



Approved by the Charlotte-  
Mecklenburg Board of Education  
February 10, 2009  
Regular Board Meeting

Charlotte, North Carolina

January 13, 2009

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on January 13, 2009. The meeting began at 5:01 p.m. and was held in Room CH-14 of the Government Center.

Present: Joe I. White, Jr., Chairperson, Member At-Large;  
Kaye McGarry, Vice-Chairperson, Member At-Large;  
Trent Merchant, Member At-Large;  
Larry Gauvreau (District 1);  
James Ross (District 3);  
Tom Tate (District 4);  
Molly Griffin (District 5); and  
Ken Gjertsen (District 6)

Absent: Vacant Seat (District 2)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; Hugh Hattabaugh, Chief Operating Officer; 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 the following potential litigation matter:**
    - i. **Charlotte-Mecklenburg Board of Education v. Skanska USA Building, Inc.**
  - b. **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.**

The Board held a Closed Session meeting from 5:01 p.m. to 5:50 p.m.

Chairperson White reconvened the Regular Board Meeting at 6:00 p.m. in the Meeting Chamber of the Government Center. CMS-TV Channel 3 televised the meeting.

Present: Joe I. White, Jr., Chairperson, Member At-Large;  
Kaye McGarry, Vice-Chairperson, Member At-Large;  
Trent Merchant, Member At-Large;  
Larry Gauvreau (District 1);

James Ross (District 3);  
Tom Tate (District 4);  
Molly Griffin (District 5); and  
Ken Gjertsen (District 6)

Absent: Vacant Seat (District 2)

Following Board action for Agenda Items I.C. (Election and Installation of District 2 Board Member) and I.D. (Election of Board Chairperson) attendance and titles were amended as follows:

Present: Molly Griffin, Chairperson, District 5;  
Kaye McGarry, Vice-Chairperson, Member At-Large;  
Joe I. White, Jr., Member At-Large;  
Trent Merchant, Member At-Large;  
Larry Gauvreau (District 1);  
Kimberly Mitchell-Walker (District 2);  
James Ross (District 3);  
Tom Tate (District 4); and  
Ken Gjertsen (District 6)

Absent: There were no absences.

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

## **I. CALL TO ORDER**

Chairperson White called the meeting to order at 6:00 p.m. Chairperson White welcomed everyone to the Board's first meeting of the year and the month.

### **A. Pledge of Allegiance**

Chairperson White introduced Kristen Childers, a 5<sup>th</sup> grade student at Idlewild Elementary School, to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the January character trait of "justice and fairness." Interesting facts about Kristen include she is a Charlotte native; an A/B honor roll student; serves as the student body president at her school; member of the Math Club; and plays on the coed school basketball team with Right Moves for Youth. This past summer Kristen studied medicine at Wake Forest University in the National Young Scholars Program. In addition to her school activities, Kristen enjoys playing basketball for her church in the Q-Foundation Impact Youth League. She is an excellent fisherman and a good cook. Both at school and at home, Kristen always demonstrates that she gives 100% in everything she does. Kristen was accompanied by her parents, Matthew and Andrea Childers, and her principal, Jane Collins. Kristen said justice is the use of authority and power to uphold what is right, just, and lawful. Justice as a character trait is a reward or penalty depending on your actions. Fairness would have to be included with justice as a character trait because to be a just person in the world towards others you must know how to be fair. Kristen strives to treat everyone with "justice and fairness." She encouraged everyone to treat each other with "justice and fairness" because that would make

the world a better place in which to live. Kristen invited everyone to stand and join her in reciting the Pledge of Allegiance.

B. Adoption of Agenda

**Mr. Tate moved, seconded by Ms. Griffin, that the Board adopt the agenda as presented, and a discussion followed.**

Dr. Gorman asked the Board for their consideration in deleting Consent Item III.F. (Recommended approval of administrative personnel) and Action Item IV.D. (Recommend approval of 2009 Legislative Agenda priorities) from the agenda. Dr. Gorman said there are no personnel appointments to present and Peyton Maynard, CMS Legislative Lobbyist, who was to join in the discussion for the Legislative Agenda is unable to attend this meeting. This item will be rescheduled for another Regular Board meeting.

**Mr. Ross moved, seconded by Ms. McGarry, that the Board approve deleting Consent Item III.F. and IV.D. from the agenda, and the Board voted 8-0 in support of the motion.**

**Ms. McGarry moved, seconded by Mr. Merchant, that the Board adopt the agenda as amended, and the Board voted 8-0 in support of the motion.**

C. Election and Installation of District 2 Board Member

Chairperson White said this item is the nomination, election, and installation of a new Board member to fulfill the unexpired term ending December 2009 for the District 2 seat. Chairperson White reviewed the process. Following the election and Installation Ceremony, the new Board member will immediately be seated at the dais to participate in the remainder of the meeting. The process includes opening the floor to nominations and the Board vote. Board members will have only one vote each round and the vote will be conducted in the order in which the candidates were nominated. With an eight-member Board it will require five votes to be seated. The Board's bylaws require that this process take place at this meeting and the Board will need to stay here until that is completed. Mr. Merchant asked for clarification regarding the bylaws requiring that this take place tonight. Chairperson White said he, Dr. Gorman, and Ms. Bartholomew, General Counsel, have reviewed the Board's bylaws and *Robert's Rules of Order* and the options the Board would have should they reach an impasse is to recess the meeting in order for the Board to reach an agreement because the Board's bylaws require this process occur at this meeting. Mr. Gauvreau suggested that the Board leave the seat vacant. Chairperson White said that is not an option. Chairperson White opened the floor for Board members to make nominations for the District 2 representative.

**Ms. McGarry nominated Deborah Hedrick Ware.**

**Ms. Griffin nominated Kimberly Mitchell-Walker.**

**Mr. Merchant nominated Richard McElrath.**

**Mr. Merchant moved that the nominations be closed on the said three names, seconded by Mr. Tate, and the Board voted 8-0 in support of the motion.**

Chairperson White declared the nominations closed. He said *Robert's Rules of Order* provides that nominees will be voted upon in the same order of nomination.

The Board voted upon the nominees as follows:

Ms. McGarry requested an opportunity to speak in support of Deborah Ware. Ms. McGarry said Ms. Ware is most qualified to serve District 2 and the residents of Mecklenburg County. She has commendable qualifications and will contribute to the Board with an open mind. She is well aware of the issues the Board faces and she would work as a team player to help move CMS from good to great.

**Ms. Ware received three votes. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted in support of Ms. Ware.**

Ms. Griffin spoke in support of Kimberly Mitchell-Walker. Ms. Griffin said Ms. Mitchell-Walker is a long time employee of CMS. She has a ground level understanding of what happens in CMS and the needs of CMS. She is a life long Charlottean and attended CMS schools. She would be an asset to the Board.

**Ms. Mitchell-Walker received four votes. Ms. Griffin, Chairperson White, Mr. Ross, and Mr. Tate voted in support of Ms. Mitchell-Walker.**

Mr. Merchant spoke in support of Mr. McElrath. Mr. Merchant expressed concern that Mr. McElrath's name would be eliminated from the process following his vote. He asked the Board to consider Mr. McElrath in the future. Mr. Merchant said Mr. McElrath is a decorated and recognized community leader and educator. He has been endorsed by the Black Political Caucus, former Board members, and community leaders. He has the most understanding of the types of issues the Board and the community must face.

**Mr. McElrath received one vote. Mr. Merchant voted in support of Mr. McElrath.**

Chairperson White declared Mr. McElrath eliminated from the nominations. The Board conducted a second round of votes.

**Ms. Ware received four votes. Ms. McGarry, Mr. Merchant, Mr. Gauvreau, and Mr. Gjertsen voted in support of Ms. Ware.**

**Ms. Mitchell-Walker received four votes. Ms. Griffin, Chairperson White, Mr. Ross, and Mr. Tate voted in support of Ms. Mitchell-Walker.**

**Each nominee received four votes and it was a tie.**

Chairperson White said the Board was at an impasse and called for a five minute recess so that the Board could talk among themselves in order to determine if the Board could come to an understanding. Mr. Gauvreau recommended that the Board table this item until the next Regular Board meeting.

**Mr. Gauvreau moved that the Board table this item until the next scheduled Regular Board meeting, seconded by Mr. Merchant,** and a discussion followed. Ms. Griffin expressed concern that this was not within accordance with the Board's bylaws. Chairperson White said this is not in compliance with the Board's bylaws and called upon Ms. Bartholomew to clarify the ruling. Ms. Bartholomew said Bylaw BBBE (Unexpired Term

Fulfillment/Vacancies) states that after such meeting at which statements of applicants are heard, the Board members, at their next regular meeting or at a special called meeting shall nominate such of the applicants as they may choose. After nominations, the Board shall vote on such nominees to fill the vacancy existing on the Board. The voting shall occur and continue until a nominee receives a majority vote of the Board members present and voting. Ms. Bartholomew said the Board may not suspend their bylaws and they must vote at this particular meeting as it is the first regular meeting following the presentations of the applicants and a decision will have to be made. Mr. Gauvreau said the bylaw is being interpreted awkwardly. This is an Action Item before the Board and if the Board wants to table the Action Item there is nothing that should stop the Board from taking that step. This is common sense and the bylaws are being interpreted too literally. Mr. Gauvreau encouraged the Board to support tabling this item until the next meeting. Chairperson White said the Board recently reviewed the option of suspending the Board's bylaws and that legally could not take place. Chairperson White expressed concern regarding the dangerous precedent the Board could be setting in starting to suspend its bylaws because it is in violation of the procedure. Chairperson White said the Board's bylaws are their bylaws and there is a process to follow to have them changed. Chairperson White ruled that he accepted the advice of the attorney and he will call for a recess but the Board may overrule that decision. Chairperson White called for a five minute recess and there was no objection from the Board members. Ms. Griffin noted that the Board must talk individually and could not hold a Closed Session in order to discuss this mater. Mr. Gauvreau encouraged the Board to vote upon his motion. Chairperson White said that Mr. Gauvreau's motion was not a legal motion and did not require a Board vote. Mr. Gjertsen recommended that the Board take another vote on the two individuals nominated.

The Board conducted another round of votes on Ms. Ware and Ms. Mitchell-Walker.

**Ms. Ware received four votes. Ms. McGarry, Mr. Merchant, Mr. Gauvreau, and Mr. Gjertsen voted in support of Ms. Ware.**

**Ms. Mitchell-Walker received four votes. Ms. Griffin, Chairperson White, Mr. Ross, and Mr. Tate voted in support of Ms. Mitchell-Walker.**

**Each nominee received four votes and it was a tie.**

Chairperson White called for a five-minute recess at 6:22 p.m.

Chairperson White reconvened the meeting at 6:30 p.m. Chairperson White said the Board will continue the voting process to determine a Board member for District 2.

**Ms. Ware received three votes. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted in support of Ms. Ware.**

Mr. Merchant requested an opportunity to speak. Mr. Merchant said he would have preferred that the Board followed Mr. Gauvreau's recommendation that this item be tabled until the next meeting. He has not had the opportunity to talk with the applicants because of illness in his family. He understands that this item will be moved to the end of the agenda if a decision is not made at this time but he will be leaving the meeting following the Board vote on the Board Chairperson because of illness in his family. He believes Ms. Mitchell-Walker is a good

candidate and he will trust the opinions of four of his colleagues over three of his colleagues.

**Ms. Mitchell-Walker received five votes. Ms. Griffin, Chairperson White, Mr. Merchant, Mr. Ross, and Mr. Tate voted in support of Ms. Mitchell-Walker.**

Chairperson White said Kimberly Mitchell-Walker has received the majority of the Board votes (five votes) and therefore has been elected as the District 2 representative. Chairperson White called upon Ms. Mitchell-Walker to come forward to participate in the Installation Ceremony. Chairperson White introduced The Honorable Rickye McKoy-Mitchell, North Carolina District Court Judge, to preside over the Installation Ceremony. Judge McKoy-Mitchell swore in Ms. Mitchell-Walker as the District 2 Representative of the Charlotte-Mecklenburg Board of Education. Chairperson White thanked Judge McKoy-Mitchell for attending the meeting to conduct the Installation Ceremony. Chairperson White invited Ms. Mitchell-Walker to meet the Board members and to take her seat at the dais. Chairperson White called upon Ms. Mitchell-Walker to take action that must be taken prior to Ms. Mitchell-Walker being able to participate as a Board member. Ms. Mitchell-Walker thanked the Board for their support and she looks forward to being a team player. Ms. Mitchell-Walker said effective immediately she would resign from her employment with CMS as senior administrative secretary at Plaza Road Pre-K.

D. Election of Board Chairperson

Chairperson White said the next item is the election of a new Board Chairperson and he called upon Dr. Gorman to conduct the nominations for Board Chairperson. Chairperson White said this will be the last time that he sits in the seat as Chairperson and he would like to say to the Board and the public that for over five years he has had the honor to serve as the Board's Chair. At times it has been a challenge but he has absolutely loved this role and will cherish it as an important part of his memories for the rest of his life. He thanked everyone for their support. Dr. Gorman thanked Coach White for his service as Board Chairperson. Dr. Gorman said the election of a Chairperson will proceed according to the following procedure:

- Call for nominations. The nominations will continue until every member has had the opportunity to place a name in nomination.
- The nominations will be closed.
- Following the close of the nominations and if there is more than one nomination for the seat, the votes will be called for in the order in which the nominees were nominated. The first person to receive the majority of the votes of those Board members present will be elected as the new Chairperson and will assume the office immediately.

Dr. Gorman opened the floor to nominations for Board Chairperson and he invited Board members to make nominations.

**Mr. Gauvreau nominated Kaye McGarry.**

**Mr. Tate nominated Molly Griffin.**

**Mr. Merchant moved that the nominations be closed on the said two names, seconded by Mr. White, and the Board voted 9-0 in support of the motion.**

**Kaye McGarry received three votes. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted in support of Ms. McGarry for Board Chairperson.**

**Molly Griffin received five votes. Mr. White, Mr. Merchant, Mr. Ross, Ms. Griffin, and Mr. Tate voted in support of Ms. Griffin for Board Chairperson.**

Dr. Gorman congratulated Ms. Griffin on her appointment as Board Chairperson and he turned the meeting over to Chairperson Griffin. Chairperson Griffin thanked her colleagues for their support in electing her Board Chairperson. She noted that Mr. Merchant was leaving the meeting due to illness in his family.

Mr. Merchant left the Regular Board meeting at 6:45 p.m.

## **II. REQUESTS FROM THE PUBLIC**

Malyn Pratt represented the League of Women Voters and discussed equity funding. She encouraged the Board to increase the spending in the areas that would reduce long-term costs for our community by increasing student achievement and decreasing the dropout rate in poverty schools. She presented the League of Women Voters' Call to Action Plan.

## **III. CONSENT ITEMS**

- A. Recommend approval of minutes.
  - October 28, 2008 Regular Board Meeting.
  - November 25, 2008 Closed Session.
  - November 25, 2008 Regular Board Meeting.
  - December 4, 2008, Special Meeting/Public Hearing.
  - December 9, 2008 Closed Session.
  - December 9, 2008 Regular Board Meeting.
- B. Recommend approval of licensed/non-licensed hires and promotions for December 2008.
- C. Recommend approval of supplementary funding request for Hawthorne TAPS.
- D. Recommend approval of supplementary funding request for Grants to Replace Aging Diesel Engines (GRADE).
- E. Recommend approval of Mr. White's, At-Large Representative, request of citizen appointment to the Equity Committee.

*Mr. White recommended Elizabeth Troutman as his appointment to the Equity Committee to fulfill an unexpired term ending November 30, 2010.*

- F. Recommend approval of appointment of administrative personnel.

*Consent Item F. was deleted with the adoption of the agenda.*

**Mr. Ross moved, seconded by Mr. White, that the Board approve Consent Items A. through E., and the Board voted 8-0 in support of the motion. Mr. Merchant was absent at the time of the vote.**

## **IV. ACTION ITEMS**

- A. Recommend approval of 2009 meeting schedule for the Board of Education

Chairperson Griffin said this item was the approval of the proposed 2009 meeting schedule for the Board of Education. The schedule includes the Board meeting the 2<sup>nd</sup> and 4<sup>th</sup> Tuesday of

each month with the exception of July in which there will be only one meeting on the 4<sup>th</sup> Tuesday of the month and December in which there will be only one meeting on the 2<sup>nd</sup> Tuesday of the month. The 2009 meeting schedule is as follows:

- January 13 and 27
- February 10 and 24
- March 10 and 24
- April 14 and 28
- May 12 and 26
- June 9 and 23
- July 28
- August 11 and 25
- September 8 and 22
- October 13 and 27
- November 10 and 24
- December 8

**Mr. Tate moved, seconded by Mr. White, that the Board approve the proposed 2009 meeting schedule for the Board of Education, and the Board voted 8-0 in support of the motion. Mr. Merchant was absent at the time of vote.**

- B. Recommend approval of “Resolution Approving a Proposed Administrative Agreement and Lease Concerning Certain School Projects, Approving Certain Other Documents and Actions Related Thereto, and Authorizing Other Official Action in Connection Herewith”

Chairperson Griffin called upon Dr. Gorman to introduce the recommendation. Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services to present the recommendation. Dr. Gorman noted that the title of this item was the longest and most confusing of any agenda item. Mr. Chamberlain said the Board of County Commissioners is scheduled to sell \$87 million in Certificates of Participation (COPs) for previously authorized projects. The difference between COPs and Bonds is COPs is secured by real property as collateral. The Charlotte-Mecklenburg Board of Education (CMBE) and the Mecklenburg County Board of Commissioners have previously approved funding for certain new school projects and expansion projects at existing schools through COPs. Mecklenburg County is preparing for this year’s sale of COPs. As required for this type of financing, Mecklenburg County must own the property needed as collateral for the money borrowed. Mecklenburg County then leases the property used as collateral back to the CMBE. The properties proposed to be used for collateral are (i) Belmeade Middle School/Whitewater Academy site and (ii) Idlewild Elementary School site. Title to both sites is already in the name of Mecklenburg County and is “leased-back” to CMBE. The properties will be conveyed back to CMBE after the financing has been paid. Certain documents including a Lease and Administrative Agreement must be approved by CMBE and Mecklenburg County.

**Mr. Ross moved, seconded by Mr. White, that the Board approve the “Resolution approving a proposed Administrative Agreement and Lease concerning certain school projects, approving certain other documents and actions related thereto, and authorizing other official action in connection herewith,” and a discussion followed.**



Mr. Gauvreau expressed concern regarding the comical title and level of bureaucracy of this item. He will support this item at this time but will not in the future. He encouraged the Board to rethink and redirect the use of COPs in the future especially with the economic conditions. He believes this type of action will put the County in financial peril.

**The Board voted 7-1 in support of the motion. Chairperson Griffin, Ms. McGarry, Mr. White, Ms. Mitchell-Walker, Mr. Ross, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion. Mr. Merchant was absent at the time of the vote.**

- C. Recommend approval of employment of a relative of a member of executive staff in accordance with Policy GBEA

Chairperson Griffin said this item is the approval of employment of a relative of a member of executive staff. This item is the approval of Shelley Counts as Campus Security Associate at Community House Middle School and she is a relative of Bud Cesena, Director of Law Enforcement.

**Mr. White moved, seconded by Mr. Gauvreau, that the Board approve the employment of a relative of a member of executive staff in accordance with Policy GBEA, and the Board voted 8-0 in support of the motion. Mr. Merchant was absent at the time of vote.**

- D. Recommend approval of the proposed 2009 Legislative Agenda

*Action Item IV.D. was deleted with the adoption of the agenda.*

## V. REPORT/INFORMATION ITEMS

- A. Report on Financial Statements for November 2008

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

- B. Report on Budget Amendments for November 2008

Presented with Report Item V.A.

- C. Report on Performance Management Charter

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Jonathan Raymond, Chief Accountability Officer; Michael Davis, Director of Performance Management; and Chuck Nusinov, principal at David Cox Road Elementary School, to present the report on Performance Management Charter. Mr. Raymond said this will be an update on the status of Performance Management. In November 2007, the Performance Management Charter was before the Board for funding approval. Embedded in the Board's Theory of Action is a statement that focuses on improving CMS and that is the underlying effort of Performance Management. Performance Management focuses on using data and technology to improve the core business of CMS which is teaching, learning, and helping to advance student achievement. Staff initiated the Board's charge by seeking partners to support this effort. The financial partners are the Michael and Susan Dell Foundation and the Eli and Edythe Broad Foundation. Support partners include The Parthenon Group; Mariner, LLC; and

Harvard University Data Wise Project. The Parthenon Group is working the Achievement Zone to help create strong business processes and improve the methods in which they deliver education and serve the students with the challenges in the communities that those schools are serving. The Parthenon Group has also worked closely with staff in helping to balance our Score Cards and worked with teachers and principals to identify key individual metrics that they need to support the work within their schools. Mariner was our partner and architect in bringing the technology of the Data Dashboard forward and they continue to work with us in developing our systems, supporting us, and enabling our data warehouse and Balance Score Cards to support those metrics in real-time data that our schools, teachers, and principals, need. The Harvard University Data Wise Project has helped CMS to develop a collaborative environment in which to review data. Providing the data, the tools, and the technology is one piece but creating a culture shift in which teachers, principals, and administrators understand the data is key part of this effort as well. The focus of the Theory of Action is getting better and staff has interpreted this to mean better means better information and better systems so that it will ultimately lead to better teaching, better instructional leadership, and better student achievement. To be successful it must happen in our classrooms. This work and effort is designed to ensure that victory is occurring in our classrooms. That our students are achieving and learning more and our teachers are able to provide the instruction that our students need. There is no magic for getting better and it will be hard work. Improving teaching and instruction will translate into better student learning and that underlies the hard work of this initiative. This is not just another initiative. It is about a culture shift. It is taking data, using technology, and having teaching inform technology. This is a collaborative effort between teachers and principals to identify the data that they need to make a difference. The focus of this initiative is on creating an accurate picture of student learning; developing best instructional decisions at the school level; and streamlining data collection while adding context and clarity. This process is a real culture shift that is happening in our schools. Chuck Nusinov provided the Board a view from the school level. Managing for performance provides real-time data; student performance is monitored on a weekly and monthly basis; and provides the ability to make informed choices and decisions on a daily basis. Mr. Nusinov reviewed examples of slides that provided historical information on a student, classroom, teacher, school, and learning community basis. The data will be real-data in real-time and will show how a student is forming in all subjects today, last week, last month, and last year. The data will provide student comparisons, class comparisons, teacher performance, school performance on a current, past, and predicted basis. Previously, the data being used was six-months old and this new process will help to make instructional decisions based upon current information. Most important is the data collected by teachers on a daily basis and in working with the Parthenon Group and Mariner we hope to generate that ability to manage that data now. The performance initiative has been a very positive start to the collaborate discussion to generate a direction to manage the performance of the mountain of data that CMS offers to the teams of principals, teachers, and staff members at each school. Mr. Nusinov believes in the initiative that is beginning with the Performance Management. This is a cultural change and it is not a program or a process. It is a way of thinking. Michael Davis provided a recap of the information that has been provided. Information plus process equals better and that contributes to better student performance, better teacher performance, and better instructional leadership. Our principals and teachers work hard and they are doing a great job with the stale information but our students and teachers deserve better. We are no longer teaching to the test. Instead, there is increasing evidence that the skills needed today for our children to remain

competitive are problem solving and complex communication skills. Ultimately, managing for performance is about using data to improve instruction so that all students develop these critical skills. Principals and teachers will lead the way by defining what they want and building what they need. To accomplish the vision to provide our principals and teachers with the information and tools they want we have created three district wide work teams. The first two work teams are focused on the information piece of this equation. The Goals Work Team is ensuring the information we provide to our teachers and principals is relevant. The Systems Work Team is tasked with ensuring the relevant information is accessible and accurate. The Training Work Team is focused on the process part of the equation and is tasked with building the capacity of our principals and teachers to use data to drive their actions to impact student performance.

Board members were invited to make comments and ask questions.

- Mr. Ross expressed concern that the use of a grant may dictate the data to be collected and that the data collected includes reference to race. Dr. Gorman explained that the financial partners have not dictated the data to be collected. A large amount of the data collected is information that CMS has been collecting and this process pulls it together into a new format. This process incorporated input from staff, principals, and teachers to ensure the process is collecting the data that they need. Mr. Ross asked what is the purpose for collecting data regarding race? Dr. Gorman said this process include all the categories that are subgroups within the *No Child Left Behind* legislation and that are mandated by federal law. Mr. Ross asked clarifying questions on collecting data regarding race and Dr. Gorman responded. Mr. Ross expressed concern regarding collecting data referencing race because he does not believe that impacts achievement. He believes there are two types of students in this school system. Those that are performing and we should focus on ensuring they continue to perform and those who are not performing and we should focus on ensuring that they begin to perform. He believes these categories are not consistent and are abstract. He encouraged CMS to focus on collecting data that would impact developmental skills.
- Mr. Gauvreau appreciated Mr. Ross' point of view and he noted that this is an area which has frustrated him also. He said like it or not CMS receives federal and state funds and the school system is bound by laws that must follow someone's skin color. Mr. Gauvreau said this is a better set of data than the old Sparta collections. While the data is similar, it does provide a tracking mechanism to show how a student is performing so that action can be taken. He expressed concern that the data can be distracting when using race and ethnicity to make a determination on someone's educational outcome or performance. Mr. Gauvreau believes most of this data is repackaged to that it is easier to retrieve. He would like to know what is really new that will impact student achievement. Mr. Nusinov said it is the process and the streamline approach that will make a difference. The data is full of quality and good numbers and includes all the puzzle pieces needed. The challenge is the time required to prepare for a good grade level planning or school improvement review and accessing the twenty-four different sources to get the full picture. This process brings the two collaborative groups together to create one lens that can access all of these programs. This provides data from yesterday so that teachers can prepare for their lessons tomorrow. Mr. Nusinov said the success of this process will create a paradigm shift for education. Mr. Gauvreau said this looks good and it is a great package. He encouraged staff to ensure the data is utilized and the changes impact education.

- Mr. Gjertsen asked how do pacing guides and curriculum interact with this process? Dr. Gorman said those components are still utilized. When we must help remediate groups of children for who are not performing we do not want to take the time to remediate students in the class that are performing and progressing. This process will show the students who do not understand and the skills they are not learning. The process will also be helpful for teaching planning to show whose students understood and what that teacher used instructionally to teach that lesson. Mr. Gjertsen said he has been informed that teachers must follow pacing guides and if a teacher is not teaching to that pacing guide there is a problem. He believes the reality of how we operate in the school system and the philosophy of this process would be a cultural shift. Dr. Gorman said in some cases that may be true but in others that is a generalization which came with managed instruction. That is not what is happening now but there may be isolated cases. Dr. Gorman said this will be tracked and monitored in the schools. Mr. Gjertsen asked clarifying questions regarding the ease for teachers to gather information; the ease of tying the information together; the number of places information must be keyed in by a teacher; and the amount of time needed to meet these requirements opposed to spending time teaching? Mr. Nosinov and Mr. Raymond responded. The process is focused on streamlining and aligning all the data systems so that teachers would only need to enter information once and that information can be applied and merged with other information. Dr. Gorman noted that Mariner is assisting us with this project to bring all this information together.
- Mr. Ross said this information sounds wonderful but this is what good teachers should already be doing. This process will provide teachers some additional tools to work with but a good teacher would be performing this type of action to ensure they understand how an individual student is performing. Dr. Gorman said a good teacher is doing this but it is taking them a very long time to complete the process. We want this to apply to all teachers and not just certain teachers. This process will provide the teachers the tools, the data, the training, and will make gathering the information more efficient. Mr. Raymond said another important step is the good work that teachers are performing can be shared. There are great things happening everyday in this system and often times those efforts are not communicated and cannot be replicated. This process will provide the power to allow the good information to be shared.
- Chairperson Griffin asked what is the timetable for implementation? Mr. Raymond said the data views will be developed by spring of this year. The technology and system teams are developing the requirements and reviewing the various systems and this is scheduled to be operational by next school year.

D. Report/First Reading on two proposed new policies: ADDA, “Registered Sex Offenders,” and ADDB, “Student Sex Offenders Subject to the Jessica Lunsford Act;” and amendments to Policy JKD, “Suspension, Exclusion and Expulsion of Students”

Chairperson Griffin said this item is the Report/First Reading on two proposed new policies and a proposed amendment to a policy. Ms. Griffin, Chairperson of the Policy Committee, reviewed proposed new Policy ADDA (Registered Sex Offender) and Policy ADDB (Student Sex Offenders Subject to the Jessica Lunsford Act) and proposed amendment to Policy JKD (Suspension, Exclusion, and Expulsion of Students). Ms. Griffin said this comes before the Board with unanimous approval from the Policy Committee. The two new proposed policies and amendment come in response to the Jessica Lunsford Act which applies to registered sex offenders in our state. The policies will be posted on the CMS Website for public review and

there will be a Public Hearing and Board vote at the February 10, 2009 Regular Board meeting.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman said staff is in the process of developing the budget for next year. CMS has received a letter from the county asking the Board to review options for a 5% reduction. Former Governor Easley has also sent a letter to the Department of Public Instruction (DPI) asking DPI to review options for 3%, 5%, or 7% reductions. Staff is compiling information in response to those requests and will present information to the Board at the January 27<sup>th</sup> Regular Board meeting. Also scheduled at that same meeting is a report from Education Resource Strategies (ERS). There will also be a Board Work Session on the 2009-2010 Budget on January 30, 2009 at the Leadership Academy from 8:30 a.m. until 11:30 a.m. Staff will seek direction from the Board regarding budget development. A 5% budget reduction consideration from the county would be approximately \$17 million and a 5% budget reduction consideration from the state would be approximately \$35 million. CMS is opening six new schools next year and must also provide for continuing operations and those reduction costs could be approximately \$20 million. We know we are in tough fiscal times and staff will be reviewing options for reductions.

Dr. Gorman announced that there is a new program within Mecklenburg County called the "Big Read." The "Big Read" is working to have the entire community read a great book. The book is *To Kill a Mockingbird* by Harper Lee. Dr. Gorman provided Board members with a copy of the book. He said after everyone has had an opportunity to read the book, CMS will be showing the movie at a later date. The Public Library will be providing additional information on this new program.

## **VII. REPORTS FROM BOARD MEMBERS**

Mr. Gjertsen said the Board spent a lot of time last year reviewing Magnet Programs and made changes to the Magnet Programs. He attended the recent Magnet Fair at Phillip O. Berry Academy of Technology. He commended staff on a job well done. The event was a well attended event and it is evident that the community is responding to the changes made to the Magnet Programs.

Tom Tate congratulated Ms. Griffin on her election as Board Chairperson and Kaye McGarry as Vice-Chairperson. He welcomed and congratulated Kimberly Mitchell-Walker on her appointment to the Board of Education. He attended the Word of the Week "WOW" event at Albemarle Road Middle School. The Mustang Scholars' Word of the Week was "Murmur." The school has a new word each week that the students must learn to use. He encouraged other Board members to participate in this event which occurs each Monday.

Kaye McGarry hoped everyone had a blessed Christmas. She congratulated and welcomed Kimberly to the Board of Education. She thanked all applicants for applying to the positions and commended them for their willingness to serve the community. She invited everyone to join her for "Kaye About Town" at the Starbucks on Rae Road on Wednesday, January 28, 2009 from 7:30 a.m. to 9:00 a.m. to discuss school matters. For 2009, she pledged to work together with all Board members and the new Chairperson. She congratulated Ms. Griffin on her appointment as Chairperson. In the best interest of all children of Mecklenburg County

she wants to continue to work hard. She wished everyone a happy new year.

Kimberly Mitchell-Walker thanked the Board for her appointment and she looks forward to working with each of the Board members. She is eager and energetic, and will visit all the schools in her district soon.

Joe White congratulated Kimberly and Ross on their appointments to the Board. He said the important work for the Board begins now. He congratulated Ms. McGarry on her appointment as Vice-Chairperson and Ms. Griffin on her appointment as Chairperson. He said the Board has been successful in changing the face of the Board but there are still issues that have not changed. The challenges for the 137,000 students have not changed and the challenges in each of our 172 schools have not changed. Mr. White looks forward to working with the Board to move forward in doing an even better job of meeting the needs of those schools and students.

Mr. Gauvreau congratulated Ms. Griffin and Ms. Mitchell-Walker on their appointments. He also congratulated Mr. White and he noted that Mr. White's comments were well said. He believes the Board has many issues that must be addressed. He said he is aware that the county has requested a 5% budget reduction and Governor Easley has requested a 3%, 5%, or 7% budget reduction. He noted that in past years he had asked the Superintendent for a 10% budget reduction plan to be presented to the Board. He asked Dr. Gorman to honor the 10% reduction Pro Forma Plan again this year as well as the 5% reduction request from the county. He is looking forward to the Board Budget Work Sessions.

James Ross thanked Coach White for great service to the community as the Board Chairperson. He commended Mr. White for the manner in which he handled the meetings especially tonight. He welcomed Ms. Mitchell-Walker to the Board. He congratulated Ms. Griffin on her appointment as Chairperson and Ms. McGarry on her appointment as Vice-Chairperson. He hopes the Board can appreciate the way the public views this Board. He has the confidence that the Board will represent CMS in a manner that the community will be proud. He said the Board members have passion and desire that all the children in the community are well educated. He believes good things will happen and it will happen in a civil, sensible manner. He is excited about being a Board member.

Molly Griffin welcomed Kimberly to the Board. She noted that the Board has a lot of work to do and that must start immediately. She thanked her colleagues for the confidence they have shown in electing her as Chairperson.

## **ADJOURNMENT**

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

The Regular School Board Meeting adjourned at 7:43 p.m.

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Molly B. Griffin, Chairperson

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Nancy Daughtridge, Clerk to the Board