

Approved by the Charlotte-
Mecklenburg Board of Education
April 11, 2006
Regular Board Meeting



Charlotte, North Carolina

January 24, 2006

**REGULAR MEETING
of the
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on January 24, 2006. The meeting began at 4:47 p.m. and was held in Room 267 of the Government Center.

Present: Joe I. White, Jr., Chairperson;
Kit Cramer, Vice Chairperson;
Kaye McGarry, Member At Large;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
George Dunlap (District 3);
Tom Tate (District 4); and
Molly Griffin (District 5)

Absent: Ken Gjertsen (District 6)

Also present at the request of the Board were Dr. Frances Haithcock, Superintendent; Maurice Green, General Counsel to the Board; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Ms. Leake, seconded by Ms. Cramer, the Board voted unanimously of those present for approval to go into Closed Session for the following purposes:

- **To establish and instruct the Board's staff and negotiating agents concerning the position to be taken by or on behalf of the Board in negotiating the price and other material terms of contracts or proposed contracts for the acquisition of real estate property pursuant to Section 143-318.11(a)(5) of the North Carolina General Statutes.**
- **To consult with counsel regarding the case of *Sugar Creek Charter School v. Charlotte-Mecklenburg Board of Education* pursuant to Section 143-318.11(a)(3) of the North Carolina General Statutes.**
- **To hear and discuss a personnel matter and to prevent the disclosure of confidential information pursuant to Sections 115C-319 and 143-318.11(a)(1), (5), and (6) of the North Carolina General Statutes.**

Chairperson White reconvened the Regular Board Meeting at 6:12 p.m. in Room 267 of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson;
Kit Cramer, Vice Chairperson;

Kaye McGarry, Member At Large;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
George Dunlap (District 3);
Tom Tate (District 4); and
Molly Griffin (District 5)

Absent: Ken Gjertsen (District 6)

Also present at the request of the Board were Dr. Frances Haithcock, Superintendent; members of the Executive and Senior Staffs; Maurice Green, General Counsel to the Board; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson White called the meeting to order at 6:12 p.m. The meeting was held in the Work Session format that the Board approved for the 4th Tuesday meeting of each month.

A. Pledge of Allegiance

Chairperson White called upon Ms. McGarry to lead those present and the viewing audience in the pledge of allegiance.

B. Adoption of Agenda

Chairperson White asked the Board to adopt the agenda.

Ms. Griffin moved, seconded Mr. Dunlap, that the Board approve the adoption of the agenda, and a discussion followed. Chairperson White asked the Board to approve adding three Action Items to the agenda as a result of discussions in Closed Session. He asked the Board to add to the agenda Action Item III. F., Recommend approval of the purchase of road right-of-way for the new Bailey Road Middle School project.

Ms. Leake moved, seconded by Ms. Griffin, that the Board approve adding Action Item III. F. to the agenda, and the Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

Chairperson White asked the Board to add to the agenda Action Item III. G., Recommend approval of the purchase of road right-of-way for the new Westmoreland Elementary School project.

Ms. Cramer moved, seconded by Ms. Leake, that the Board approve adding Action Item III. G. to the agenda, and the Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

Chairperson White asked the Board to add to the agenda Action Item III. H., Recommend approval of the Superintendent's 2005-2006 Goals to be used as a framework when considering the eligibility of a bonus for the Superintendent at the end of the 2005-2006 school year.

Ms. McGarry moved, seconded by Mr. Tate, that the Board approve adding Action

Item III. H. to the agenda, and the Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

Ms. Cramer moved, seconded by Ms. Leake, that the Board approve deleting Action Item III. E., Recommend approval of acceleration of new school construction via request for Certificates of Participation to be issued by the Board of County Commissioners from the agenda, and a discussion followed. Mr. Dunlap called for the question. Mr. Gauvreau asked to speak to the item. Chairperson White said the question had been called and asked the Board to vote on having the question called.

The Board voted 6-2 in favor of calling the question. Chairperson White, Ms. Cramer, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of calling the question. Ms. McGarry and Mr. Gauvreau voted against calling the question. Mr. Gjertsen was absent.

Chairperson White said Action Item III. E. has been deleted from the agenda. Mr. Gauvreau asked to speak to the item. Chairperson White said Mr. Gauvreau could not speak to the item. Mr. Gauvreau asked to appeal to the Chair. Chairperson White said the Chair has chosen to not recognize anyone for personal privileges at this time and Mr. Gauvreau has chosen to appeal to the Chair. It would take six votes to uphold the ruling of the Chair. Mr. Gauvreau asked for a point of personal privilege. Chairperson White asked the Board to vote on upholding the ruling of the Chair.

The Board voted 6-2 to uphold the ruling of the Chair. Chairperson White, Ms. Cramer, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of upholding the ruling of the chair. Ms. McGarry and Mr. Gauvreau voted against upholding the ruling of the chair. Mr. Gjertsen was absent.

Mr. Gauvreau called for a point of personal privilege. Mr. Dunlap called for the order of the day. Mr. Gauvreau said he has called for a point of personal privilege. Chairperson White said he has declined to recognize anyone for personal privilege at this time. Mr. Gauvreau asked to appeal to the Chair. Mr. Gauvreau asked are we going to have a meeting or are we just going to block public business week after week? Mr. Dunlap called for the order of the day. Mr. Dunlap said the meeting has an agenda that the Board voted on and the Board should follow that agenda. Chairperson White said he would rule that the Chair's ruling has been upheld by the Board vote.

Ms. Leake moved, seconded by Ms. Cramer, that the Board adopt the agenda as amended, and the Board voted 6-2 to approve the motion. Chairperson White, Ms. Cramer, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of the motion. Ms. McGarry and Mr. Gauvreau voted against the motion. Mr. Gjertsen was absent.

C. Community Report

1. Report on Military Magnet Program

Chairperson White called upon Dr. Haithcock to present the report. Dr. Haithcock said in October staff presented a recommendation for the creation of a 6-12 grades Military Magnet at Marie G. Davis Middle School. The recommendation includes a new facility

that will be built within the next two years. The recommendation was developed for several reasons. Several Board members have indicated an interest in a Military Magnet and it complied with expectations of reinventing high school options and providing students more choice. The report tonight will be in the Work Session format and will include staff involved with opening a Military Magnet in Charleston, South Carolina. Dr. Haithcock said the recommendation for the approval of a Military Magnet at Marie G. Davis Middle School is scheduled for a Board vote at the February 14, 2006 Regular Board meeting. Dr. Haithcock introduced Lieutenant General Henry Doctor, Jr., US Army, retired. Lieutenant General Doctor is a three-star General and was active in establishing the Military Magnet in Charleston. Dr. Haithcock introduced Dr. Cheryl Atkinson, Associate Superintendent for School Administration, who also was active in helping to develop the magnet in Charleston. Dr. Atkinson shared aspects of the Military Magnet Program. She said staff has been working to develop the concept of a Military Magnet Academy for some time. Staff believes this magnet will be very beneficial and will provide an additional magnet theme option for students. The Military Magnet will prepare and motivate young people to become great leaders and citizens through a strong Character Education Program. Dr. Atkinson said she was the Associate Superintendent for Charleston County Schools in South Carolina and she had the opportunity of having the only Military Magnet Middle School Academy at that time in the country in her district. She witnessed first-hand what high expectations and quality leadership development programs coupled with military structure can do in providing a solid academic experience. The Military Magnet features unique assets which include believing that every student can and will be successful; every cadet is an asset and failure is not an option; student leadership will be encouraged and rewarded at various parades throughout the school year; and every cadet will learn military procedure and participate in physical training. The faculty component will be comprised of highly qualified personnel dedicated to the needs of every cadet. A Military Magnet Program is not a discipline school but rather a school that builds discipline. The school will have structured processes in place but that will not be the main focus of the program. The military has flawlessly mastered the challenges of providing quality training and education at a superior high level with rigorous standards across all races and socio-economic statuses. Dr. Atkinson said the Board is scheduled to vote upon the Military Magnet School at the February 14th Regular Board Meeting and approval will allow staff to move forward with developing more details around the framework that will be presented tonight. Dr. Atkinson said staff is attempting to develop a portfolio of theme-based schools where students within CMS can connect with a school based on their interests. Dr. Atkinson introduced Robbie Kale, Director of the Magnet Programs, to share components of the program; Colonel Harry Ray, Jr., Director of Army Instruction, CMS JROTC Director, ROTC Curriculum Director, to share some lessons learned from his visit to the Charleston Military Program; and Lieutenant General Doctor, Jr. to share information on establishing the Military Program in Charleston. Ms. Kale said CMS has conducted research on Military Programs and Magnets over the past several years and the plan they developed reflects this research. Ms. Kale reviewed the vision of the Magnet Program; the commitment by the district; the learning outcomes; and special activities/conditions for students. Colonel Ray said he has completed a lot of research on military programs. He has reviewed military programs in Chicago, Illinois, and Richmond, Virginia, and visited the program in Charleston, South Carolina. Colonel Ray said the Military Program in CMS will start with grades 6-10 and will consist of 500 students the first year. It is essential that the middle school and high school programs begin at the same time. Enrollment criteria includes students will apply through the Magnet Application Process and they must want to attend; students who live within a one-third

mile radius of the school have a 20% priority to apply to the school; students must be promoted to the next grade; students and family will attend an application interview; academic records, discipline, attendance, and desire will be reviewed; and a continuation requirement will be established. Colonel Ray said there are many benefits and successes associated with a Military Program. These include increased opportunities for college scholarships and Military Service Academy appointments; reduced tardies; attendance rates increased by 6%; discipline rates improved by 34%; 94% of the seniors graduate on time; enhances life skills necessary to succeed in college and the work force; and focuses on citizenship, responsibility, decision-making, problem solving, and communicative skills. Colonel Ray believes the CMS Military Magnet School could host district and regional Military Program events and serve as a showcase for this part of the country. The uniqueness of this Military Magnet concept includes combining the middle and high school Character Education Program; is centered around the North Carolina Standard Course of Study; enhances leadership opportunities; provides a safe, structured, orderly learning environment that promotes academic achievement; expands faculty weighted with certified instructors with military background; requires daily wear of school JROTC uniforms by students and faculty; enhances community service involvement; and encourages financial support from local communities. Colonel Ray said the CMS JROTC Program is one of the fastest growing programs in the southeast and has grown by 10% to 12% per year. Colonel Ray anticipates the same successes for the proposed Military Magnet. General Doctor said he was asked to be the Military Advisor to the Planning Team for the Military Program in Charleston in January 1996 and he later became the Chair of the Advisory Board. He is still affiliated with the Military Magnet Academy. He said the proposed plan for CMS is a great thing and encouraged the Board to approve the concept. General Doctor said he would talk about opportunities, responsibilities, and community which are the foundation of our nation. The cornerstone of that foundation is our children and the future of children is the responsibility of everyone. We owe our children a challenging education that will prepare them for the changing world and nothing we do is more important. General Doctor shared his experiences in helping to develop the Military Magnet Program in Charleston and its successes for the students and the school district. He said the number one focus must be academic excellence and to be better prepared to deal with the present and future challenges. The military type programs develop leadership skills and discipline; physical and mental fitness; builds strength, endurance, and self-confidence; and high ethical and moral standards build integrity and loyalty. General Doctor believes the CMS Military Magnet will be an excellent educational opportunity that will be the perfect choice for many parents and students. He said the Military Magnet is not a recruiting school for the armed forces and it is not a disciplinary school for trouble makers. The military structure serves to support the academic programs of the school and the combination of this results in a more educated and intelligent student. General Doctor said the Military Program in Charleston has been very well received by the community and its successes have been very impressive. As a result of these positive results, the Charleston program is expanding and should be completed in 2008. General Doctor said his experiences with the Charleston program have been great and he encouraged the Board to approve the CMS Military Program because it will offer real hope for students. A discussion with Board members followed. Ms. McGarry believes the Military Program has the potential to be very successful in Mecklenburg County. She said this involves two issues - the approval of the Military Magnet and approval of the location of the school. Ms. McGarry asked has CMS explored other locations for the school? Dr. Atkinson said staff has been focused on building the program. The program could be implemented in any location but staff has not reviewed alternative sites at this point. They could pursue this if the Board

chooses but she is not aware of any empty CMS buildings that they could be utilized. Ms. McGarry asked the Superintendent and Chair to review other locations before the Board votes on this item next month. She also asked that the recommendation for approval be separated. She asked that the approval of the Military Magnet require one Board vote and the approval of the location require another Board vote. Ms. McGarry asked what are the fiscal implications of this item? Dr. Atkinson said our funding follows students and where there are students we provide adequate staff. There should not be additional costs associated with this school. CMS will supply this school as we do other schools as funding is based on students. Ms. McGarry asked if the tutorials and the Saturday school involve volunteer help or would that require additional funds? General Doctor said in Charleston they formed a 501-C-3 non-profit that provides money for additional costs such as the homework programs, assistance in purchasing uniforms, and summer camp activities. Ms. Cramer asked how important is a military presence in the community to the success of a Military Academy? General Doctor said it can be done without a military presence. The Charleston program used assistance from the Citadel and the local air force base. He said it is important to know that the Charleston program has a requirement that 50% of the faculty have a military background. Ms. Cramer said the Charleston program did a survey of the parents to determine how much interest there was in the military program. She believes this would be a great tool for marketing the school to people who would be interested. Ms. Cramer asked has CMS done a parent survey on this concept? Ms. Kale said CMS has not done this at this point. Ms. Cramer believes this would be a good step because it would provide a natural base of people to market the program to. Ms. Kale said after the Board makes its decision, staff will finalize the details of the program and begin to move forward. Staff has discussed the need to get input for any magnet program. Ms. Cramer asked what is the target size of the program? Ms. Kale said the program will start with 300 middle school students and 200 high school students with a maximum of 400 students in each level at completion. Dr. Atkinson said CMS currently operates after school tutorials and there are funding sources for that already in our budget. Some of our schools have Saturday Programs and they use extended day funds for those programs. The Military Magnet School would have those same type of funds available. Mr. Dunlap said he is in full support of this program. Mr. Dunlap asked what impact does this program have on our existing JROTC programs at other high schools? He asked will this program be strictly army or will it include influence from the navy, marines, and air force? Colonel Ray said this program will not be a multi-service program. He explained the congressional mandate and funding assistance from the government for military programs. Ms. Griffin asked how many students are currently in the Charleston program and has it been a popular program? General Doctor said the first year they had to use a lottery system because there were more applicants than they had seats available. They currently have almost 600 students in the program. Ms. Griffin asked if the program draws from a diverse group of children? General Doctor said they do have representation from diverse groups but it is not balanced. The program draws from the entire county. Ms. Cramer asked how many females are in the program? General Doctor said probably 5% more than boys. Colonel Ray said nationally 60% of the cadets are female students. Mr. Gauvreau said programmatically this concept is fine. He shares Ms. McGarry's concern about the school's location. He does not believe this program should be located at Marie G. Davis Middle School because that location will not draw the number of students needed to support the program. He said one of the tenets of the program in Charleston that is driving the student achievement level is extending classroom time. Mr. Gauvreau said CMS has not started this concept but he is very supportive of this idea. He believes staff should do further analysis on the location of the Military Program because it could be a

big cost drain. Mr. Gauvreau would support the Military Program at another location and believes all CMS schools could learn from the elements of the program. Ms. Leake is supportive of the program because it will enhance the district. Ms. Leake encouraged the community and Board to support the Military Program because it will provide support for our students and enhance student achievement.

II. CONSENT ITEMS

- A. Recommend approval of minutes
 - September 27, 2005 Regular Board Meeting
 - October 11, 2005 Regular Board Meeting
 - January 10, 2006 Closed Session
 - January 12, 2006 Work Session
- B. Recommend approval of requests for student reassignment and release of students to other school districts
- C. Recommend approval of supplementary funding request from New Schools Project/Department of Public Instruction for Early College High School (CMS - CPCC)
- D. Recommend approval of supplementary funding request from New Schools Project/Department of Public Instruction for Early College High School (CMS -UNC Charlotte)
- E. Recommend approval of amended School Improvement Plans for Non-Title I Schools for 2005-2006 (NCLB)
- F. Recommend approval of resolution for supplementary funding request from the Federal Government for Federal Impact Aid

Ms. Griffin moved to adopt the Consent Items A. through F., seconded by Mr. Dunlap, and a discussion followed. Ms. McGarry said she had questions on Consent Items C., D., and E. Ms. McGarry said the fiscal implications for Consent Items C. and D. are \$40,000 for the first year. She asked what are the costs after the first year? Dr. Haithcock said both of these are planning grants only. The \$40,000 would be used to review the feasibility of opening an Early College or a Middle College on the campus of UNC-Charlotte or Central Piedmont Community College. During the planning year, a budget would be developed to open one of these facilities and at that time a recommendation with fiscal implications would be presented to the Board for a Board decision to go forward. Ms. McGarry said regarding the No Child Left Behind (NCLB) funding, she understands that all the funds in North Carolina are not being spent at the local level. She said in 2004 and 2005, the state of North Carolina returned \$300 million to the federal government. Ms. McGarry asked how much funding does CMS receive for NCLB and has CMS utilized all the funding they receive? Dr. Haithcock said she would provide the exact amount of NCLB funding received by CMS at a later time. She said CMS does not revert state money. CMS has an auditing system that reviews monthly the federal resources received, where those funds have been spent, and the balance of those funds. Dr. Haithcock said CMS does not return any funds. Chairperson White reminded the Board that they agreed that if they had questions regarding the Consent Agenda they would meet with the Superintendent or staff prior to the Board meeting to ask those questions. Ms. Leake asked that Johnson C. Smith University, Livingstone College, and other minority colleges be considered for this initiative.

The Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

III. ACTION ITEMS

A. Recommend approval of appointment of administrative personnel

Chairperson White called upon Dr. Haithcock to present the recommendation. Dr. Haithcock presented two personal appointments for approval.

- Barry Blair named principal of New Technology High School at Garinger High School. Mr. Blair has a Master of School Administration, Gardner-Webb University, and a Bachelor of Science, English, Appalachian State University. Mr. Blair previously served as assistant principal at Garinger High School.
- Natasha Thompson named principal of International Studies School at Garinger High School. Ms. Thompson has a Master of School Administration, UNC-Charlotte, and a Bachelor of Science, English Education, North Carolina A&T State University. Ms. Thompson previously served as assistant principal at West Charlotte High School.

Upon motion by Ms. Griffin, seconded by Ms. Cramer, that the Board approve the administrative appointments, the Board voted 8-0 to approve the motion. Mr. Gjertsen as absent.

Ms. Leake asked that the Board shake the hands of the appointees. Chairperson White said it would not be appropriate at this meeting because of the room set-up.

B. Recommend approval of naming of five small schools at Olympic High School

Chairperson White called upon Dr. Haithcock to present the recommendation. Dr. Haithcock called upon Ann Clark, Regional Superintendent for High Schools, and Pam Espinosa, principal at Olympic High School, to present the recommendation. Ms. Clark said at the last Board meeting the Board approved the names for the two schools at Garinger High School. The two new schools at Garinger High School will only have 9th graders next fall. The five new schools at Olympic High School will have a full school conversion in the fall which will include grades 9-12. There will be approximately four hundred students in each of the five schools. Ms. Espinosa said they have worked with parents and teachers in designing the schools. They have had parent meetings and received input from the current teachers and students in considering the names of the schools. Ms. Espinosa said the first choice names for the five schools are as follows:

- School of International Studies & Global Economics at Olympic
- Math, Engineering, Technology and Science at Olympic (METS)
- School of International Business & Communications Studies at Olympic
- Renaissance School at Olympic
- School of Biotechnology, Health & Public Administration at Olympic

Upon motion by Mr. Dunlap, seconded by Mr. Tate, that the Board approve the recommended names for the five schools at Olympic High School, a discussion followed. Mr. Gauvreau said he would support this motion. He believes CMS should focus on building smaller schools and not just rename big factory schools into five smaller schools. He will support this as a pilot but will not support this in the future as this must be controlled.

The Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

- C. Recommend approval televising the second Board of Education meeting of the month in the workshop format

Chairperson White said he asked that this item be on the agenda.

Mr. Dunlap moved, seconded by Mr. Tate, that the Board approve televising the second Board of Education meeting of the month in the workshop format, and a discussion followed. Chairperson White said the Board has an existing policy that allows the Board Chair and the Superintendent the authority to televise meetings whenever possible if they choose to do so. Prior to Christmas, the Board also approved a pilot program that the second Board of Education meeting would not be televised when held in Room 267 of the Government Center. The Board agreed to revisit this item in the new year after the installation of the new Board members. Chairperson White said if the Board should approve not to continue to televise the second meeting, the existing policy would have to be rewritten.

The Board voted 6-2 to approve the motion. Chairperson White, Ms. McGarry, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in favor of the motion. Ms. Cramer and Ms. Griffin voted against the motion. Mr. Gjertsen was absent.

Ms. Cramer asked that the remaining changes that the Board intends to make in the workshop setting be completed by the next meeting. Chairperson White said he is working hard to complete this process but all Board members are not going to agree on it and the majority will have to rule.

- D. Recommend approval to move appointment of administrative personnel from Action to Consent on the Board meeting agenda

Chairperson White said he asked that this item be placed on the agenda as a result of the request from a number of Board members. This recommendation is to move the appointment of administrative personnel from an Action Item to a Consent Item on the Board meeting agenda.

Ms. McGarry moved, seconded by Mr. Dunlap, that the Board approve moving the appointment of administrative personnel from an Action Item to a Consent Item on the Board meeting agenda, and a discussion followed. Chairperson White said there is misunderstanding throughout the community and with this Board about what this Board does and does not do. There are those who believe the Board should be a policy Board. The state requires more of a School Board than to just be a policy Board. The Board must approve certain items and they cannot be taken off the agenda. The state requires School Boards to approve the naming of new schools and the appointment of principals. He said in an effort to reach a compromise of having an agenda more oriented to student achievement, he is asking the Board to approve moving certain business items to the Consent Agenda. Chairperson White said this item would require the majority of a Board vote. A discussion with Board members followed. Ms. Leake asked could Board members pull this item for discussion if it is on the Consent Agenda? Chairperson White said, yes, this item could be pulled. Ms. Leake said it is important that the Board continue to shake hands with the new appointees by the Superintendent because it contributes to the retention of staff and provides rapid feedback by saying thank you to

our personnel. Ms. Leake believes this provides a personal touch and this is important in the recognition of staff. Chairperson White said it is important to recognize staff. This would be the decision of the Board and it would take a majority vote. We have stated as a Board that principals are the most important people in each of our schools, we expect a lot from them, and we appreciate them. Mr. Gauvreau said the Board has spent ten minutes on the last two motions but would not discuss his item which was more important. Mr. Gauvreau said this is wrong and Chairperson White should have afforded him a point of personal privilege because every person has had an opportunity to speak. Mr. Gauvreau believes the Chairperson is conducting the meeting wrong.

The Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

- E. Recommend approval of acceleration of new school construction via request for Certificates of Participation to be issued by the Board of County Commissioners

Item deleted.

- F. Recommend approval of purchase of road right-of-way for the new Bailey Road Middle School project

This item was added to the agenda as a result of discussion in Closed Session.

Mr. Dunlap moved, seconded Ms. Leake, that the Board approve the purchase of road right-of-way needed for the new Bailey Road Middle School project from KSB, LLC, a portion of tax parcel nos. 005-331-24 and 005-331-05 for the purchase price of \$7,520.00. The Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

- G. Recommend approval of purchase of road right-of-way for the new Westmoreland Elementary School project

This item was added to the agenda as a result of discussion in Closed Session.

Ms. Leake moved, seconded by Mr. Dunlap, that the Board approve the purchase of road right-of-way needed for the new Westmoreland Elementary School project from (a) Mr. Winston Mayhew and Ms. Janice Mayhew, a portion of tax parcel no. 005-142-10, for a purchase price of \$1,964 and (b) Ms. Ruby Jones, a portion of tax parcel no. 005-081-08, for a purchase price of \$3,144.00. The Board voted 8-0 to approve the motion. Mr. Gjertsen was absent.

- H. Recommend approval of the Superintendent's 2005-2006 Goals to be used as a framework when considering the eligibility of a bonus for the Superintendent at the end of the 2005-2006 school year

This item was added to the agenda as a result of discussion in Closed Session.

Mr. Dunlap moved, seconded by Mr. Tate, that the Board approve the Superintendent's 2005-2006 Goals to be used as a framework when considering the eligibility of a bonus for the Superintendent at the end of the 2005-2006 school year. A discussion followed. Mr. Gauvreau said he would not be able to support this motion because the Board is trying to rush something through. These are the same goals that we have had in this school district since Dr. Eric Smith, who was a previous

Superintendent. These goals are out of touch with a management role that the Superintendent should possess.

The Board voted 7-1 to approve the motion. Chairperson White, Ms. Cramer, Ms. McGarry, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of the motion. Mr. Gauvreau voted against the motion. Mr. Gjertsen was absent.

IV. REPORTS / INFORMATION ITEMS

A. Report/Update on Exceptional Children Inclusion

Chairperson White called upon Dr. Haithcock to introduce the report. Dr. Haithcock said last spring staff presented to the Board an Inclusion Plan that provided a different type of program for Exceptional Children in the district. The plan was a bold statement by CMS to reinvent the delivery system for Exceptional Children (EC). Staff believed this effort would enhance student achievement not only for EC but also for classrooms in general. The development of the CMS Inclusion Plan involved research by staff and a nationally recognized consultant for developing the proper procedures for an inclusion plan was hired. Staff also received feedback from principals regarding their inclusion practices and experiences. Staff reviewed pilots from other districts, discussed the needed decisions for moving forward, and how to roll the plan out to bring it to scale in the entire county. Dr. Haithcock said the Board endorsed the model for a pilot and that process has begun. The first waive of the implementation of the Inclusion Plan included eighteen schools. Twenty-nine schools were added this year. Next year, the rollout will include sixty schools and over the next three years every school will be participating in the initiative if the results continue to be positive. The report tonight will include the results thus far for the initial implementation. Dr. Haithcock said the CMS results and the organization of the actual implementation of the Inclusion Plan in a large urban district have received national recognition. Staff has been invited to present at an International Conference because of the success of initiating the process. Dr. Haithcock said it is very important for the Board to understand what inclusion is because EC are a very important part of our school community. Board members frequently receive questions about the education for EC and the types of programs available for them in CMS. Dr. Haithcock said she would like the Board to understand that CMS has one of the best Inclusion Programs in the country. The purpose of this report is to share the results of the pilot program and to inform the Board about the rollout proposal for the next two years. The report will also include information on the easy Individual Education Plan (IEP), which is electronic, that all students must have in order to comply with IDEA Legislation. Dr. Haithcock said the new legislation requires that every teacher for Exceptional Children have a laptop computer and it is mandated that every student's IEP be placed on the computer. Dr. Haithcock invited Dr. Jane Rhyne, Assistant Superintendent for Exceptional Children Programs, and her staff to present the information. Dr. Rhyne said in Spring 2005, the Board received a presentation from the EC Department on inclusive practices in the district. The report will be an update on this initiative as we move to full implementation. The report will focus on academic achievement; instructional support; inclusive practices; easy IEP; and facilitated IEP meetings which are the five areas that support inclusive practices. Each area is rooted in providing access to the general curriculum and improved academic achievement for students with disabilities. The EC Department has worked in close collaboration with colleagues in general education. The focus on academic achievement is evident in the growth that is being demonstrated by students with disabilities. Dr. Rhyne reviewed data results for students with disabilities in reading,

math, English I, and Algebra. The data results will be closely reviewed to determine methods to improve the Inclusion Plan and the academic success of EC students. Dr. Rhyne said the EC Department provides support to teachers working with students with disabilities. The three categories of support provided by the EC Department are instructional, compliance, or rapid support. CMS has seen positive results when EC teachers are provided instructional support. This is evident not only in improved student achievement results but also in improved teacher retention rates. Dr. Rhyne said inclusive practices are evident in CMS. These include the Bright Beginnings and Exceptional Children Programs; the implementation of the Occupational Course of Study in each high school which allows students to receive instruction at their home high school; the reduced numbers of Cross Categorical and Specialized Behavior Support classes for 2006-2007 school year (next year there will be twenty-nine fewer classes); Project Raise; and System-wide implementation of Inclusive Practices at the Kindergarten level. Dr. Rhyne said Adequate Yearly Progress (AYP) is very important in providing inclusive practices. Academic progress is evident in the eighteen schools participating in Phase I of inclusive practices. Of the schools implemented with inclusive practices last year, 44% made AYP compared to only 33% prior to the implementation. Of the category of students with disabilities, which is an AYP category, only 22% of the schools made AYP prior to the implementation of inclusive practices compared to 28% after the implementation. The number of schools participating in inclusive practices is increasing and this summer sixty additional schools will be trained. Dr. Rhyne reviewed easy IEP. Easy IEP is an intranet data-based system that allows schools to complete EC documents on-line. CMS began using this in 2003. As of January 2005, CMS mandated that all IEPs in the system be completed on-line. This is over 14,000 IEPs. In January 2006, CMS mandated that all other EC documents are required to be completed on-line as they become due. Currently, CMS has 2,225 active users which include EC teachers, therapists, psychologists, and administrators. The advantages of using an on-line system include it is easier to maintain compliance at the school level; availability of immediate retrieval of IEP information; immediate access to folders on students relocating; and no lost EC folders which is very significant. Dr. Rhyne said CMS is advanced on the concept of facilitated meetings. The importance of facilitated meetings is just beginning through the reauthorization of IDEA but CMS began having facilitated meetings three years ago. CMS has trained EC staff on facilitation skills particularly as it relates to conducting IEP meetings. The benefits of having facilitated meetings include a strong focus on the student; outcomes are controlled by participants; staff and the parents maintain a good working relationship; and open communication. The goal is to provide a win-win situation for school staff and parents because both are about the education of the student. Dr. Rhyne said the primary focus for the future is to continue the growth that has been accomplished with positive trends and academic achievement, and to continue to implement Inclusive Practices successfully. Dr. Rhyne asked the Board to support the expansion of inclusive practices in the District. She also asked that the Board know and understand the district's bold plan for Exceptional Children and to articulate the plan to their constituents and the community. A discussion with Board members followed. Ms. Leake asked has the number of EC students who are black males decreased? Ms. Leake said at one time there was discussion about decreasing the number of black males in the program. Dr. Rhyne stated that the CMS EC numbers in general are below the state cap level. The state cap level is 12.5% and CMS is at 11.5%. This has remained level over the past several years. National research has indicated that there are more males in Special Education Programs than females, probably 4:1. Dr. Rhyne said CMS completed an audit a year ago. The CMS records indicated that African American males were more dominant in certain categories. CMS is

continuing to monitor this and the state continues to monitor this as well. Dr. Rhyne said she would provide the percentages at a later time. Ms. Leake asked what does CMS do to prepare Lateral Entry Teachers with the necessary skills to work with the students who have the greatest needs? Dr. Rhyne said across the nation the supply of Special Education Certified teachers is not as great as the demand. CMS must rely on Lateral Entry Teachers and that is why CMS has the instructional support system in place. The support system begins for teachers prior to the start of school and it continues throughout the year. This support system has been very successful and CMS has retained 95% to 100% of their EC teachers. Dr. Haithcock said CMS has used Rapid Support Teams which has also been successful. Dr. Rhyne reported that one of the new EC Lateral Entry Teachers at the elementary level from last year has just been nominated as the teacher of the year for that school. Ms. Leake asked what are the plans for Morgan School? Dr. Haithcock said she would provide information on Morgan School at a later time. Morgan School is being reinvented and it will reopen at a different location with a new plan. Ms. Cramer asked how long has the instructional support been in place? Dr. Rhyne said this is the third year of having instructional support in place. Ms. Cramer said the statistics are great for the one-year teacher retention rates. She understands that teachers are considered beginning teachers for the first three years and CMS loses a lot of teachers during those first three years. She asked did CMS track the retention rates for the three-year period? Dr. Rhyne said they have this information and will provide it at a later time. Mr. Dunlap said he has heard many concerns from the community regarding EC. He asked does CMS still meet with parents regarding the IEP or is everything computerized? He believes it is very important that parents meet with staff to discuss their child's IEP. He said regarding the reduction of the Cross Categorical and Specialized Behavior Support classes, he has heard concerns that this is being done because it is cheaper. He wants to ensure that CMS is still meeting the child's needs. He said he has heard complaints from parents regarding suspensions as a result of the manifestation of a child's disability. He said he did not think CMS suspended students for this reason. He asked for information on how CMS handles students when they act out as a result of a manifestation of their disability. He said a parent said his child had a one-on-one class environment at his previous school but not at CMS. He asked what are the one-on-one specifications for EC students? He said he has also heard concerns from parents that EC students don't matter, CMS is moving them to create space for other children, and CMS is moving them out of the program. Mr. Dunlap believes CMS must do a better job informing EC parents and addressing their concerns. Mr. Dunlap said parents have been unimpressed with the graphs that compare the increased academic achievements of EC students compared to non-EC students because they do not believe that CMS taught them anything in the first place so it is easy for that group to move forward if you start teaching them. Mr. Dunlap said he would like to have the district's response to this comment. Dr. Rhyne said she would respond to some of Mr. Dunlap's questions at a later time. Dr. Haithcock said she wants to ensure that all parents know that they must attend the IEP meetings and the parents are present when staff enters the IEP information on the computer. Dr. Rhyne said classes are not being reduced because it is cheaper. CMS reviews one-by-one what children need. CMS will continue to offer the full continuum of services required by IDEA which means CMS will continue to offer self-contained programs, public-separate schools, and pull-out resource. CMS believes because of the inclusive practices and other programs in place in the district, the need for a more restricted environment of taking a child out of their home school is becoming less and less needed. Teachers in the home school are being trained on how to provide services in the home school without removing a child. This is definitely not being done for financial reasons. Mr. Dunlap expressed concern about the reduction of twenty-nine

classes and believes that is a drastic drop. He said this is a concern for parents and he encouraged CMS to do a better job of communicating to the community. Mr. Gauvreau said he has the same concerns as Mr. Dunlap. Mr. Gauvreau believes CMS implemented the Inclusion Plan and did not communicate it properly to the public. He believes there is a lot of debate and questions that are not included in the CMS Inclusion Plan. He said the statistics do not rationalize or justify the policy of Inclusion as being a good policy. He does not believe this is a valid comparison. Mr. Gauvreau said the budget for Special Education Programs in CMS has increased 93% over the past eight years. He expressed concern that the Board may be adopting policy that is causing people to flee the public school system. Dr. Haithcock said this initiative was done for a number of reasons. Research shows that if inclusion is done right, academics go up. The good news about this data is it shows in some cases it increased but in general it did not decrease. This is the first year of implementation and it will take about three years to get the plan going right. Staff was happy with the results of the data because it is indicating that we are on the right track and CMS was doing a better job. The Inclusion Plan was also implemented because it would provide a better educational opportunity with more qualified teachers. Dr. Haithcock said the results from the data from the first year shows that CMS made a good decision. In the next couple of years, the results will improve and the implementation process will also improve. Dr. Haithcock asked that Board members notify staff of parental concerns to ensure they are handled correctly and to review the data carefully.

V. REPORT FROM SUPERINTENDENT

Chairperson White called upon Dr. Haithcock to present her report. Dr. Haithcock said great things are happening in CMS and reported on the following items:

On January 17th, about 3,500 CMS teachers and staff attended a seminar by Ron Clark. Mr. Clark is a former North Carolina teacher who uses humor and motivation to move students forward. He is respected worldwide for his successful work with disadvantaged students in rural North Carolina and in inner-city Harlem. Mr. Clark was also the 2001 Disney Teacher of the Year.

Ashley Mobley, a third grade teacher at Lake Wylie Elementary School, was nominated as a finalist for the Disney Teacher of the Year for 2006. She was selected from 50,000 nominees nationwide. Each will receive \$10,000, a trip to Disneyland, and \$5,000 for their school.

On January 26th, one hundred and forty-nine CMS teachers will be recognized as new National Board Certified Teachers. Dr. Haithcock invited Board members to attend the event. CMS is among the top five districts in the nation with the highest number of National Board Certified Teachers. These teachers will be added to the nearly 1,000 current National Board Certified Teachers in CMS.

Tanya Shank, a science teacher at Bradley Middle School, was one of seven teachers in the United States to be selected to participate in the Solar System Educators Program. Ms. Shank will travel to Cocoa Beach, Florida to study the Solar System. This is a project managed through the NASA Jet Propulsion Laboratory.

Vicki Hamilton, Director of Athletics, won the state and regional recognitions as Athletic Director of the Year. Ms. Hamilton was recently named the Southern District Athletic

Director of the Year. She and five other finalists will now compete for National Athletic Director of the Year.

Dr. Haithcock said this is just a handful of the extraordinary people we have in the system making extraordinary efforts. She thanked all the district educators in CMS for doing such a great job.

Dr. Haithcock announced that Dr. Cheryl Atkinson, Associate Superintendent for School Administration, has been accepted as a Broad Fellow. She has been selected to participate in the prestigious Broad Superintendent Academy. This is a ten-month program that is designed to prepare CEOs and senior executives from business, non-profit, military, government, and educational backgrounds to lead urban public school systems. The graduates of this program are placed in superintendent or senior cabinet level positions within eighteen months of graduation. Participants cannot apply for acceptance into the academy. Participants are invited by Broad and only eighteen candidates are selected. Dr. Haithcock said Dr. Barbara Jenkins, former Assistant Superintendent for Human Resources, was also selected.

VI. REPORTS FROM BOARD MEMBERS

Molly Griffin said she has received many questions and concerns from parents regarding the district-wide 4x4 schedule change in high schools for next year. She wanted the public to understand that CMS will be providing more information on this soon.

Larry Gauvreau reported that a U.S. Congressman from Colorado would be speaking at Phillip O. Berry Academy of Technology on January 30th. He is on a national tour addressing the issue of undocumented workers.

Kaye McGarry attended the Annual Public Officials Breakfast and Discussion hosted by the Junior League of Charlotte. The topic of this year's event was the Healthy Child Initiative. She was a guest speaker at the Dilworth Rotary Club and spoke on the pros and cons of CMS. She also attended the Hood Hargett Breakfast Club of America event which honored Chuck Hood for providing Student Athlete Scholarships to CMS students for the past ten years. Ms. McGarry asked, for the record, that for future workshops and meetings the agendas for those meetings be provided to Board members at least 24 hours, preferably 48 hours, in advance of the meeting. This would better prepare Board members for the discussions at those meetings.

Kit Cramer reminded Board members that there was a Consultation Visit from Broad on Friday and Saturday, January 27th and 28th, at the Leadership Academy. Board members would receive a draft copy of the Theory of Action on January 25th along with the Core Beliefs and Commitments. These items will be discussed on Saturday.

Vilma Leake said Walter G. Byers Elementary School had a Kindergarten March in honor of the Martin Luther King, Jr. holiday. She commended Reid Park Elementary School for hosting a curriculum information meeting for parents. She attended the Martin Luther King, Jr. Program at Northwest School of the Arts. This was a very successful event and many CMS students were represented in art and writing. She announced she would be hosting a District 2 Meeting on January 31st at the library on West Blvd at 6:00 p.m. She recognized and thanked Dr. Ralph Taylor, Executive Director of Alternative Education and Safe Schools, for doing an excellent job. Ms. Leake expressed sympathy

for the families who have recently lost students and noted how this impacts the whole school system.

Tom Tate said he also had heard concerns from parents regarding the new 4x4 high school class schedules. He attended the recent Planning Liaison Committee meeting.

George Dunlap said he also heard concerns about the 4x4 schedule. He thanked the residents of District 3 for attending the District 3 Meeting. This was an exciting meeting and they were able to address important topics and concerns of the people in District. He said regarding the recent focus of the media on suspensions, he supports having a safe learning environment but not because teachers have poor classroom management skills. Mr. Dunlap asked that the Superintendent provide some evidence that administration is following the guidelines set forth in the Student Rights & Responsibilities Handbook. He said the concern is that for some of the violations there are incremental steps for punishment. He wants to ensure that all steps are being followed because some parents believe their child did not receive the incremental steps. He wants to ensure all staff members follow the same guidelines and students are being disciplined fairly.

Chairperson White asked Board members to provide him their appointments to the Consensus Building Committee which Governor Martin has agreed to chair. He asked Board members to provide Ms. Griffin or Mr. Green items for the Board's Legislative Agenda. Chairperson White said he and several Board members had the privilege of attending one of the most beautiful and moving events he had ever attended. The event was the celebration of the life of Samuel Clark Stevenson, who is the son of a former Board of Education member, Sara Stevenson. The event was held at Myers Park Methodist Church and the church was packed with people from all walks of life represented. He discussed the importance of people from all walks of life in the community coming together and caring about each other, and coming together for every student in the community.

ADJOURNMENT

By consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:50 p.m.

Chairperson, Joe. I. White, Jr.

Clerk to the Board, Nancy Daughtridge