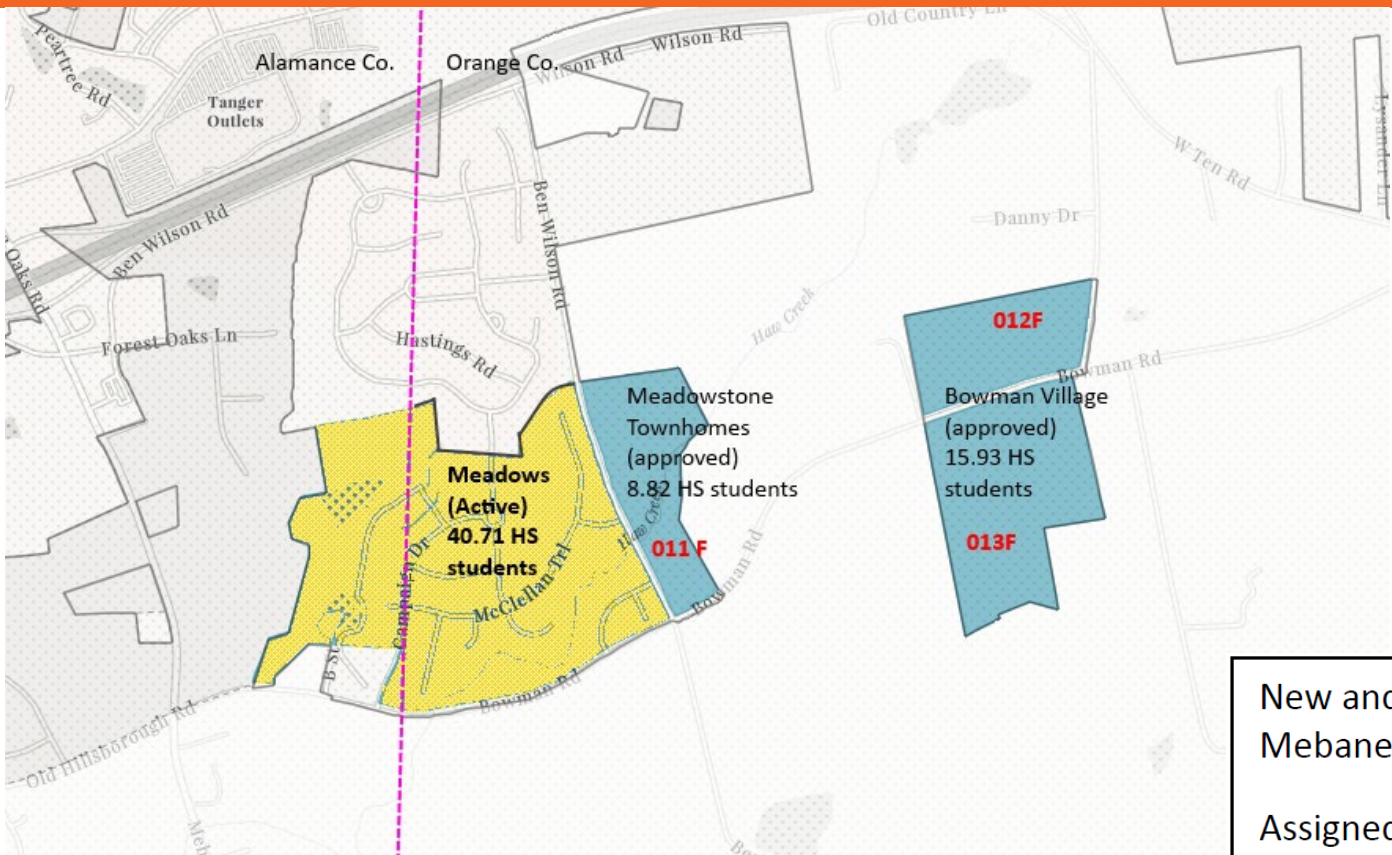
New and Planned
Mebane Developments
Reassign to CRHS

Student Assignment & Future Growth



New and Planned
Mebane Developments
Reassign to CRHS

Student Assignment & Future Growth



New and Planned
Mebane Developments
Assigned to CRHS



Recommendations to adjust overcrowding at Orange High School

- **Option 1: Reassign neighborhoods under construction**
 - There are currently 13 Mebane neighborhoods under construction or in the planning process in the Orange High attendance zone. If the SAPFO generation rates are applied to those developments, at least 245 new high school students will be added to the zone when buildout is complete. Reassigning these developments before anyone moves in will help redistribute future students without disturbing our current students. The attached map shows the planned developments.
- **Option 2: Reassign existing students (NOT RECOMMENDED)**
 - It is possible, but not recommended, to reassign existing students to provide additional space at Orange High. In addition to the seven existing staff and sibling transfers, there are currently five pending requests for transfers to Cedar Ridge. Expanding voluntary transfers to Cedar Ridge High is an option that may lead to a small number of additional students who are interested in changing schools and who would help reduce overcrowding.

QUESTIONS & FEEDBACK



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**Orange
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OCS AfterSchool Program

May 23, 2022

Tammorah Mathis, Director of Afterschool Programs

Purpose



- Increase pay structure for all Elementary Afterschool New Hires
- Increase pay rate for Hillsborough Elementary School (HES) Intersession
- Increase pay rate for Elementary Summer Camps

Stabilization Grant (for Elementary Schools ONLY)



- Two required components of the grant:
 1. Early care and learning programs funds to facilitate high-quality early childhood education
 - Professional Development
 - Supplies
 - Furniture
 2. Increase compensation to Elementary AfterSchool staff
 - Required to use the funding to provide bonuses to all Afterschool staff
 - Required to increase base pay and/or benefits and implement a compensation scale

Salary Comparison



- The current OCS Elementary AfterSchool Group Leaders pay scale starts at a rate of \$13.90 / hour (from 0 - 1 year of experience)
- Surrounding counties comparison:
 - \$15 -\$15.96 / hour (from 0 - 1 year of experience)
 - Part-time benefits
 - Sick Leave, Annual Leave, and Paid Holidays

OCS Elementary Afterschool Salary Proposal



Current OCS Afterschool Pay Rates:

- New Group Leader- \$13.90/ hour (*0-1 yr experience*)
- Lead Group Leader- n/a new position
- New Assistant Managers and Substitutes - \$16-18 (plus OT because all are current TA's)
- Intersession Group Leaders- 13.90/ hour (*0-1 yr experience*)

Proposed OCS Afterschool Pay Rates:**

- New Group Leader- \$15/hour
- Lead Group Leader- \$17/hour
- New Assistant Managers and Substitutes - \$18/hour
- Intersession Group Leaders - \$20/hour

** Grant ends in 2023 and increase in fees is anticipated to sustain pay rates.

Proposed 2022-2023 Summer Camp Pay Rates



- **Elementary Afterschool Stabilization Grant**
 - \$20 / hour Group Leader
 - \$30 / hour Elementary Site Director

- **Middle School Afterschool Fund Balance Appropriation**
(Consent Agenda item 5)
 - \$20 / hour Group Leader
 - \$30 / Middle School Teachers
 - \$40 / hour for Middle School Site Director



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the increase in pay rates for Elementary Afterschool New Hires, Intercession, and Summer Camp OCS Afterschool Staff

