

# **CLAIBORNE PARISH SCHOOL BOARD**

## **EDUCATIONAL COMMITTEE MEETING MINUTES**

March 6, 2025

The Educational Committee met at the Claiborne Parish School Board, Homer, Louisiana, at five o'clock p.m. on Thursday, March 6, 2025.

*Present: EDUCATIONAL COMMITTEE: Patricia Stevens (Chair), Linda Knox, Stewart Griffin*

*BOARD MEMBERS PRESENT: William Maddox, Perry Anderson, Thomas Davidson, Roy Mardis, David Nokes*

Ms. Stevens, Committee Chair, opened the meeting with prayer followed by the Pledge of Allegiance.

Mr. Marco French, Instructional Specialist, presented the district-wide K-3 initiative, Project Read. He stated this initiative is data-driven from the DIBELS scores from the beginning and middle of this school year. The scores indicated that many 2<sup>nd</sup> – 4<sup>th</sup> grade students were performing below the proficiency levels necessary for successful promotion. This data highlighted the urgent need for intervention and targeted support to ensure all students are on track to meet grade-level expectations and continue their educational journey without being at risk for retention. The Project Read initiative will consist of completing fluency checks three times a week on all students, principals should know every child's status, monitoring closely all students progress and being able to articulate your school's data and teachers can articulate their classroom's data. A Project Read flyers will be posted on social media platforms and school websites encouraging parents, family members, community members, churches and educators to help make an impact by growing confident, lifelong readers. The flyers will be the exact same for each school; so, every child/parent/family member will have the exact materials. Mr. French explained how this initiative changes the narrative when it comes to education and how the process works.

Next, Ms. Claudia Haynes, Executive Master Teacher, presented the 2024-25 performance payouts, which includes the TAP payout and the LER payout, and the recruitment and retention stipends. The TAP payout pertains to Summerfield High, Homer Jr. High and Homer Elementary schools. The stipend amount is a possible \$2,000 per teacher. This payout is based on 50% observation (\$1,000), 30% individual SLT on Student Growth (\$600) and 20% overall school goal (\$400). The LER payout school goal amount is \$700. To achieve the school goal amount, a school must achieve at least one of the following descriptors: Overall 'A' progress index or 10+ point increase from previous year, overall SPS increase of 5 points or more, named Top Gains

School or other LDOE issued distinguishment, 3<sup>rd</sup>-8<sup>th</sup> overall assessment index increase of 5 points or more, and high school overall assessment index increase of 5 points or more. Each employee will be capped at \$700 for this award. The LER payout for individual performance is based on the overall average of observations, SLTs, and VAM and is subject to change. The amounts are: 4.0 - 5 (\$700), 3.0 - 3.9 (\$550), 2.5 - 2.9 (\$350) and 2.4 and below (\$0). To receive a 100% of these amounts for the school and individual payouts, an individual must hold a Louisiana level 1 teaching certificate or higher. Any non-certified individual (including PL, AN, or out-of-state licensed individuals) will receive 75% of this amount. Ms. Haynes stated the recruitment and retention stipend is an attempt to recruit certified teachers. Claiborne Parish will offer a recruitment stipend to current employees that are able to successfully recruit certified employees. The stipend will be \$750 at the time of hire (recruiter must be listed on application) and \$750 if the recruited employee obtains individual performance scores averaging a 3 or higher. The individual being recruited must hold a minimum level 1 license and the recruiter may only receive a stipend one time per individual. Certified and classified personnel qualify for this stipend.

Superintendent Brooks discussed Representative Rashid Young is working to secure funding for the possible return of a vocational-technical campus in Claiborne Parish. He asked the board to adopt a resolution in the following meeting to state our support of Representative Young and allow him to bring the resolution to the next session of the Louisiana Legislature.

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Mr. Chris Brooks, Secretary  
Claiborne Parish School Board