

Approved by the Charlotte-
Mecklenburg Board of Education
November 12, 2008
Regular Board Meeting



Charlotte, North Carolina

July 22, 2008

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on July 22, 2008. The meeting began at 4:30 p.m. and was held in Room CH-14 of the Government Center.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Molly Griffin, Vice-Chairperson, (District 5);
Kaye McGarry, Member At-Large;
Larry Gauvreau (District 1); and
Tom Tate (District 4)

Absent: Trent Merchant, Member At-Large;
Vilma D. Leake (District 2);
George Dunlap (District 3); and
Ken Gjertsen (District 6)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; Maurice Green, Deputy Superintendent/Chief Operating Officer; Tyler Ream, Chief of Staff; and Nancy Daughtridge, Clerk to the Board.

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

- **To consult with the Board's attorneys on matters covered by the attorney-client privilege including but not limited to the following:**
 - a. **To consider student matters that are privileged, confidential, and not a public record;**
 - b. **To consider a real estate matter, and**
- **To consider a personnel matter of an administrative employee.**

The motion was made pursuant to Section 143-318.11(a) of the North Carolina General Statutes.

Chairperson White reconvened the Regular Board Meeting at 6:05 p.m. in Room 267 of the Government Center. CMS-TV Channel 3 televised the meeting.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Molly Griffin, Vice-Chairperson, (District 5);
Kaye McGarry, Member At-Large;
Trent Merchant, Member At-Large;

Larry Gauvreau (District 1);
George Dunlap (District 3); and
Tom Tate (District 4)

Absent: Vilma D. Leake (District 2) and
Ken Gjertsen (District 6)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; Members of Executive and Senior Staffs; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson White called the meeting to order at 6:05 p.m. Chairperson White welcomed everyone to the Board's only official meeting scheduled in the month of July. He noted that Ms. Leake and Mr. Gjertsen would not be attending the meeting tonight.

A. Pledge of Allegiance

Chairperson White called upon Ms. Griffin to lead those present and in the viewing audience in the Pledge of Allegiance. Ms. Griffin invited everyone to stand and join her in reciting the Pledge of Allegiance.

B. Adoption of Agenda

Mr. Dunlap moved, seconded by Mr. Merchant, that the Board adopt the agenda as presented, and a discussion followed.

Mr. Gauvreau requested that the Board table Report Item V.D. (Report on Federal Free and Reduced Lunch Programs as requested by Ken Gjertsen, District 6 Representative) because Mr. Gjertsen requested this item to be on the agenda and he would not be attending the meeting.

Mr. Gauvreau moved, seconded by Ms. Griffin, that the Board table Report Item V.D. (Report on Federal and Reduced Lunch Program as requested by Ken Gjertsen, District 6 Representative) until the August 12, 2008 Regular Board meeting, and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

Chairperson White said he would add this item to the agenda for the August 12, 2008 Regular Board meeting.

Ms. McGarry moved that the Board adopt the agenda as amended, seconded by Mr. Merchant, and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

C. Public Hearing on proposed amendments to Policy ECF, Energy Conservation

Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to open the Public Hearing. Ms. Griffin said with the permission of the Board, she would like to open both Public Hearings scheduled on the agenda. Chairperson White said that would be appropriate. Ms. Griffin said proposed amendments for Policy ECF, Energy Conservation, and Policy JCA, Student Assignment Plan, are before the Board for Public Hearings. The

proposed amendments to Policy ECF rewrites the policy in total, renames it to “Environmental Stewardship”, and indicates the Board’s strong commitment to strengthen and continue the efforts underway to protect and conserve the environment. Ms. Griffin reviewed the proposed amendments to Policy JCA, Student Assignment Plan. The Board’s current policy provides that should a child move during the school year he/she may remain at that school for the remainder of that year but for the next year must return to his/her home school. The Board did not make an exception for students who move during their junior year and therefore must leave their current school for their senior year. This proposed amendment provides that if a junior moves during the school year, he/she may continue to stay at that school for his/her senior year.

Ms. Griffin moved that the Board open the Public Hearing on Policy ECF and Policy JCA, a second was not required, and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

There were no speakers to speak to Policy ECF or Policy JCA.

Ms. Griffin moved that the Board close the Public Hearing on Policy ECF and Policy JCA, seconded by Mr. Tate, and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

D. Public Hearing on proposed amendments to Policy JCA, Student Assignment Plan

Presented with I.C.

II. REQUESTS FROM THE PUBLIC

Danita Mitchell expressed her concerns regarding her son’s school and the treatment of her family. She hopes to work the issues out with staff.

Delisha Covington is a CMS parent and employee. She expressed her concerns in trying to resolve issues with her daughter’s school and the treatment of her family. She has filed formal complaints and not received responses.

Elizabeth Rodriguez discussed the benefits of the Magnet Programs at Oaklawn Language Academy. She encouraged the Board to not eliminate that program.

Donna Jenkins-Dawson shared her concerns regarding budget cuts, 5th graders not passing End-of-Grade tests, student suspensions, dropout rates, and assaults on students and teachers. She encouraged the Board to not cut teacher positions, develop better solutions, and make better choices for all students.

Blanche Penn represented Winner’s Plus Agency and Key Fathers. She discussed the importance of fathers and men in the lives of students. She encouraged men to take students to school on the first day of school and to participate in school activities throughout the year. She encouraged schools to welcome fathers into their schools. She invited everyone to attend a Key Father event on August 9th at the police station located at 601 East Fourth Street.

Kelly Vazquez is a five-year old student at Oaklawn Language Academy. She represented the students at Oaklawn Language Academy and she encouraged the Board to not eliminate the French Program at Oaklawn Language Academy.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - May 28, 2008 Work Session.
 - May 29, 2008 Closed Session.
 - May 30, 2008 Closed Session.
 - June 5, 2008 Work Session.
 - June 6, 2008 Joint Meeting.
 - June 9, 2008 Work Session.
 - June 10, 2008 Closed Session.
 - June 11, 2008 Closed Session.
 - June 16, 2008 Closed Session.
 - June 19, 2008 Closed Session.
 - June 23, 2008 Closed Session.
 - June 24, 2008 Closed Session.
 - June 27, 2008 Closed Session.
- B. Construction Items.
 - 1. Recommend approval of construction contract for Carmel Middle School.
 - 2. Recommend approval of permanent utility easement area and temporary construction easement area agreements at Southwest Middle School.
 - 3. Recommend approval of permanent easement area and temporary construction easement area agreements at West Mecklenburg High School.
- C. Recommend approval of appointment of administrative personnel.
- D. Recommend approval of licensed/non-licensed hires and promotions for June 2008.
- E. Recommend approval of Academic and Cultural Enrichment Centers (ACE) 21st Century Community Learning Centers Expansion Grant.
- F. Recommend approval of Bailey Middle School and a future Charlotte-Mecklenburg high school, both at the Bailey Road site, to be annexed to the Town of Cornelius.
- G. Recommend approval of the adoption of a resolution authorizing the Director of Storage and Distribution to dispose of surplus school property at a public auction on August 13, 2008 at the Bond Street Warehouse.
- H. Recommend approval of requests for release of students to other school districts.
- I. Recommend approval of name change for Derita Alternative School located at 2300 West Sugar Creek Drive.

Ms. Griffin moved that the Board adopt Consent Items A. through I., seconded by Mr. Tate, and a discussion followed.

Ms. McGarry pulled G. and I.

Mr. Dunlap moved, seconded by Mr. Merchant, that the Board adopt Consent Items A. through I. excluding G. and I., and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

The Board discussed Consent Item G. Ms. McGarry said she had previously asked when would CMS change the process for Public Auctions and the sale of surplus property? She would like that response explained publicly. Dr. Gorman said there is a system in place that is similar to an E-Bay type format for government agencies to use that includes placing the items on-line and going through an on-line bid in auction format. CMS is scheduled in January to

use that format for an auction. CMS will compare that data to the previous auction process and review a comparison of revenues. Mr. Gauvreau said he recently decided to systematically vote “no” on any Action Items involving the auction process because of the quality of the valuables that this school system continues to give away that are taxpayers’ resources. He recognizes that some of the items are old and no longer needed but people in the community were surprised at the quality of the items. He is concerned that many items are valuable and could be used somewhere in the school system.

Mr. Dunlap moved, seconded by Mr. Tate, that the Board adopt Consent Item G., and the Board voted 6-1 in support of the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Dunlap, and Mr. Tate voted in support of the motion. Mr. Gauvreau voted against the motion. Ms. Leake and Mr. Gjertsen were absent.

The Board discussed Consent Item I. Ms. McGarry said this is the renaming of Derita Alternative School. She has reviewed the background of the naming process and how the names were selected. She would like additional information on how this recommendation was initiated. Dr. Gorman said the Community Association in which the school is located initially contacted him almost immediately upon his arrival at CMS. They expressed concerns regarding the “Alternative” name of the school and that the school works with some students who face great challenges. They felt the community was being identified with those students and that identification created challenges for their neighborhood including selling homes. Dr. Gorman has discussed this recommendation several times with the community as well as with a Board member. This recommendation was initiated several months ago and the school followed the CMS procedure for naming schools. The popular choice of the naming process and staff’s recommendation is Turning Point Academy.

Ms. McGarry moved, seconded by Ms. Griffin, that the Board adopt Consent Item I. (Recommend approval of name change for Derita Alternative School located at 2300 West Sugar Creek Drive to Turning Point Academy) and the Board voted 7-0 in support of the motion. Ms. Leake and Mr. Gjertsen were absent.

Dr. Gorman’s personnel appointments were as follows:

Appointment:

- Christian Friend named Executive Project Director for the Achievement Zone Learning Community. Mr. Friend has a Master of Arts in Social Science from the University of Chicago and a Bachelor of Arts in American History from the University of Pennsylvania. He previously served as Senior Relationship Manager for United Way of Central Carolinas from 2007 to present and Director of Community and Research Services for the University of North Carolina-Charlotte’s Urban Institute from 2004 to 2007.

Transfer:

- Anne Brinkley named principal at Eastway Middle School. Ms. Brinkley previously served as principal at Hidden Valley Elementary since 1999. Before joining CMS, Ms. Brinkley was a Team Leader for the North Carolina Department of Public Instruction Division of School Improvement and a principal in Robeson County.

IV. ACTION ITEMS

A. Recommend approval of proposed amendments to Policy ECF, Energy Conservation

Chairperson White said Action Items A. and B. are proposed amendments to Board Policy ECF and Policy JCA. The two items have been before the Board for First Reading and a Public Hearing was conducted earlier in this meeting. The policies are now before the Board for a Board vote. Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to present the recommendation. Ms. Griffin said the proposed amendments to Policy ECF, changes its name from Energy Conservation to “Environmental Stewardship” and it is the unanimous recommendation of the Policy Committee that the Board approve the proposed amendments.

Mr. Dunlap moved, seconded by Mr. Merchant, that the Board approve the proposed amendments to Policy ECF, Energy Conservation, and a discussion followed.

- Mr. Gauvreau said he wished more of the public were available to see the proposed changes. He would not support the recommendation because it is unnecessary that the Board should spend its time on this recommendation. He expressed concern that the Policy Committee took a simple, four-sentence policy and created a full-page of new complicated policy called Environment Stewardship which includes directing the Superintendent to make annual reports to the Board on processes, achieving goals, pollution prevention, resource conservation, sustainable development, etc. He is not sure what these items really are but they are unnecessary. He said this recommendation has no educational value. He asked what initiated this recommendation? Ms. Griffin said staff brought this as a recommendation to the Board through the Policy Committee.
- Ms. McGarry said she also has concerns regarding this item because usually as a result of policy changes regulations soon follow. She expressed concern that this recommendation creates a whole new department and jobs within CMS. She also expressed concern that the fiscal implications would be determined at a later time. The policy states to develop an Environmental Management System that would serve as the district’s environmental stewardship, long-range planning vehicle. The policy also calls for an annual report to the Board detailing progress in achieving the goals and objectives in each long-range planning area. Ms. McGarry asked who currently facilitates this policy and how will the proposed changes impact staffing? Dr. Gorman said he is proud that staff is presenting the recommendation to the Board and they look forward to ensuring that the school system operates in a more sustainable fashion. Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, to share additional information regarding the recommendation. Mr. Chamberlain said staff made this recommendation because it is the right thing to do. The City Council and Board of County Commissioners have preceded CMS in this initiative. They have already established environmental policies that essentially combine several efforts that were already being done under one umbrella. This policy proposes an effort to perform more efficiently. Regarding environmental compliance, CMS currently complies with environmental laws. Staff believes the energy conservation was very singular and not broad enough. Staff has proposed a policy that not only addresses energy conservation, which is resource conservation, but it also includes resource recovery and sustainable development. CMS has developed high performance design guidelines for schools that

include LEED (Leadership, Environment and Energy Design). CMS has a document in place to which we are designing our school facilities so that they incorporate sustainable measures. CMS is participating in sustainable purchases and both the County and City are onboard in this initiative. CMS can follow some of their practices and buy products that are good for the environment and good for the carbon footprint. CMS will focus on what do our activities do to contribute carbon dioxide into our environment? Mr. Chamberlain said he does not anticipate that the recommendation would require any additional staff. The proposed changes will put a number of programs that are already in existence under a single umbrella. Ms. McGarry said she is concerned about cost effectiveness as well as being good stewards of the environment and taxpayers' dollars. She expressed concern regarding the timing of this recommendation in the midst of implementing a hiring freeze and budget cuts in the classrooms and then two weeks later lifting the hiring freeze. She said this policy would create more bureaucracy. Ms. McGarry encouraged the Board and staff to implement the "Take Five Pledge" environmental initiative because it would not cost any money and it would help save the environment. One recommendation is to use energy efficient light bulbs because that would reduce carbon dioxide to equal taking 81,164 cars off the road. She said there are other ways that CMS can be good stewards of the environment. She is not opposed to being sustainable and being efficient with what we have but she is not sure a policy like this is necessary and the timing is wrong. Ms. McGarry said she would like to delay the vote on this item and consider it at a later time so that the Board could focus on their responsibility of educating students K-12. Mr. Chamberlain said that would be the Board's decision but he personally believes that is a mistake. He said regarding energy savings, CMS has energy savings and sustainable measures within our design guidelines that include energy saving lights and electronic ballasts. Three years ago, CMS entered into a \$7.5 million performance contract that is an energy savings contract. An element of this policy would be to develop a strategic energy plan. Today, CMS spends over \$20 million on energy. Staff believes in the first year, CMS could recoup ten percent of that by implementing some fundamental practices in the schools. This measure does not propose adding money to the budget. This policy would save CMS money. Ms. McGarry asked what is behavioral change? Mr. Chamberlain said this is cultural change such as turning off the lights when leaving a room. A number of schools are currently practicing measures of this type and staff would like to foster them system-wide. Mr. Chamberlain said these activities would not cost CMS any additional dollars and the timing is right for making behavioral changes. We cannot continue to live in an environment in which we pay \$4.00 per gallon for gasoline and drive one person per car to work and home everyday. Mr. Chamberlain said this policy would help foster changes. Ms. McGarry said she disagreed with that viewpoint. She discussed reasons for opposing the recommendation which included the measures should already be in place; this instigates another bureaucratic policy that implements seven additional objectives; and fiscal implications to be determined in the future in view of the proposed budget cuts.

- Mr. Dunlap is surprised this item has created so much discussion. He believes the arguments discussed actually provide reasons to support and approve the policy. This policy would implement energy saving measures such as changing lighting, installing waterless urinals, recycling water, and building green by adding natural lighting. These measures would reduce costs and help the environment. He believes reducing costs are a win-win situation and everyone should recognize and appreciate the benefits. He

discussed the benefits of making behavioral changes because there are no additional costs associated with those initiatives. He encouraged the Board to support what should be a non-controversial policy.

- Mr. Gauvreau said this is controversial because it is just like the Anti-Bullying Policy and it becomes the Trojan horse for the carbon footprint crowd. He said this should not be going on in a public school system and CMS should be focused on an educational environment because we are not the City or County. He discussed his reasons for opposing the policy.
- Ms. Griffin said she would fully support the policy. She believes it is a great idea because it recognizes the good work that CMS is already doing and outlines initiatives for improvement. The revisions to this policy go far beyond the current policy which was focused on conserving energy. This policy includes pollution prevention and that is a major concern world-wide. Ms. Griffin retracted her statement that it comes before the Board with the full support of the Policy Committee because she does not recall the vote by the Committee.
- Mr. Tate said he is in full support of the recommendation. He believes the policy has educational value because it provides students the ability to understand life values about the world in which we live that go beyond the basics of education. He is proud of the initiatives that CMS has implemented to make the system cleaner. This initiative would not cost the system more money because the savings of implementing the energy efficient improvements would offset any costs. He expressed concern that Board members would be opposed to an initiative that would reduce costs. Mr. Gauvreau requested a Point of Information. Mr. Tate declined the Point of Information.
- Mr. Gauvreau requested another opportunity to speak. He said everyone seems to believe that this would reduce costs. He would challenge anyone (staff, Board, and citizens) to show when the Board had ever cut costs on any of the construction items.
- Chairperson White said he is a strong advocate for environmental issues. He had the pleasure of serving as the chairperson of the Centralina Council of Government which is an organization to promote clean air. He recently visited Alaska and he is concerned about the conservation of that beautiful wilderness and global warming. He said we can educate children to be the smartest students in the world but if we do not leave them clean air to breathe and clean water to drink it will not make any difference. He said on behalf of the young people of the community, he is proud to drive a hybrid car and live in an energy efficient house.

The Board voted 5-2 in support of the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. McGarry and Mr. Gauvreau voted against the motion. Ms. Leake and Mr. Gjertsen were absent.

B. Recommend approval of proposed amendments to Policy JCA, Student Assignment Plan

Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to present the recommendation. Ms. Griffin said this is proposed amendments to Policy JCA, Student Assignment Plan, and it provides that a student who moves during his/her junior year can remain at that school for his/her senior year.

Mr. Dunlap moved, seconded by Mr. Tate, that the Board approve the proposed amendments to Policy JCA, Student Assignment Plan, and the Board voted 7-0 in

support of the motion. Ms. Leake and Mr. Gjertsen were absent.

V. REPORT/INFOMRATION ITEMS

A. Report on Budget Amendments for June 2008

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman said Report Items A. and B. are the monthly reports and they are as presented.

B. Report on Capital Project Ordinances for June 2008

Presented with Report Item V.A.

C. Report on End-of-Course and End-of-Grade Tests Data Review and Writing Assessment Results

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Jonathan Raymond, Chief Accountability Officer, to present the report on End-of-Course (EOC) and End-of-Grade (EOG) Tests Data Review and Writing Assessment Results. Dr. Gorman noted the following points regarding the testing results:

- Writing scores are up in all three tested grades (4th, 7th, and 10th) from last year.
- Math EOGs are up in grades 4th, 5th, 6th, 7th, and 8th (no change in 3rd grade).
- Achievement gap was narrowed in math (economically disadvantaged students).
- There were gains in EOCs for four subjects for which tests were not revised this year (English I, Geometry, Civics and Economics, and US History).
- Algebra I results dropped from last year.
- Physical Science, Chemistry, and Physics were tested for the first time this year.

Dr. Gorman said we are proud of the increases but at the same time we have a large gap in achievement, particularly, between Africa-American and white students. The report will address the increases over last year and the challenges we still face. The results are not improving at a rate that is fast enough, there is still an achievement gap, and the standards will get harder each year. The standards will become particularly harder approaching the year 2013-2014 when the according to *No Child Left Behind* legislation and Adequate Yearly Progress (AYP) 100% of our students will be required to be on grade-level to keep a school from being declared a failing school. Jonathan Raymond, Chief Accountability Officer, provided a review of the preliminary results of the state testing programs which includes EOC, EOG, and Writing Assessment. He also discussed the preliminary report on AYP. This year, the proficiency scores included students who are using an alternate assessment. In prior years, those scores were provided in a separate report. The state has modified and continues to modify the alternative assessments in some frequencies as every other year. Generally speaking, the alternative tests have lower pass rates than the standard test. The US Department of Education is just now providing guidance on how to determine the quality of alternative assessments and those are still under consideration by the US Department of Education. The numbers in this report have been adjusted to reflect the inclusion of alternative assessments. The first goal under the Strategic Plan 2010 is High Academic Achievement. The objective of the goal is 80% of students will achieve at or above standard on the EOG Writing Assessment in 4th, 7th, and 10th grades. Mr. Raymond reviewed the Writing Assessment data for 4th, 7th, and 10th grades, the results compared to the state, and the impact the results had on the

achievement gap. CMS students in 10th grade out performed the state average in Writing for the past four years. Twenty-five CMS schools made the 2010 Goal in Writing. Mr. Raymond reviewed the data for EOG Math assessments only because the Reading assessments would not be available until later in the year. This year, there was a new Science test for 5th through 8th grades and those results may be available in October. Twenty CMS schools met the 2010 EOG Math Goal. Twenty-seven schools met the Strategic Plan 2010 EOC Composite Goals. CMS reported a significant decline in the number of schools making AYP under the standards of the federal *No Child Left Behind* Act. The numbers are preliminary and could change when state Reading test results are released in the fall. The Math target in 3rd through 8th grade rose to 77.2% from 65.8%, meaning that more than three-fourths of a school's students must be rated proficient in Math in order to meet the target. Targets also changed in 10th grade. Math targets are now 68.4% and Reading/Language Arts targets were increased to 38.5%. Under the AYP guidelines, a school can have as many as forty-one separate targets to meet. Schools with diverse populations tend to have larger numbers of targets. Adequate Yearly Progress is measured for all the students in a school, as well as for nine subgroups within each school. Schools with high levels of diversity can increase the number of subgroups in each grade and could have up to thirty or more targets. The preliminary count by the state showed that 36 of the 158 CMS schools assessed in the district made AYP in 2007-2008 compared to 61 schools or about 40% a year earlier. Nine CMS schools missed making AYP by one target or they made 95% of their target goals and another sixteen schools met 90% to 95% of their target goals. Of the forty Title I schools in CMS, five made AYP. Mr. Raymond said staff is proud of the improvements and understand there are challenges ahead. Staff will continue to focus on the achievement gap. Dr. Gorman said staff will be bringing certain Curriculum and Instruction areas to discuss what is being done in response to this report. They will be presented to the Board at Regular Board meetings over the course of the next twelve months in an effort to bring more meaty and manageable pieces to Board meetings.

Board members were invited to make comments and ask questions.

- Ms. Griffin thanked staff for the inclusive data. She asked for a breakdown of the African-American data because she is concerned that achievement gap is not shrinking at a faster rate. She would like a breakdown of the African-American students versus economically disadvantaged and non-economically disadvantaged students because this may provide an insight to the gap. Mr. Raymond said he would provide that information at a later time.
- Mr. Dunlap would like that same information overlaid for the Magnet schools. He requested data based upon AYP and where those students are at Magnet schools and how they are performing. This information may help with his upcoming decisions regarding changing Magnet Programs. Mr. Dunlap said we have known that AYP standards would change every three years to become more rigorous. He asked did CMS implement changes to anticipate the expected changes in terms of the methods in which we teach Math and Reading? He asked how did CMS prepare for those expected changes? Dr. Gorman said change is coming but CMS is not totally focused on AYP. CMS is also focused on End-of-Grade and End-of-Course tests and those will turn around a positive impact on AYP. AYP is not used as the main driver. Mr. Dunlap asked what changes were implemented to change the course of direction for student performance, especially, regarding African-American students and dealing with the achievement gap? Dr. Gorman said initiatives have included the implementation of an Intensive Reading

Program in K-3; Midwood Program which is focused on the achievement gap; reconstitution of the four Challenge High Schools (West Charlotte High School has moved from thirty-nine to fifty-seven); High School Challenge Bonus Program; Science Program in which Independence High School has taken the lead on this program and that has helped to close the achievement gap in Biology; and Double Blocking courses. There have been a series of initiatives implemented and staff plans to do more. Dr. Gorman said staff will be providing the Board updates on specific topics and that information will include what is currently being done and the future plans for each topic. Mr. Dunlap asked did we learn that having high performance teachers at a school constituted a change or did reconstituting the school make a change. He believes if CMS knows what makes a difference, those initiatives should be duplicated at other schools. Dr. Gorman said improvements are not contributed to one item as a variety of initiatives have been implemented. He believes one of the most important factors is involving the parent and engaging them in the education of their child, having a high quality teacher in the classroom with engaging instruction that connects the student, and having a student that is committed to learning. Staff has seen success with programs, the involvement of the community, and great teachers but there is no one item. Staff is reviewing the results of programmatic impact and the results of the Read 180 Program compared to the Fast Forward Program. Staff committed to not implement any new programs until the existing programs have been evaluated for their impact. One of the greatest impacts of a program at the elementary level has been the Open Court Reading Program. He said the gap still exists and in most of the cases it is those students who live in poverty or African-American students. The Hispanic students are growing yearly but they are growing at the same rate as our other students. The gap cannot be closed unless we reach students earlier because ensuring students can read by end of 3rd grade makes a difference. Mr. Dunlap expressed concern regarding closing Magnet Programs based on the fact that students are not performing well. These factors impact learning and we have not been assured that these criteria are in place at the schools in which Magnet Programs have been recommended to be closed.

- Mr. Merchant said AYP makes him angry. He expressed concern regarding the sanctions of the required state tests. He said 100% proficiency is possible but many people believe it is an unrealistic goal. He encouraged staff to look beyond the federal mandates. He expressed concern regarding the achievement gap, the testing results for students in Math grades 3rd through 8th, and the gap between African-American versus white students. He is not sure how we should expect students to do well in high school and to graduate when they were not provided the basics of education in elementary and middle school. He said the reality of it is there are ten black students in a classroom and half of them cannot do math. These tests are not about mastery but about basic proficiency. He expressed concern that 50% of the black students are failing and it would be difficult to program out of those results. He said CMS has a lot of talent in the system but we do not have enough talent to be able to shift teachers to be able to Human Resource our way out of this problem. He said this should be about building relationships with the students because we cannot continue what we are doing. He encouraged staff to meet with students on the first day of school and do math one-on-one, relate to the students, and ask them questions. This involves other issues than just cultural differences. He encouraged staff to be aggressive and do something different. The results have been marginal and we must do better. He said his children will be fine but the world they live in will be

terrifying because many of the people will not have the basic skills to survive. This is a community problem and the Board should be leaders.

Chairman White interrupted the discussion to welcome the latest class of Junior Civics 101 to the meeting. This class also has the opportunity to attend meetings with the City Council and Board of County Commissioners as well as attend court proceedings and meet with the press as part of its study of local government. The League of Women Voters in partnership with Kids Voting sponsors the Civic 101 classes. Chairperson White also recognized Dr. Chris Folk, the facilitator of the class.

- Ms. McGarry said this is distressing information and the purpose of this discussion is to find solutions. She expressed concern regarding the significant drop in Algebra 1. She understood that CMS had implemented initiatives to improve the test results. She asked did CMS make any progress? Mr. Raymond said the test results are what they are and the Curriculum and Instruction Department are reviewing the results. Dr. Gorman said in regards to what are we doing? In reading, we have a program in place for the early grades with Intensive Reading. We do not have that math program in place at this time. Staff implemented Academy in Math and Double Blocking in Algebra, and these initiatives did not generate results. We understand that this problem does not start with Algebra because there is trouble prior to that point. To fix this, we must develop a program for younger students. CMS may be contributing to this problem because the students who are currently in the Intensive Reading Program (K-3) are now spending less time on math because we have said reading trumps math. CMS is behind in our math instruction compared to our reading instruction, and staff is addressing that issue.
- Mr. Tate said it is great that the test results show growth in areas. He asked is CMS on target for the goals set in the Strategic Plan 2010? Dr. Gorman said we are on target for some but not all. We are making progress for the majority of targets related to academic achievement but we are not making growth at a fast enough rate. Mr. Tate asked clarifying questions regarding the Focus High Schools and the emphasis on Midwood High School. Mr. Raymond said these are some of the more challenging students in CMS and they are many years behind. The program includes approximately two hundred students for intense focus. These results show how these students performed because otherwise they would have been dispersed throughout several high schools. This program provides these students the type of teaching they need and the results show there is more work to be completed. Dr. Gorman said 100% of these students were not at grade-level and that is how they got into Midwood High School. While we are not happy that only 18.1% of the students improved but that is an improvement over the previous year. Some of these students did not improve and will be returning to Midwood for a Midwood Year II Program. The students who are continuing back to their regular school program will follow a remediation plan. Dr. Gorman said staff is reviewing the option for another site and a 9-12 Program with an intensive environment for students similar to those at Midwood. Mr. Tate commended the five of the forty Title I schools for making AYP. He encouraged staff to review what they are doing and to duplicate those efforts at the other schools. Dr. Gorman said we are proud of those schools but staff is not only focusing on AYP. Dr. Gorman said he is a parent of a child attending a school that is considered to be failing by AYP standards. He is very pleased that she is attending that school and he believes the quality of instruction is outstanding for all students. Mr. Tate said CMS must follow stringent guidelines and he expressed concern regarding the

negativism that is expressed when those guidelines are not met. He is proud of the progress that CMS has made in the testing results.

- Mr. Gauvreau discussed research on the achievement gap in American and it should not generate the discussion it does with this Board. He said 70% of the achievement gap is caused by the number of parents in the home; the educational level of parents; the income level of the home; and the student's achievement level up to 2nd grade. That is why the achievement gap is the way it is and our trying to impact that is out of our control unless we take an approach to make dramatic changes such as adding a KIPP Academy and extending the instructional day. He encouraged staff to focus on the key components of the achievement gap because this is not about academics. We must impact what the home cannot. He said the High School Challenge and Bright Beginnings had marginal impact on the achievement gap. He expressed concern that this was focused on the same discussion and the Board is not making policy decisions based upon the causes of the real gap. Mr. Gauvreau expressed concern that the programs implemented do not matter and no change has occurred.
- Mr. Merchant said no one is happy with the results. We are in a challenging economy and people are looking for substantive change. He believes the climate is right to make dramatic change. He encouraged staff to review delivery methods and scheduling that includes a different way to teach rather than the ninety-minute blocks in high school because that could have an impact on achievement especially for those in the bottom twenty-five percent. He also recommended reviewing Magnet schools and focusing resources in terms of time, funding, and talent. He said this is an opportunity to make dramatic change. He suggested that CMS opt out of AYP and *No Child Left Behind*. He asked what is the ultimate sanction should CMS not meet the 2014 AYP Goals? Dr. Gorman said the threat is eventually the school would be taken over and it would be interesting to see the managing process of that step. Mr. Merchant does not believe that would ever happen. He believes CMS should set realistic goals that are actionable such as 87% proficient by 2014. Dr. Gorman said we could set our own goals but there are changes coming in the reauthorization of *No Child Left Behind* that may include replacing the 100% target with a growth piece such as annual growth or a value added concept based upon the growth of a student on a per year basis that will be more non-negotiable based upon growth. Mr. Merchant expressed concern that the current goals are not realistic and they cannot happen without divine intervention. He believes CMS should set realistic goals and measure the students against reality. Dr. Gorman said staff is reviewing this with the Accountability Department and the area superintendents using the new system EVAAS which measures growth or value added and setting more reasonable targets based upon all students growing a minimum of one year's growth in one year's time. CMS used this process when implementing Freedom and Flexibility with Accountability. Staff is transitioning its focus towards growth but we are still striving for the AYP targets. Mr. Merchant expressed concern that those goals are not reachable.
- Mr. Dunlap said students have different learning styles and research has indicated that some students learn best when the instruction is culturally relevant. He expressed concern that CMS has not participated in that initiative. He encouraged staff to review culturally relevant instruction for those students who learn differently. He said it may not really be an achievement gap but more of an interpretation gap, instructional gap, or a cultural gap. He said two students could be in the same class but each may have a

different outcome even though the environment was the same. He encouraged staff to review that there is something else and it may be that students learn differently. He said if we taught math differently to different groups of students the achievement might be the same. He encouraged staff to do something radically different such as experimenting with a group of students with parental consent. Dr. Gorman said in reviewing the achievement gap, what we have been doing is not enough. He is encouraged that the Intensive Reading Program will result in growth.

D. Report on Federal Free and Reduced Lunch Program as requested by Ken Gjertsen, District 6

Item deleted from the agenda with the adoption of the agenda.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman said he did not have a report to present.

VII. REPORTS FROM BOARD MEMBERS

George Dunlap said he recently returned from a ten-day trip to Mexico and the taxpayers did not pay for his trip. This was a great experience.

Molly Griffin reported that the Policy Committee meeting scheduled for Thursday, July 24th, had been cancelled. She said the next meeting scheduled in August would have a full agenda.

Kaye McGarry said she recently visited her family in Denver and lost her camera while on a field trip. She was pleasantly surprised that a Scout Master found the camera and contacted her. He was able to locate her because she had pictures of Kaye McGarry for School Board on the camera. She thanked the Boy Scouts for setting an example for all to follow. She invited everyone to join her for “Kaye About Town” at the Starbucks located on Wilkinson Boulevard on July 23rd from 7:30 a.m. to 9:00 a.m.

Tom Tate said there have been two Learning Community Meetings regarding Magnet Programs and Graduation Requirements. He encouraged Board members and the community to attend the upcoming meetings.

ADJOURNMENT

Ms. Griffin moved that the Board adjourn the meeting, seconded by Mr. Tate, and by consensus, the Board agreed to adjourn the Regular Board meeting.

The Regular School Board Meeting adjourned at 8:05 p.m.

Joe I. White, Jr., Chairperson

Nancy Daughtride, Clerk to the Board