

MONTGOMERY COUNTY BOARD OF EDUCATION

MINUTES

March 5, 2012

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, March 5, 2012, at 6:30 p.m. Board members were present as follows:

Steven W. DeBerry, Chair
Tommy Blake, Vice Chair
Bryan Dozier
Jesse Hill
Ann Long
Sandra Miller
Shirley Threadgill

Chairman DeBerry called the meeting to order and asked for a motion to approve the agenda as shown. With a motion from Ann Long, and a second from Sandra Miller, the agenda was adopted with unanimous approval from the board.

Opening remarks by Chairman DeBerry were from Philippians 4:13. Determination is the cornerstone for all success. A father passed this along to his son with a formula he put on a post it note as his son finished his homework. It said "Try + Determination = Success" Dolly Parton announced in her senior plans that she was going to Nashville and becoming a star, everyone laughed. She had the determination she was going to make it and we see her success today. Give your dream a try.

The Pledge of Allegiance to the Flag of the United States of America was led by Tashiana McBride and Seth Green, both students at East Middle School.

With no one signing up to address the board, the meeting continued on to the recognition portion of the meeting.

The 2012 National School Social Work Week of March 4-11 was recognized. Our social workers provide a strong support system to our students, that helps build a good foundation to be successful students. Let us celebrate what our social workers do.

2012 Montgomery County Schools Spelling Bee Winner is Zihattian "Zi" Thomas – 8th grade, East Middle School. Unfortunately she did not get to come to the meeting. She will go on to represent Montgomery County Schools in the state competition. Congratulations Zi, we are so proud of your accomplishment!

Montgomery County Schools Spelling Bee Participants from each of the other schools were: Crystal Rodriguez - 5th grade, Candor Elementary School, Bryanna Gardner - 4th grade, Mt. Gilead Elementary School, Tommy Hunsucker - 7th grade, West Middle School, Zarek Smith - 4th grade, Green Ridge Elementary School, Kaylin Parter - 5th grade, Page Street Elementary School, Amber Luther - 5th grade, Star Elementary School.

Regional Science Fair Winners from Montgomery County Schools are: Amber MacKillop – Green Ridge Elementary, Brandon Haynes – Candor Elementary, and Payton Coble – Mt. Gilead Elementary. Congratulations to them on their achievement.

The Community Partnership Award went to Communities in Schools for their work in Montgomery County Schools. Their support is greatly appreciated by Montgomery County Schools.

Also nominated for the Community Partnership Award is the company, Grede in Biscoe, NC. They partnered with Montgomery County Schools for our Back to School/Stay in School Rally and our Schools 101 parent classes. Thank you for the dedication and support to the children and families in Montgomery County Schools.

Youth Leadership Montgomery Group for 2012 was introduced by Chrissy Haynes. Members of the group gave input to the board on several occasions when asked.

The Consent Agenda was approved by a motion from Tommy Blake, with a second from Jesse Hill, with unanimous approval from the board as follows.

Minutes from the February 6, 2012 Montgomery County Board of Education, along with the Personnel and Auxiliary Reports as follows:

- a. Upon the recommendation of the principal, approval of the following additions to the substitute teacher list:

<u>Noncertified</u>	<u>Recommended By</u>	<u>Record Check</u>
1) Crystal Simmerman	Joan Frye	Yes

- b. Superintendent reports the acceptance of the following resignations/retirements:

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Elizabeth DeBerry Resignation	West Montgomery High English Teacher	February 28, 2012
2) Gail Bennett Resignation	Star Elementary School Custodian	February 27, 2012
3) Barbara Melodia Retirement	East Middle School Art Teacher	July 1, 2012
4) Christy Parsons Resignation	Candor Elementary School Guidance Counselor	February 29, 2012
5) Jesse Houser Retirement	East Montgomery High Trade and Industrial Teacher	June 13, 2012
6) Angela Maupin Resignation	West Middle School Social Studies Teacher	March 9, 2012

- c. Upon recommendation of the superintendent, approval of recommendation for employment of the following noncertified personnel:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Dustin Braddock 2/20/2012	Transportation Dept. Transportation Asst.	Yes	Mary Jo Mingin
2) Austin Allen 3/05/2012	Star Elementary Custodian	Yes	Gail Bennett

- d. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Jackie Jackson 3/01/2012	East Middle Teacher Asst.	East Middle Receptionist	Amy Clubb
2) Holly Beaman 2/07/2012	Candor Elem. Teacher Asst.	Candor Elem. Interim NC Wise	Sharon Perez

- e. Upon recommendation, approval of the following probationary contracts for 2011-2012 as provided by General Statute 115C-325:

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Kenneth Neal 03/15/2012	West Montgomery High Interim Guidance Counselor	Yes	Shawn Day
2) Phil Collett	East Montgomery High Interim Social Studies Teacher/Football Coach	Yes	Anthony Timmons

- f. Upon recommendation of the superintendent, approval of recommendation for leave of absence of the following personnel:

Beverly Talbert, Green Ridge Elementary School, requesting leave of absence for medical reasons, effective February 6, 2012 and ending March 6, 2012.

- g. Superintendent reports and accepts end of employment for Tonya Callicutt, Maintenance Department, effective 2/01/2012.

Upon recommendation approval of the following overnight school trips is requested.

March 29-30, 2012 – WMHS HOSA class to Greensboro, NC for HOSA State Conference

Upon recommendation approval of the following student transfer is requested.

Montgomery County Schools to Moore County Schools

Raegan Elizabeth Deaton

Amy Webb

Andrew Webb

Montgomery County Schools to Randolph County Schools

Cade C. Auman

Stanly County Schools to Montgomery County Schools

Kendall Davenport

Kerstin Davenport

Upon recommendation approval of the following Montgomery County School students for early graduation is requested.

East Montgomery High School

Nathan Eastman

Josue Rodriguez

Also approved is Budget Amendment #11 as follows:

Federal Fund #11			
Montgomery County Administration Unit			
The Montgomery County Board of Education at a meeting on the 5th day of March 2012, passed the following resolution.			
Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2012.			
Expense Code	Description of Code	Increase	Decrease
3.5000.050	ESEA Title I		1,134
3.5000.023	VOC Ed Federal Tech Prep		2
3.5000.060	IDEA VI-B Handicapped	30,889	
3.5000.082	IDEA VI-B State Improvement	9,618	
3.5000.103	Improving Teacher Quality	533	
3.5000.104	Language Acquisition	1,466	
3.6000.050	ESEA Title I	2,500	
3.6000.103	Improving Teacher Quality	695	
3.8000.050	ESEA Title I		6,755
3.8000.017	VOC Ed Program Improvement	1,051	
3.8000.023	VOC Ed Federal Tech Prep	2	
3.8000.049	IDEA Pre-School Improvement	2,232	
3.8000.060	IDEA VI-B Handicapped		347
3.8000.082	IDEA VI-B State Improvement	382	
3.8000.103	Improving Teacher Quality	1,204	
3.8000.118	IDEA VI-B Special Needs	782	
3.8000.104	Language Acquisition		1,466
3.8000.109	Rural and Low-Income	4,035	
3.3600.050	ESEA Title I		5,389
3.3600.017	VOC Ed Program Improvement.	1,051	
3.3600.049	IDEA Pre-School Improvement.	2,232	
3.3600.060	IDEA VI-B Handicapped	30,542	
3.3600.082	IDEA VI-B State Improvement	10,000	
3.3600.103	Improving Teacher Quality	2,432	
3.3600.118	IDEA VI-B Special Needs	782	
3.3600.109	Rural and Low-Income	4,035	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			5,394,692
Amount of increase /decrease			45,685
Total Appropriation in Current Amended Budget			5,440,377

The agenda continued to the presentation from East Middle School on Project Based Learning. The project teaches students 21st century skills, including organization, time management, and leadership skills. Two portions help to incorporate these things, a historian class which includes scrapbooking Montgomery County which includes researching the history of the area. It has brought an awareness of many things that are special in Montgomery County. The other facet is the poetry café. Students are asked to write and perform their composure. They include word processing, sound, costume, and video of the event. Also included is to video conference with another class in other parts of the country giving and getting feedback.

Phillip Brown gave an update on the Secondary Math Plan. Through feedback from students who have gone to college and found themselves weak in the math area because math, algebra, and geometry have been scheduled early in their high school career, a change is needed. There was a potential gap between sophomore year with math and college as they had the math needed to graduate by sophomore year. An avenue to reduce this inconsistency is to continue to take higher level math classes in junior and senior years. Board policy would have to change to make this a required avenue for graduation, but students are asked to pledge to seek higher levels of math. We have 102 students enrolled in these higher learning math classes. For now this would be a way to overcome this inconsistency.

Deidra Steed gave an update on the AIG plans for students. She went over the priorities of the 2011-2012 program goals. Priority One includes working with schools on delivery of services; development, revision and adoption of new and improved DEP instrument; file auditing and clean up with all AIG students, also getting a updated DEP with clear measurable goals. Priority Two includes a clearly communicated and rigorous process for AIG identification and

completion of required paperwork with an annual review process; development and deployment of an AIG Advisory Committee to make recommendations for program improvements; and a clearly defined training plan for differentiation with teachers. AIG goals and program will be discussed at parent conferences.

Superintendent Ellis gave an update on PDSA. Teachers will be offered resource training before the beginning of school. All teachers have a classroom mission statement and students have developed classroom norms. A plan is being implemented in their school improvement teams. Teachers are putting out their plans to the students. Montgomery County Schools is learning centered, not teaching centered. Accountability is forefront to us. Learning targets are shared with students with the students in turn being involved in the learning process. Chart the progress, question the results and look at the data. ACT gives us the weaknesses to be able to improve, moving to action, implementation does bring change.

Superintendent Ellis shared the draft legislation information concerning Pre-K Legislation that will be voted on later in 2012. We are making sure that Montgomery County Schools Pre-K teachers are tested in the areas that are deemed important in that legislation.

Superintendent Ellis then asked for a motion to approve the submission of the QSCB Grant information for school improvements. With a motion from Bryan Dozier, along with a second from Sandra Miller, the board unanimously approved this grant application.

Kevin Lancaster then brought forth a newly recommended Montgomery County Schools 2012-2013 calendar to be approved. There was a question from Montgomery County Board of Education member, Tommy Blake as to why there were no more days for Christmas this year. The answer is it would take days from spring break if that happened with no days built in for snow/bad weather. With a motion from Ann Long, and a second from Sandra Miller, the board unanimously approved this recommendation.

Kevin Lancaster then presented the following Policies for approval. With a motion from Bryan Dozier, along with a second from Ann Long, the board unanimously approved the policies.

- Policy Code 4202/5029/7272 **NEW** Service Animals in Schools
- Policy Code 4318 Use of Wireless Communication Devices
- Policy Code 7305 **NEW** Staff Use of Wireless Communication Devices
- Policy Code 7335 **NEW** Employee Use of Social Media

These policies were presented for consideration and will be voted on at the April 2, 2012 meeting.

- Policy Code 1310/4002 Parental Involvement
- Policy Code 1320/3560 Title I Parental Involvement
- Policy Code 1710/4021/7230 Prohibition Against Discrimination, Harassment and Bullying
- Policy Code 1720/4015/7225 Discrimination, Harassment and Bullying Complaint Procedure
- Policy Code 1730/4022/7231 Nondiscrimination on the Basis of Disabilities
- Policy Code 2123 Board Member Opportunities for Development
- Policy Code 2342 Voting Methods
- Policy Code 3000 Goals and Objectives of the Educational Program

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| ○ Policy Code 4110 | Immunization Requirements for School Admission |
| ○ Policy Code 4150 | School Assignment |
| ○ Policy Code 4155 | Assignment to Classes |
| ○ Policy Code 5026/7250 | Smoking and Tobacco Products |
| ○ Policy Code 5030 | Community Use of Facilities |
| ○ Policy Code 7510 | Leave |

Superintendent Ellis's remarks concern change. One thing that educators have become increasingly conscious of in the practice of the profession is change. Change comes faster and in larger doses in education today than it ever has. One thing is undeniable, change is hard...particularly in a profession that has not changed a lot in previous decades...that's right decades.

"In preparation for my comments tonight, I tried to find some of the best change quotes I could on the internet. I regularly use quotes, as do many educators, as a means of providing clarity on a topic. If anything is important, you can usually find a quote about it. Here is a list of quotes that are particularly relevant."

The Undeniable Difficulty of CHANGE

- "In a chronically leaking boat, energy devoted to changing vessels is more productive than energy devoted to patching leaks." -Warren Buffett
- "Nobody can go back and start a new beginning, but anyone can start today and make a new ending." -Maria Robinson
- "By changing nothing, nothing changes." -Tony Robbins
- "All great changes are preceded by chaos." -Deepak Chopra
- "The best thing you can do is the right thing; the next best thing you can do is the wrong thing; the worst thing you can do is nothing." -Theodore Roosevelt
- "Nothing diminishes anxiety faster than action." -Walter Anderson
- "If today were the last day of my life, would I want to do what I am about to do today?" -Steve Jobs, Stanford commencement address 2005
- "Fear, uncertainty and discomfort are your compasses toward growth." -Steve Jobs
- "The greatest mistake you can make in life is to be continually fearing you will make one." -Elbert Hubbard
- "As soon as anyone starts telling you to be "realistic," cross that person off your invitation list." -John Eliot
- "I can accept failure, everyone fails at something. But I can't accept not trying." -Michael Jordan
- "In a progressive country change is constant; change is inevitable." -Benjamin Disraeli
- "Change is the only constant. Hanging on is the only sin." -Denise McCluggage

"Why do you see quotes on certain topics like change? You see it because it is relevant to life for one reason, but also because it is hard. We never see famous quotes from famous

people about making spaghetti. We never see famous quotes about the importance of typing our shoes. Why? Because those things are easy. Change is hard, therefore it is important to speak about it and to inspire people to want to do it. That inspiration has been a focus of mine for the better part of this year. I feel the frustration of staff as we continue to face change locally, and from the state, and nation, so I felt it to be a good topic for my comments tonight.”

“When I first met this Board in May of 2010, I told them that if they would give me five years that they would see unprecedented student results in Montgomery County. Why 5 years? Because change is hard and it must be tackled in measured chunks to be effective. We talked about changing processes that would impact student learning and we have been on a journey very successfully to this point.”

“We are into our second year of my tenure here and we have fully implemented the PLC process and we are training teachers on the use of high yield instructional strategies based upon the work of Robert Marzano. These strategies are being used in classrooms throughout the system. Our pace of change has been good and we are seeing the results of this hard work by teachers. We are now implementing the PDSA process which will be totally deployed in August at every school. So, by the end of my third year, we will have fully implemented the changes I discussed with the Board in May 2010 and have that other 2 years to perfect the processes and get those unprecedented results I discussed with them at that time. We are right on schedule.”

“But, other things have developed outside of our control. In May 2010, no one had ever heard of Race to the Top. There is no talk of a totally new accountability system in the state of North Carolina. Online testing was something just talked about as if it were someone’s dream. There was no standard six, which measures student results in the teacher evaluation model and no one had any inkling that students would be surveyed as part of that same teacher’s evaluation, a process which will be piloted next year in many districts. No one could even fathom the thought of Pre-K being dismantled, or that the legislature would view the NCAE as an enemy of the state as we currently see. The Common Core curriculum standards were first being mentioned as a possibility and this will now be our standard curriculum in the state, a complete overhaul in just a couple of years. In May 2010 we could not even imagine the scope of the massive changes we have seen in these 2 short years. In short, the game has changed and it continues on.”

“I feel the frustration of these changes as does our valuable staff members, particularly our teachers. I’m right there with you. The only thing I can say is to encourage everyone to stay the course. To say that we can totally transform our system to one that achieves student results that are the envy of the state is still within reach. Stick with it over the next few years and you will be glad you did. That five year plan is still in place and progress toward it moves at a steady pace. We are already seeing the results with our students. In reference to competition and the presentation that I made to every staff a couple of months ago, we will be the best alternative in not only our county, but our region. The implications for economic development in our county are tremendous with the results we can achieve. With the continued hard work of our teaching staff and others, we will be laughing at our vision to be in the top 25 in North Carolina. In short order, that will be way too low for us to aim for.”

“I call your attention to one of the quotes from Steve Jobs, a true innovator and change agent.”

- Fear, uncertain and discomfort are your compasses toward growth.” -Steve Jobs

"I think that one quote says it all. That frustration, that discomfort we are now feeling is a sure sign that we are growing."

Chairman DeBerry then asked for a motion to go into closed session for the discussion of personnel and property. With a motion from Tommy Blake, along with a second from Shirley Threadgill, the board unanimously approved the adjournment to closed session.

Upon reconvening, Chairman DeBerry then asked for a motion to adjourn. With a motion from Shirley Threadgill and a second from Bryan Dozier, the board adjourned.

The next regular meeting will be held on Monday, April 2, 2012.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary