

MONTGOMERY COUNTY BOARD OF EDUCATION

MINUTES

November 5, 2012

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, November 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 Sandra Miller, and a second from Jesse Hill, the agenda was adopted with unanimous approval from the board.

Opening remarks by Chairman DeBerry were about praise and the need for it to be bestowed. The need for praise is important in itself. It should be limited to those who deserve it, otherwise it is a travesty. Parents, if your child is good give them appropriate praise. We all hunger for praise.

The Pledge of Allegiance to the Flag of the United States of America was led by West Middle Students; Amber Campbell and Allen Calderon-Chavez; and West Montgomery High Students; Jessica Chesney, Christina Kelly, Christopher Tonet.

With no one signing up to address the board, the meeting proceeded to the recognitions.

American Education Week is being proclaimed for November 11 – 17th. From our teachers, teacher assistants, and all of those who are involved in children's education, we thank you for your dedication. Be sure and tell them thank you when you see them next week.

West Montgomery High School Future Farmers of America group was presented a grant from the North Carolina Tobacco Trust to use in its programs. John Bledsoe from the NC State Agriculture Education group made the presentation to Jessica Chesney, Future Farmers of America, West Montgomery High School, President. The grant will be used to improve their animal facility for a farrow to finish hog facility.

The agenda moved on to the consent agenda. With a motion from Tommy Blake, along with a second from Ann Long, the board unanimously approved the consent agenda as follows:

- 1) Minutes from the October 1, 2012 regular meeting and the October 17th, 2012 special meeting of the Montgomery County Board of Education
- 2) Personnel and Auxiliary Reports as follows:
 - a. Upon the recommendation of the principal, approval of the following addition to the substitute teacher list:

Noncertified

Recommended By

Record Check

1) Ashlee Panzer

Beth Lancaster

Yes

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Gary Noah Resignation	Mt. Gilead Elementary Custodian	October 28, 2012
2) Ashley Huneycutt Resignation	East Middle School 8 th Grade Science	November 19, 2012

- c. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Julius Ryan 10/09/2012	CIS Site Coordinator	County Office Transportation	Robin Haithcock
2) Robin Haithcock 10/09/2012	County Office Transportation	Mt. Gilead Elem. Teacher Asst.	Angela Deaton
3) Alice Lewis 10/15/2012	Child Nutrition Sub	Child Nutrition Part-time Child Nutrition-Mt. Gilead	Rosa Martin

- d. Upon recommendation of the superintendent, approval of recommendation for employment of the following non-certified personnel:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Cheryl Kearns 10/18/2012	Troy Elementary EC One-on-One	Yes	New Position
2) Sherri Wall 10/03/2012	County Office Cafeteria Sub	Yes	
3) Ashley Asbill 10/29/2012	Green Ridge Elem. Teacher Assistant	Yes	Shannon McNeill
4) Linda Baldwin 10/29/2012	East Montgomery High ISS Coordinator Part-time	Yes	Julius Ryan

Joan Frye, principal of West Middle School, along with West Middle's, Landy Hilger, Social Studies and Communications Teacher; and Debra Knowles, Art Teacher presented what strategies they use that positively impact their students. PDSA is implemented, and it does many positive things for teachers and students. The very process requires the effort to improve. The topic is to adapt the teaching to the goal to reach. Students influence their own learning, with the focus on their goals. Student feedback allows the teacher to know what works best. On a particular goal they did not reach, students gave suggestions on how to achieve that goal. Students participate in the process. Art Teacher, Debra Knowles makes connections through

art. It makes you reflect on what works and what doesn't. Her classes make connections using common core. Often the projects that she uses mimic math or language connections. Students get to learn about cultural connections such as making masks from other cultures. They do research on the culture, make cultural statements, and do their masks. Three cultural days are planned to make a connection with African, Asian, and Latino Days.

Jack Cagle, principal of West Montgomery High School, along with Technology Teacher, Kathy Wright and students Brandon Moore and Shae Cole, presented information on their multi-media web design classes. They made a web page, added codes, used Wikipedia and are learning animation. They participated in their first NASCAR Initiative 1080 using science, technology and math and placed third in the challenge.

Todd Beane, principal at Montgomery Learning Academy presented the Academy's 2012-2013 ABC Goals and asked for approval from the board. With a motion from Ann Long, and with a second from Sandra Miller, the board unanimously approved the goals.

Ben Grindstaff gave an update on accountability. The North Carolina Department of Public Instruction has determined that we need to reestablish the letter grades. It is in draft mode at this time. The previous way of showing improvement or decline was not understood very well.

Superintendent Ellis presented a letter received from the AdvancED Team Chair, Dr. James Brown, which thanked Dr. Sue Hatley, staff, and schools for all of their commitment to making things go smoothly for their review.

Board member Ann Long made an address on the results of the AdvancED review results concerning cultural diversity and meeting those needs. "Throughout my years as a teacher, administrator, and board member, I have always been a proponent of all students succeeding in school and in life. After going through the AdvancED process recently, I have been doing a lot of reflecting on the progress that we're making in Montgomery County. A few years back, former Superintendent Dr. Donna Peters invited a team of people from Cleveland County to talk about strategies that need to be put in place to make sure all students are successful, and they specifically gave us strategies on how to close the achievement gap between minority students and other students. One of the many things I remember from their visit is how they encouraged everyone to look at the NC School Report cards annually that are released by the NC Department of Public Instruction. After reviewing the most recent report cards for our schools that were released last week, I started to get very concerned.

One phrase that has become popular in the educational arena is to say "we want ALL students to achieve at high levels." That sounds good, but are we really doing that? As I looked over the most recent achievement data and the data from previous years, I started to see a troublesome trend. In many cases within our district, our black students' overall proficiency is going down, while other groups including white, Hispanic and sometimes even Limited English proficiency students' composite scores are rising, and they are achieving at much higher levels than our black students. The academic achievement gap is an issue in Montgomery County and other counties across the state. However, instead of moving forward as some counties are, the data suggests we are going backwards. The achievement gap in Montgomery County is getting wider. This is unacceptable and very alarming to me.

If we're truly in the business of helping all students achieve at high levels, this is something we need to deal with. The PDSA model and the PLCs may be working for some students, but they are evidently not working for all students; and the "house model" or "the model for instructional excellence" as some call it, is falling down, it is learning to the side. There is a need for another pillar – and is a closing the gap plan.

I am purposely not calling out individual schools, because it is not about embarrassing anyone, it is about seeing where we need to improve and making plans to get there – and the

data suggest the achievement gap is a system-wide problem. However, even at one of our schools that has received extensive PDSA training, more than any other school, their overall student achievement was higher this past year than in previous years, however, once again, the gap widened between African-American students and the white students.

While we are reaching for the stars and trying to improve our ranking in the state, we must also stay focused on helping all students in Montgomery County. I encourage everyone here tonight to take some time and visit www.ncschoolreportcard.org. It will give you student achievement information for our schools and other schools across the state.

We need to go back to some of the strategies that were in place a few years ago. At one time, we had a closing the gap committee that met monthly. Community members, school-level employees and central office staff had an opportunity to come together and look at the data, share strategies and figure out a way to raise student achievement and close the gaps. We don't do that any longer. We don't have to sacrifice our high student achievement in other areas, but we merely need to formulate a plan for those who are being left behind. We've done it in the past, and I am sure we can do it again.

I feel there is also a need for cultural sensitivity training for teachers on how to effectively deal with minority students. District 5, and other parents and students across the county, are counting on me to speak up on issues like this. If not now, then when will we make sure all students are achieving at high levels. If we don't seize the moment to help all students succeed, then who will do it?

I hope everyone heard my heart tonight. It's not about me or any of us for that matter; it is about making sure ALL students are successful – in words and deeds. I am hopeful that we will implement more strategies and plans specifically focused on closing the gap. The same way we have plans for the SAT and ACT, AIG students, etc. – We need an active plan for closing the achievement gap and we need to stay up-to-date with our progress.”

Kevin Lancaster presented the following policies for first reading to be approved at the December 3, 2012 meeting.

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| ○ Policy Code 3102 | NEW | Online Instruction |
| ○ Policy Code 3226/4205 | NEW | Internet Safety |
| ○ Policy Code 4153 | DELETE | School Improvement Choice |
| | | Transfer |
| ○ Policy Code 4317-R | | School Uniforms |

Superintendent Ellis's remarks began with what is impacting student learning. This was gained from input from an advisory group of middle and high school students from Montgomery County Schools. Their comments showed us the direction of future discussions. Here are some of the future discussion items, pests, lunch, new & better foods, less strictness, senior privileges, new classes, more activities, and uniforms.

With a motion from Bryan Dozier, along with a second from Sandra Miller, the board unanimously approved going into closed session to discuss personnel and student discipline.

Upon reconvening, Chairman DeBerry then asked for a motion to adjourn. With a motion from Bryan Dozier along with a second from Tommy Blake, the board duly adjourned.

The next regular meeting will be held on Monday, December 3, 2012.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

