

Charlotte, North Carolina
August 8, 2000

**REGULAR BOARD MEETING OF THE
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Regular meeting on August 8, 2000, beginning at 6:00 p.m. in the Board Room of the Education Center. The meeting was televised on Channel 21.

PRESENT: Arthur Griffin, Jr., Chairperson;
John W. Lassiter; Wilhelmenia Rembert;
Vilma D. Leake; George Dunlap;
Molly Griffin; and Louise Woods

ABSENT: Lindalyn Kakadelis was absent.

Also present at the request of the Board were Eric J. Smith, Superintendent; Dr. James Pughsley, Deputy Superintendent; Frances Haithcock, Associate Superintendent for Educational Services; Greg Clemmer, Associate Superintendent for Operations; other members of the Senior Staff; Leslie Winner, General Counsel to the Board; and Levones T. Chisholm, Executive Secretary, serving as Clerk.

CALL TO ORDER

Chairperson Griffin, presiding, called the meeting to order and led the members in the Pledge of Allegiance.

On motion by Chairman Arthur Griffin, Jr., seconded by George Dunlap, the Board voted unanimously to move that the Board go into Executive Session, pursuant to GS 143-318.11(a)(6) to discuss a personnel matter. All Board members present voted to approve the motion.

MINUTES APPROVED 9/26/2000

ACTION ITEMS

Approval of Administrative Personnel – Dr. Smith said there are no recommendations for the August 8, 2000 meeting.

Recommend approval of Proposed Policy on Promotion, Retention, and Acceleration of students – **On motion by Ms. Woods, seconded by Mr. Dunlap, the Board voted unanimously to accept a substitute version of the policy provided and to read the substitute version.** IKE Policy Promotion, Retention and Acceleration of Students was read by Ms. Woods, copy is attached and made a part of the minutes.

Dr. Leake commented that the state does hold principals accountable for their decisions. Her concern is the role of the teacher in the decision-making process because the teacher is the one who is actually involved in the day-to-day process with the students and maintains contact with the parents. The teachers are not being afforded the same rights as the principal in this process. Without violating the state law, how can we say that the teacher must have or could have some more input in this process? The role book is most important in this process, how do we integrate this into that process?

Ms. Woods stated the principal makes the final decision according to state law although the teacher is an equal partner in the decision making process. The classroom teacher and the principal's judgement should be what is best for the educational welfare of the student. Parents will also be contacted and conferred with in this decision. **Dr. Leake** said I see where we have the parent involved in the IP but not in the decision process in the upper level of the decision making of the process. **Ms. Woods** said parents are involved in the entire process. They are involved in the intervention plan and the principal or his designee will confer with parents/guardians in the decision making process. **Mr. Dunlap** said his concerns with this policy have been addressed and he is happy to see parent involvement. When the regulations are written it should spell out exactly what the process is so that parents know exactly what tools, measurements or judgements that teachers and principals use to make the decision and their conclusion. **Ms. Woods** asked Dr. Smith or Dr. Haithcock to address the decision making process. Dr. Smith said a great deal of work has been done on the regulations that will be provided in the near future. Part of that is the Intervention Plan (IP) process that points out the specific areas of confidence, responsibility of the classroom teacher and responsibility of the family to get the child back on grade level.

Recommend approval of Proposed Policy on Staff Rights and Responsibilities

Chairman Griffin asked Dr. Smith to respond to this item. Dr. Smith read the document to be considered for adoption tonight rather than following the normal procedure of first reading, public hearing, second reading in order to establish a clear line for the policy regarding the screening practices of the Charlotte-Mecklenburg School System. The Policy was read by Dr. Smith. A copy is attached and made a part of the minutes.

Ms. Woods moved to accept the recommendation to have a new policy on Staff Rights and Responsibility. Mr. Puckett seconded the motion. All Board members present voted to approve the motion.

CONSENT ITEMS APPROVED IN ONE MOTION

On motion by Ms. Woods, seconded by Mr. Dunlap, the Board voted unanimously to approve in one motion Items III. C. – D. on the Consent Agenda.

- Recommend approval of requests for student reassignment and release of student to other school districts.
Category I 112 Recommended Approval
Category II 43 Recommended Denial
Category III 03 Recommended Approval
- Recommend approval of supplementary funding for *Smaller Learning Communities Grant*
- Recommend approval of Employment of a Relative of a Member of Senior Staff in Accordance with Policy #GB

Dr. Smith made comments on Item III. E. regarding his wife, Carolyn Smith. Mrs. Smith was previously employed with Gaston County Schools and is seeking employment with CMS. Dr. Smith said he is delighted with the Board's considerations. Mr. Puckett and Dr. Leake made comments to support that approval.

Ms. Woods said she continues to see transfers being given for daycare in middle schools that have daycare programs. It puts others at a disadvantage that do not have an afterschool program. She requested that we do not grant further automatic transfers for afterschool care where we have afterschool care available in nearby elementary schools. We are setting up a disadvantage for certain schools. Mr. Dunlap said we do not have a policy in place so he will not make comments about it at this point. Dr. Leake said she is piggybacking on Ms. Woods statements, that three Board members are afforded a change on this Board that is not a policy and would like some clarity that a group of parents can meet with one Board member and three Board members tend to make a decision that will affect all of us. She wants to be fair when it comes to pupil assignment appeals, do the right thing for all children. Concern about children who are given a transfer based on the IB program but are allowed to stay at that school although they do not stay in that program. Principals write letters to support students staying in their schools. Mr. Griffin said this will be addressed through the Policy Committee with regards to what occurs in Magnet Programs where students sign-up and what they do after leaving that particular program.

REPORT/INFORMATION ITEMS

Report on A+ Project - Chairman Griffin asked Dr. Smith to respond to Item IV.A. Dr. Smith called on Dr. Frances Haithcock, Associate Superintendent for Education Services, and Mr. Mike Turner, principal of Garinger High School, to give a presentation. The

A+Plan targets low and middle income level children with high levels of mastery of the essential curriculum. In an effective school, there are no differences in the proportion of students who first master the basic skills and then accelerate to rigorous advanced courses as a function of the group to which they belong. In other words, no child is condemned to educational failure because of his family background, race, socio-economic status or sex. Copy of presentation attached and made a part of the minutes. **Dr. Leake** Commented that she worked with Principal Mike Turner years ago at Northeast Middle School. He was doing a great job then and he is doing a great job now.

REQUESTS FROM THE PUBLIC

Rusty Loudermilk, referred to an e-mail he received from County Commissioner Bill James that was also sent to CMS staff members and BOCC about the possibility of diversion of Bond money. An unsigned letter was sent throughout the community addressing the inappropriate use of funds for parties, jewelry, computers and things of this nature. If the rumors are true, it needs to be looked into to make certain there is not inappropriate use of funds. He requested the BOE and the BOCC to investigate these allegations.

Willie Ratchford, representing the Charlotte-Mecklenburg Community Relations Committee. On July 18, 2000, the Community Relations Committee passed a Resolution on Education Bonds. Copies were provided for BOE members and the resolution was read by Mr. Ratchford. (Don Steger was scheduled to speak, however, Mr. Ratchford spoke in his stead.) A copy of Resolutions attached and made a part of the minutes.

Bill Farson, representing the Association of Band Boosters Organizations thanked the BOE members and Dr. Smith for their support in extending the time at halftime for football games. A band booster list was given to BOE members.

Mr. Griffin talked to Mr. Clemmer regarding parking for games at East Mecklenburg High School. The Band Boosters make a lot of their money at games. Parks & Recreation charge two dollars for parking but one dollar is given back to the school. Mr. Clemmer is working with Parks & Recreation to reach a workable solution. Mr. Lassiter said games should be accessible to schools. We need to work out a solution for students to ride the activity buses. **Mr. Puckett** piggybacked on what Mr. Lassiter said. **Ms. Woods** said she and Ms. Kakadelis discussed the parking issue with the Superintendent and were waiting for follow up. The same amenities given to the new schools should also be provided for older schools. **Mr. Griffin** stated that we will definitely talk about the bonds, not only in terms of this fall but also getting back on our cycle in 2001. We suggested to the community that a 10-year capital plan of 1.3 billion dollars is appropriate as related to growth in Mecklenburg County but also remain fair to the older facilities in regard to making sure that they benefit from the same type of amenities in terms of extracurricular activities. **Dr. Leake** said she appreciates the parents supporting students with the band program as it is a part of our system and one she enjoys watching the young people's participation. She would like to see school games scheduled at schools that are not in use, which will provide the necessary amenities. **Mr. Dunlap** said

he supports **Dr. Leake's** suggestion, having 13 high school stadiums, we probably have at least 6 stadiums vacant on the same night. These schools provide access to parking and concession stands. Proper scheduling will give East Mecklenburg and other schools the same rights and privileges. Mr. Dunlap said when we were initially told that the stadium was going to close we immediately reacted to that by doing what we thought was the best thing available but now that we have had time to look at the situation, we need to go back and look at how those games are scheduled. **Chairman Griffin** said we will address these issues. Dr. Leake asked that we call it the Leake Plan. **Chairman Griffin** said that it will be the Leake Plan. Dr. Smith commented that the changes made this year are for a 20 minute half-time for games where two Mecklenburg schools are competing. There is a 9-minute period of time for each band to perform, giving approximately 1 minute for each band to clear the field and ready to play football at the end of 20 minutes. North Carolina High School Athletic League rules call for a 15 minute halftime in regular game; this is an exception we have made for Mecklenburg games to perform 20 minutes. Band directors and principals agree we can make the necessary adjustments.

Report on Preliminary Plans to Address Needs of Low Performing Schools

Chairman Griffin called on Dr. Smith to respond to Item IV. B. Dr. Smith called on Dr. John Fries and Ms. Beverly Moore for the presentation. Dr. Fries said in order to have good outcome in test scores you have to have kids in school and they have to be there for testing. Any school that is experiencing any problems with attendance needs to address that system in order to get the outcome that they want. Dr. Fries reviewed what is required in the General Statute 115C 105. Before voting on that plan, the Board must notify parents that these schools have been identified as low performing and that process has already taken place. The principals are responsible for sending out notices to parents. This plan has to be made available to the parents for input from parents and staff, and given an opportunity for comments. Within five days after voting on the plan, the plan has to be sent to the State Board of Education. Beverly Moore highlighted the plan. There are four low performing schools this year. State Assistance Teams are being sent to three of the four schools. The low performing schools are: Thomasboro Elementary, Wilson Middle School, and West Charlotte High School. In addition, Olympic High School will also receive a Local Assistance Team. We are trying to provide additional assistance so that we will have no low performing schools. In order to provide additional service, we are putting together, from the system level, an Assistance Team. In all four schools, each one will be part of the A+ Intensive Support Initiative. The state will be provided with what we as a district are doing. The system will monitor that particular initiative. The two types of monitoring will be done by the Regional Assistant Superintendent responsible for the school with monthly meetings with the staff at that school. The Regional will meet with the administrator and principal for evidence of the types of visits you have had in the classrooms. The real power in this is consistent implementation. What we want to know is did that instructional focus lesson happen every day in every classroom. The consistency of this model does make it a little bit different. The second thing is there will be a joint meeting at the system level using some of the quality tools. Have we done what we said we would do at the school? Are there more things you need? If so, let us act on that in order to make the initiative successful.

The third part is that all four schools will be involved in a very extensive inservice related to the A+ Initiative. Some of this occurs in the building, other parts of it occur outside but there is an inservice for central office, principals, administrators and the teacher leadership at the school. There will also be specific information and inservice for staff members. The second prong of this has to do with the high schools that were designated as low performing. One of these initiatives relates to looking at the feeder schools to the high schools. Two things will happen to the feeder schools that feed the three high schools that we are involving in this initiative. They will all have the implementation of the A+. System support teams will be provided for those middle schools as well.

Additional services will be provided from the system level. The third phase of this is for the one school that did not have a state assistance team. This provides the ability for a local assistance team come to that school. At that school, four things will happen:

1. first, the teacher will have TPAI observations by outside people. Teachers needing additional help will have an action plan and lots of support.
2. The second thing is there will be a needs assessment at that school and based on that needs assessment a service plan will be developed.
3. There will also be some central administration support for the School Leadership Team.
4. Finally, there will also be a monthly report.

Chairman Griffin posed the question that it would help him to know what is broken, where is the hole in the education safety net? Is there a profile, description or characteristic of the various schools as it relates to a licensure problem, lateral entry, teachers who are teaching and are not certified in various subject areas? We are taking action but what is the diagnosis, so we will know that we are prescriptive. Give it back to me by saying here is the area where we have identified problems whether it is staff, materials or a combination of both. Provide us with the kinds of things you are doing so that we will be able, as a Board, to have another meeting to access where we are. We need to know how to intervene on a number of areas. Are your principals evaluating teachers or are other people evaluating teachers? If the principal is the instructional leader, let the instructional leader provide the feedback. Looking at all of the schools you are engaged in it would be nice to try and get some kind of profile of those schools and get the profile to the Board. The Board can then check off and say do we need to have more money. Instead of \$2,500 for a master teacher, we may need \$5,000 if you find that teachers do not want to go to those various schools. Is there a media center that is not automated? This will help me to better understand the intervention process if I know the profile of the existing schools. It would also help to have a greater partnering with wrap-around services where children are having unique problems in the neighborhood or at home with health issues or whatever. We can go to the County or Parks & Recreation and community agencies for assistance in these specific areas. Take these comments to heart and perhaps we can come back some time in the future and evaluate where we are starting from and what the midterm and the end looks like. **Mr. Dunlap** piggybacked on what Mr. Griffin said by saying what he would like to see is the report that you have spoken of. We have talked before about what it takes for a school to be successful. What I would like to know specifically is what we did differently this year in terms of staffing that we did not do previously. If a school has a high number of first year teachers, are

these the teachers that are in these schools? **Dr. Leake** commented if we go back to the plan that was presented to us three years ago, is it similar as it relates to low performing schools? Do we have the AVID program at Wilson and if so what kind of impact has it made? How many schools have been low performing schools within the last three years twice? What are we doing differently? What reports do we have from the previous teams that worked at those schools? We have not seen those reports yet. What recommendations need to happen at those schools to make them better? We need to know so that we can provide the necessary resources to get the job done. I am requesting a report of all of the low performing schools with state teams with their recommendations. Why would we not have the State Team at Olympic? I have a problem with the State Team because I do not see that they are changing or impacting anything in the building for the betterment of our children. We can provide the same resources that the state would give us if we were to do it. We need to hold the Regional Assistant Superintendents accountable and they need to provide a report. **Dr. Pughsley** met last year and formulated a group called the "Dream Builders of Retired Teachers." How do we utilize what we have to help us to help young teachers? We have asked for a coordinator of the Open Program at West Charlotte; we have yet to receive a report. I have concerns about the follow up and what we intend to do to impact the educational strength at the schools. We need to commit to do the right thing for all children. **Ms. Woods** said we need to build on the strengths of West Charlotte High School and it is important to maintain staff.

Report on Baseline Standards for Instructional Materials and Supplies

Report given by Dr. Susan Agruso.

- The purpose of the project is to establish a decentralized process for maintaining an accurate inventory of materials,
- set of guidelines for schools for maintaining an accurate inventory and for purchasing additional materials to meet baseline standards,
- and process for district-level audit terms.

The project consists of the following steps:

1. Determine the materials currently located at each school site.
2. Develop a database for the inventory for each school.
3. Develop guidelines for schools for inventory control and for monitoring expenditures.
4. Establish district audit process and other recommendations. Detailed report attached.

Following the report, **Chairman Griffin** asked Dr. Smith if he would make Dr. Agruso available for follow up questions from Board members. He instructed Board members to get with Dr. Agruso for follow up questions.

REPORTS FROM BOARD MEMBERS

Chairman Griffin made comments about construction work going on in various schools. **Dr. Smith** said all schools are scheduled to open on time inspite of all the construction going on. **Ms. Woods** reported she attended a bus driver's conference and was very pleased, she commended Mr. Clemmer and his staff.

REPORT FROM SUPERINTENDENT

The Superintendent had no further report at this time.

MOTION TO GO INTO CLOSED SESSION TO DISCUSS LITIGATION PURSUANT TO GENERAL STATUE 143-318.11 (a) (3), to consult with counsel concerning Jacob Palmer versus Charlotte-Mecklenburg Board of Education and Kesan Kennedy versus CMBOE; and Joyce Smith versus CMBOE pursuant to a Personnel Matter North Carolina General Statue 143-318.1186 in a matter related to personnel.

On motion by **Mr. Lassiter**, seconded by **Mr. Dunlap**, the Board voted unanimously to go into Closed Session, in accordance with North Carolina General Statue 143-318.11(a) (3) to discuss a personnel matter.

FUTURE BOARD MEETINGS

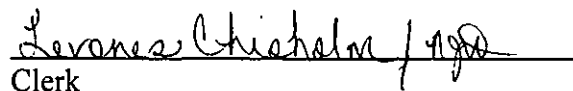
The next Regular Meeting of the Board of Education will be held on Tuesday, August 22, 2000 at 6:00 p.m. in the Board Room of the Education Center.

ADJOURNMENT

On motion by **Dr. Rembert**, seconded by **Ms. Griffin**, the Board voted unanimously to adjourn the Regular Board meeting at 9:00 p.m.



Chairperson



Clerk