

Approved by the Charlotte-
Mecklenburg Board of Education
November 13, 2012
Regular Board Meeting



Charlotte, North Carolina

September 11, 2012

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on September 11, 2012. The meeting began at 5:34 p.m. and was held in Room CH-14 of the Government Center.

Present: Ericka Ellis-Stewart, Chairperson, Member At-Large;
Mary T. McCray, Vice Chairperson, Member At-Large;
Rhonda Lennon, District 1;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;
Eric C. Davis, District 5; and
Reverend Amelia Stinson-Wesley, District 6

Absent: Timothy S. Morgan, Member At-Large

Also present at the request of the Board were Dr. Heath Morrison, Superintendent; George E. Battle, III, General Counsel; Millard House, Chief Operating Officer; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Dr. Waddell, seconded by Ms. McCray, the Board voted unanimously of those present for approval to go into Closed Session for the following purpose:

- **To consult with the Board's attorneys regarding a non-litigated claim involving the Board and P. Giorgio.**

The motion was made pursuant to Sections 143-318.11(a) (3) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 5:34 p.m. until 5:38 p.m. in Room CH-14.

Chairperson Ellis-Stewart reconvened the Regular Board Meeting at 6:04 p.m. in the Meeting Chamber of the Government Center. CMS-TV 3 televised the meeting.

Present: Ericka Ellis-Stewart, Chairperson, Member At-Large;
Mary T. McCray, Vice Chairperson, Member At-Large;
Rhonda Lennon, District 1;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;
Eric C. Davis, District 5; and

Reverend Amelia Stinson-Wesley, District 6

Absent: Timothy S. Morgan, Member At-Large

Also present at the request of the Board were Dr. Heath Morrison, Superintendent; George E. Battle, III, General Counsel; Members of Executive Staff; Judith Whittington, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson Ellis-Stewart welcomed everyone to the first meeting of the month which was held in the Meeting Chamber.

Chairperson Ellis-Stewart said this is the 11th anniversary of the 9-11 attacks. She invited everyone to take moment of silence to honor the victims and to recognize the families of those who are survivors and those who lost their lives.

Richard McElrath recognized the Caring Hearts of America which is a non-profit organization who care to empower at-risk individuals to become individuals of possibilities with a lifestyle full of positivity. Mr. McElrath commended the organization and the work they are doing in the community. This year they held a Community Endeavor Picnic to get kids prepared and psyched up for returning to school and invited Mr. McElrath to be a keynote speaker. Students were provided backpacks, schools supplies, and barbers/hair stylists were available to give students haircuts. The event included kindergarten, elementary, middle, and high school students as well as college students. Many of the students are high flyer students who are excelling in school. This is a great opportunity to recognize this group for their service to the community and to the students. Caring Hearts of America is a great organization that is helping students, parents, and the community to be successful. Mr. McElrath introduced Geneva Peay, president/CEO at Caring Hearts of America, who introduced students who were attending the meeting who have gotten all A's on their report cards.

A. Adoption of Agenda

Chairperson Ellis-Stewart called for a motion to adopt the proposed agenda.

Ms. McCray moved that the Board adopt the proposed agenda as presented, seconded by Mr. Tate, and the motion passed upon 8-0 voice vote of the Board. Tim Morgan was absent.

B. Pledge of Allegiance

Chairperson Ellis-Stewart called upon Reverend Stinson-Wesley to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak on the September character trait of *respect*. Reverend Stinson-Wesley introduced Roger Albert Espinoza, Jr. who is a ten-year old, 5th grade student at McKee Road Elementary School. Interesting facts about Roger include he has been on the A/B Honor Roll for the past two years; a Student Ambassador at McKee Road last year; and participates in Tae Kwon Do where he will earn his second Poom Belt in December. In addition, Roger will begin his eighth year in faith formation at church and enjoys reading, creative play, listening to classical/jazz music, playing the recorder, and watching black and white movies. Roger was

joined by his mother, Darlene Espinoza; sister, Juliana Espinoza; principal, Beverly Newsome; and East Zone Executive Director, Marie Petrea.

Roger greeted the audience and explained the definition of respect. Respect is a high or special regard and a character trait that people use to be polite. People should show respect in school, at home, and everywhere because you will grow up to be a polite person who is kind and caring for others. Roger invited everyone to stand and join him in reciting the Pledge of Allegiance.

II. REQUEST FROM THE PUBLIC

Chairperson Ellis-Stewart said the Public Request section is an opportunity to hear from the public. Each speaker will have three minutes to address the Board on any topic of their choosing but personal and individual matters should not be addressed in this forum. CMS employees and their families should not be addressed in the comments and the use of profanity or inappropriate language should not be used. The Board reserves the right to cut off any speaker who violates these rules. Six people were signed up to speak to the Board.

Three people talked about a Crisis of Heart letter to Dr. Morrison and employee morale.

- Barry Sherman, CMS employee, and several people (including CMS employees) thanked CMS for making employee morale a top priority and striving to shift the CMS culture to ensure CMS teachers and employees feel energized, engaged, and valued. They urged the Board to make the revitalization of the district's culture and morale a top priority. The Crisis of Heart in CMS is real and it has trickled down to cause a workplace culture of fear, stress, mistrust, and hostility. The laudable goal of placing an emphasis on students first has allowed too many to forget students are taught by human beings who also need caring support and inspiration to thrive. Teachers are not easily replaced and it does not have to be this way. They hope this effort results in real and resulting change.
- Pam Grundy has worked at Shamrock Gardens Elementary for six years which was a high poverty struggling school that was turned around using this same approach. The CMS morale issue can be turned around with support, advice, and sharing. Teachers stayed at Shamrock because they cared and were treated as human beings. This issue requires caring for students, teachers, and staff to move CMS forward.
- Carol Sawyer thanked Dr. Morrison for acknowledging a morale issue in CMS and our need as a community to value teachers. We can all agree students will be best served by having the best possible teacher in the classroom but not all teachers are up to the task. It is important to support good teachers, remove unsuccessful ones, and improve working conditions for all teachers in order to retain them.

Christine Mast commended CMS for establishing the technology pilot program. She discussed success factors and unanswered questions that must be addressed to ensure the effectiveness of the program and she asked CMS to develop a clear implementation plan.

Deanna Douglas discussed a negative transportation experience involving her daughter. She addressed concerns about the unauthorized release of students by after school programs and unlicensed child care providers not showing identification or signing students out. Her child was picked up by multiple persons who did not show their ID.

Blanche Penn, represented the Winners Plus Agency, and she will attend Board meetings to share the good, bad, and ugly as long as her grandchildren are in CMS. She will keep her

eye on suspensions, homeless children, the disabled, and parents/grandparents) being welcomed into the schools. She encouraged CMS to welcome parents into the schools.

Chairperson Ellis-Stewart called the Requests from the Public closed at 6:31 pm.

III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes.
- August 15, 2012.
 - August 16, 2012.
 - August 21, 2012.
 - August 23, 2012.
 - August 28, 2012.
- B. Recommend approval of Open Session meeting minutes.
- July 24, 2012 Regular Board Meeting.
- C. Bond Oversight Committee Citizen Appointments::
1. Recommend approval of Bond Oversight Committee appointment by Rhonda Lennon, District 1 Board member.
Rhonda Lennon named Paul Garberina as the District 1 appointment to the Bond Oversight Committee to serve a three-year term from October 1, 2012 through September 30, 2015. Mr. Gaberina has served one term and is eligible to serve a second term.
 2. Recommend approval of Bond Oversight Committee appointment by Richard McElrath, District 2 Board member.
Richard McElrath named Cynthia McCullough as the District 2 appointment to the Bond Oversight Committee to serve a three-year term from October 1, 2012 through September 30, 2015. Ms. McCullough has served one term and is eligible to serve a second term.
 3. Recommend approval of Bond Oversight Committee appointment by Reverend Stinson-Wesley, District 6 Board member.
Reverend Stinson-Wesley named David Noble as the District 6 appointment to the Bond Oversight Committee to serve a three-year term from October 1, 2012 through September 30, 2015. Mr. Noble has served one term and is eligible to serve a second term.
- D. Recommend approval of Licensed/Non-Licensed Hires and Promotions for August 2012.
Monthly hire report includes prior month(s) hires not processed when report was presented to the Board of Education last month.
- Total Hires July 1, 2012 - June 30, 2013: 1,729. (Licensed Hires: 1,294/Non-Licensed Hires: 435).
 - Total Promotions July 1, 2012 - June 30, 2013: 42. (Licensed Promotions: 28/Non-Licensed Promotions: 14).
- E. Recommend approval of Depositories and Signature Authorizations.
The Board of Education is required to approve the facsimile signature of Sheila W. Shirley, Chief Financial Officer, on the bank accounts of the Board of Education. The Board is also requested to approve the officers (principal and school treasurer) and depositories for all school activity funds as listed by school on file in the Chief Financial Officer's office. Board approval of facsimile signatures and bank depositories is addressed in Sections 115C-439 and 115C-444, respectively of the North Carolina School Budget and Fiscal Control Act. Fiscal Implications: None.

- F. Recommend approval to name J.V. Washam Elementary School's Media Center the *Violette Washam Learning & Media Center*.

The J.V. Washam Elementary School principal, Raymond Giovanelli, with the support of the J.V. Washam Elementary School Parent Teacher Organization, requests the Charlotte-Mecklenburg Board of Education approve naming the Media Center at J.V. Washam Elementary School the "Violette Washam Learning & Media Center." Violette Washam, a native of Huntersville, was an active community supporter and volunteer. She was the wife of John Vance Washam, Jr., and the daughter-in-law of the late J.V. Washam, Sr., for whom the school is named. Mrs. Washam was a Sunday School teacher at Bethel Presbyterian Church and a member of the American Legion Unit 86 Ladies Auxiliary. She also helped children in Cornelius by purchasing books and school supplies for them. Mrs. Washam was a beautiful example of community support, active volunteerism, and a genuine beacon of caring and compassion.

- G. Recommend approval of Chiller Replacement contract for Cochrane Collegiate Academy.

The chiller replacement project for Cochrane Collegiate Academy was bid on July 26, 2012. Staff recommends the approval of this contract to the lowest competent bidder, Carolina Air Solutions. The contractor agrees to provide labor, services, equipment, and materials needed to remove and replace existing York Chiller with a Carrier Model 30HXC161. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. MWSBE participation for the project is 2%. Fiscal Implications: Local Funds - \$129,321.05.

Chairperson Ellis-Stewart called for a motion to adopt the Consent Agenda as written.

Dr. Waddell moved that the Board adopt Consent Agenda A. through G. as presented, seconded by Mr. Tate, and the motion passed upon 8-0. Tim Morgan was absent.

Rhonda Lennon highlighted Consent Item H. Ms. Lennon said it is with great honor to recognize the wonderful family of Washam which is well known in the north Mecklenburg area. She thanked the Board for approving naming the J. V. Washam Elementary School's Media Center the *Violette Washam Learning & Media Center*, after the late wife of J. V. Washam. Ms. Lennon recognized members of the Washam family who were attending the meeting and she thanked the Washam family for all their contributions to the north Mecklenburg community.

IV. ACTION ITEMS

- A. Recommend approval of Central Piedmont Community College Board of Trustees Citizen appointment

Correlation to Board of Education Vision, Mission & Core Beliefs: Engaging the student's family and the community in the education process enhances learning and academic achievement

Chairperson Ellis-Stewart reported this is the approval of the Board's citizen appointment to serve on the Central Piedmont Community College Board of Trustee. This will be a partial term ending June 30, 2016. Chairperson Ellis-Stewart thanked Alisa McDonald, who has resigned her position, for serving on this committee for the past four years. Chairperson Ellis-Stewart reported the Board Office advertised the position for two weeks and received one application from Darrel Williams. Central Piedmont Community College supports the appointment of Darrel Williams.

Chairperson Ellis-Stewart called for the nominations.

Ms. McCray moved to appoint Darrel Williams as the Board's citizen appointment to the Central Piedmont Community College Board of Trustees to serve a partial term ending June 30, 2016, seconded by Dr. Waddell, and the motion passed upon 8-0 voice vote of the Board. Timothy Morgan was absent.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for July 2012

Correlation to Board of Education Vision, Mission & Core Beliefs: Operating effectively and efficiently with fiscal accountability.

Chairperson Ellis-Stewart called upon Dr. Morrison to present the report on Budget Amendments. Dr. Morrison reported V. A. is the monthly report and as presented.

B. Report on Post-Opening of Schools

Correlation to Board of Education Vision, Mission & Core Beliefs: Operating effectively and efficiently with fiscal accountability.

Chairperson Ellis-Stewart called upon Dr. Morrison to introduce the report on Post-Opening of Schools. Dr. Morrison said with a deep sense of pride and appreciation to the 18,000 plus CMS employees he would like to acknowledge the amazing opening of schools CMS had this year. There is the idea that if you start the year well you will end the year well and so we are off to a heck of a year in CMS. Through the hard work of our principals, teachers, staff, and communities we came together to welcome students and staff for a new year. On the first day of school teachers were teaching, principals were leading, and bus drivers, custodial staff, and cafeteria staff were making an important contribution. During the first weeks of school, CMS also prepared for the Democratic National Convention which was held in Charlotte. This event had implications for CMS but we made the decision to keep our schools open. CMS made sensible adjustments to overcome the logistical challenges and our staff and leadership ensured a smooth transition. Dr. Morrison said he is proud of the CMS employees for a job well done.

Dr. Morrison called upon Kathryn Block, Director of Process Quality for Auxiliary Services and Co-Chair of Opening of Schools Committee, and Carol Stamper, Executive Director of Transportation and Co-Chair of Opening of Schools Committee, to present the report. Dr. Morrison commended Ms. Block and Ms. Stamper for their hard work in making the Opening of Schools and the DNC a safe and successful event for the students and staff of CMS.

Kathryn Block provided a review of the Post-Opening of Schools which was a follow up to the Pre-Opening of Schools' report presented at the August 15, 2012 Regular Board meeting. Ms. Block said we all are excited about this new school year because we are focused on strengthening teaching and learning in the classrooms. Ms. Block said CMS is off to a very strong start and she commended staff for a job well done.

- What is new to strengthen teaching and learning:
 - Extensive Common Core and Essential Standards professional development offered to teachers and instructional staff.
 - Grade Level Expansions at four schools completed.

- 8th grade additions at Collinswood Language Academy, J. M. Morehead STEM Academy, and Oaklawn Language Academy.
- 10th grade addition at Cochrane Collegiate Academy.
 - Project L.I.F.T. launched.
 - Sixty-two new high school teachers added. \$3 million investment to reduce the class size in 9th grade.
 - Two new Strategic Staffing Schools.
 - Bring Your Own Technology Pilot kickoff in September.
 - Fourteen new Computer Labs to be completed by early fall.
- 2012-2013 Off to a Strong Start:
 - Smooth transition back to school. First week felt like the third month of school.
 - Teaching and learning evident across the District.
 - Transportation fleet gained quick momentum in the first week.
 - Teamwork and collaboration throughout the District to make the first two weeks a success for students and staff.
- First Day Highlights:
 - Duke Energy Center welcomed CMS students and teachers back to school and the Duke Energy building was highlighted in red.
 - 953 Bus Drivers transported students safely to and from school. The first buses left school lot at 4:30 a.m. and started picking up students at 5:00 a.m. Bus safety is at the heart of bus driver protocol and this year no child was left behind.
 - Teachers and staff enthusiastically welcomed students back to school.
 - Students came back to school with lots of excitement for the new school year.
 - Teaching and learning evident throughout the District and in every classroom.
 - CMS fueled students for academic success with healthier food options. CMS implemented the Healthy Hunger Free Kids Act 2012 during the summer and students will be served more fruits, vegetables, and whole grains as well as less saturated fats, trans fats, and sodium. On average, CMS served 22,000 breakfasts and 71,000 lunches daily during the first weeks of school.
 - Project L.I.F.T. launched at West Charlotte High School: Students were inspired to ‘demolish the failing school perception.’ Dr. Morrison set the tone of the expectation by stating, “We want outstanding things to happen at West Charlotte High School and the District is committed to supporting the work that will occur at the school.” The principal and staff at the school also set an expectation of shared responsibility for the student. Students must show up, keep up, perceptions can be deceiving, and students are empowered to make their own fresh start.
- Student Enrollment: The 10th day enrollment was 141,021 compared to 138,012 last year and 132,281 in 2007-2008 school year. This is an increase of approximately 3,000 students and the majority of growth was driven by K-5th with 1,276 students and 922 students in 6th through 8th grade. CMS is over projection by approximately 1,000 students and this discrepancy is mainly in 10th grade.
- Operational Readiness Update:
 - Teacher Staffing: Staff is continuing progress to deliver a quality teacher in every classroom. Over 99% of teaching positions are filled. Total teacher vacancies with no candidate: 273 as of July 18th; 229 as of August 1st; 145 as of August 13th; 89 as of August 24th; and 72 as of September 10th. Staff will continue to work hard to whittle the number of vacancies down.

- School Renovations: \$14 million in renovations were completed for opening of schools. Projects included HVAC Upgrades, Gym Renovations, Roofing Replacements, Parking Lot Renovations, and Lighting Upgrades. Nearly 200 other projects were completed to deliver safe and comfortable learning environments for all students on the first day of school.
- Mobiles: Seventy-five mobile classrooms activated this year for a total of 982 mobile classrooms in use to support teaching and learning. The number of mobiles per zone is as follows: Southwest: 214, Northeast: 176, East: 180, Central Elementary: 258, Central Secondary: 73, and Project L.I.F.T.: 81.

Carol Stamper provided an update on transportation and DNC week.

- Transportation: On Day 1, 87% of the buses were dropping-off students before the bell compared to 99% on Day 5. On Day 1, 88% of the buses timely picked up students from school compared to 99% on Day 5.
- Week 2 DNC Readiness: CMS entered the second week of school and the DNC event prepared with a well thought out plan. Ms. Stamper thanked the DNC team members for a well executed plan.
 - Successful delivery of the three planning goals:
 - Continued focus on teaching and learning.
 - Minimized travel time impacts for students.
 - Maximized student safety and bus route reliability.
 - Results Delivered: The DNC event was a wonderful experience and CMS experienced a successful week both in operations and at the school house.
 - 100% of schools remained opened.
 - Three inner loop schools effectively early released (Metro, First Ward Creative Art Academy, and Irwin Academic Center).
 - 325 bus routes successfully modified to avoid I-277 Loop.
 - 98% of buses arrived to school before bell. Bus drivers and staff did a fantastic job keeping buses on schedule.
 - 1,926 Transportation Call Center calls received with only 30 calls unanswered.
 - 241 Back-to-School Hotline calls received.
 - Inner Loop Students: Measures were put in place to ensure student safety.
 - 70% eligible students used First Ward shuttle stop.
 - 58% of eligible students used Irwin shuttle stop.

Ms. Stamper reported the measures were well received by staff and parents and everyone cooperated to ensure the success of DNC week and safety of students and staff.

Kathryn Block provided closing comments.

- CMS students shared in the excitement of the political process. The excitement that happened in the classroom included mock conventions, lively discussions about the campaign process, the election process, and major campaign topics such as education, healthcare and military spending.
 - U. S. Rep. John Lewis (D) visited East Mecklenburg High School and shared insightful wisdom and knowledge with the students and staff.
- Summary:
 - A big thank you to all CMS staff, students, parents, Charlotte-Mecklenburg Police

Department, and the spectrum of partners who gathered together to make the first two weeks of the school year a success.

- CMS is off to a strong start and expectations are high for a great year of teaching and learning excellence. Staff is positive they can deliver on this expectation.
- Staff is excited to welcome our students and teachers back to school.

Chairperson Ellis-Stewart thanked staff for the report and she commended staff for making the Opening of Schools and the DNC event a great success. Chairperson Ellis-Stewart invited Board members to ask questions and make comments.

- Ms. Lennon asked where did the additional 3,000 students come from, did this include students from charter schools, and which areas had the most growth? Scott McCully provided clarification. There was growth in the southern and northern portions of the county. The final enrollment will be based on the 20th day count and we believe we are close to the final count. Growth factors include an increase at the high school level; students remaining in school longer; the economy is beginning to warm; and new companies are moving into the Charlotte area. One charter school was approved for this year and that resulted in about eighty-eight students. There will be five additional charter schools in the 2013-2014 school year. The CMS projections were forecasted approximately nine months ago and since that time things have changed including the charter school picture. Ms. Lennon congratulated staff on a successful first day of school. She heard great reports and was impressed with the number of schools Dr. Morrison, executive staff, and Central Office staff were able to visit. This visibility and show of support was great for our students and teachers and helped to create the positive energy evident at the schools.
- Mr. Tate thanked staff for the report and the great opening of schools by staff, teachers, students, and parents. Mr. Tate asked what is the enrollment for PreK and will most of those students attend the same school they will attend next year to avoid a transition? Mr. McCully said that is our goal and there are designated PreK sites throughout the District but not every elementary school has a PreK site so there will be students who will have to attend another elementary school. The PreK enrollment is typically approximately 3,100 and that number is stable year after year. The final PreK enrollment will be determined on the 20th day. Mr. Tate regarding the teacher vacancies, are they at any particular school or grade level? Dan Habrat, Chief Human Resources Officer, said principals are being strategic in filling those vacancies to ensure counts do not change (ebb and flow) before the final count is determined. The vacancies are spread throughout the District and are mainly in English as a Second Language, Math, and Science. Dr. Morrison said zone superintendents began allotting additional positions to address the increase in enrollment and to accommodate the additional positions allotted by the State. We are focused on filling those positions and hope the vacancies on the next report will be close to zero.
- Dr. Waddell thanked staff for the wonderful report and their hard work on the first day of school. She visited several schools on the first day of school with Charity Bell, Central-Secondary Zone Superintendent, the openings went very smoothly, and she heard positive comments from school staff, teachers, students, and parents. Dr. Waddell asked questions regarding the initiative to add 9th grade teachers because that is a critical grade and staff responded. Dr. Waddell said the PreK-8 schools were the most overcrowded in the District and what is that enrollment now? Mr. McCully provided clarification noting

there has been stabilization at the PreK-8 schools and the enrollments will be finalized at the 20th day. Dr. Morrison reported the Board will be receiving a more detailed report on the PreK-8 schools at the next Board meeting which will include enrollment.

- Mr. Davis said we have a desire for perfection especially when we are talking about our children. We sometimes focus on the 1% of positions that are not filled or the 1% of students who are delivered late. For tonight, let's focus on the 99% of teachers who showed up excited for the first day of school, the bus drivers who picked up students with a smile on their face, and the other staff who excelled. Mr. Davis thanked Dr. Morrison and his entire staff of 18,000 for a terrific opening of schools and a great way to start the new year. Dr. Morrison said thank you. Our motto is to do not try to be perfect but try to be excellent.

C. Report/Update on State Accountability Program

Correlation to Board of Education Vision, Mission & Core Beliefs: Continue to administer and strengthen the district's accountability system to monitor overall trends and measure individual school performance.

Chairperson Ellis-Stewart called upon Dr. Morrison to introduce the report on the State Accountability Program. Dr. Morrison called upon Ann Clark, Deputy Superintendent, and Frank Barnes, Chief Accountability Officer, to present the report.

Dr. Morrison said we recently shared information regarding the new State Accountability Program released from the North Carolina Department of Public Instruction. As a result, staff has engaged in a lively discussion about the impact on the school district, how we are going to improve them, and the challenges CMS faces with the changes in the State Accountability System. Challenges involve changes in tests, how to compare performance from one year to the next, how to measure growth, how to develop an accountability framework, and how they fit in the CMS school district. Dr. Morrison said as we enter the process of his Entry Plan as Superintendent and actively listening and learning, we will start to define how to framework success in Charlotte-Mecklenburg Schools. How are we going to ensure our students that a CMS diploma is truly a passport for a better tomorrow? Questions to ask include what does that mean, how do we evaluate it, and how do we hold ourselves accountable? This must be coordinated with the frameworks from the Federal Government, State Regulations, and the North Carolina Department of Public Instruction. A big part of this is communication and we must ensure the public and staff are kept informed.

As reported, recently the State Board of Education and North Carolina Department of Public Instruction made the decision to use new assessments and they have released additional information around Measures of Student Learning which take effect this year. We do not have all the information and this report will highlight what we do know thus far, decisions that are being made, and how CMS will communicate this as quickly as possible with teachers, parents, and students. This report will be an opportunity for the Board to provide direction and input.

Ms. Clark provided an overview of the State testing requirements.

- Background Information of the North Carolina Measures of Student Learning (MSL):
 - In 2010, North Carolina was one of twelve states awarded a federal *Race to the Top* Grant.

- As part of the grant, the state Board of Education committed to assessing teacher effectiveness and to include that as a part of a new teacher evaluation instrument.
- That commitment led to two subsequent State requirements:
 1. An annual evaluation for every teacher in North Carolina.
 2. The inclusion of a new Sixth Standard that measures teacher impact on ‘the academic success of students.’ A new Eighth Standard will be included for principals related to student growth or teacher impact on student achievement. For the next three years this will be added as information. This year will be the baseline year for the student growth in Standard Six and Eight for teachers and principals.
- To determine teacher effectiveness, the state Board of Education created new exams called Measures of Student Learning (MSL).
- All school districts must administer the new exams in the 2012-13 school year.
- Last year, CMS implemented a summative assessment in the non-tested areas. When it became clear the state of North Carolina would be advancing comparable assessments in the non-tested areas CMS pulled away from that effort knowing that the State would be making that investment and including teachers throughout the State in that process.

Mr. Barnes provided an overview of the North Carolina state required Measures of Student Learning (MSL), who are required to take the MSL Assessments, the CMS implementation process for the new State requirements, and the next steps. This State initiative is an effort to be able to assess and increase teacher effectiveness.

- What are Measures of Student Learning (MSL):
 - MSL are assessments for grades and subjects not tested by End-of-Grade or End-of-Course State assessments.
 - Twenty-two assessments at the high school level will be required in the fall and spring of the 2012-2013 school year.
 - ✓ Science assessments in 4th, 6th, and 7th grades are required in spring 2013.
 - ✓ Social Studies assessments in 4th through 8th grades are required in spring 2013.
- Areas Tested:

2010-2011 End-of-Course Assessments	2011-2012 End-of-Course Assessments	2012-2013 End-of-Course Assessments	2012-2013 Measures of Student Learning
Algebra I	Algebra I	Algebra I/Integrated Math I	---
Algebra II	----	----	Algebra II/Integrated Math III
Biology	Biology	Biology	---
Civics and Economics	---		Civics and Economics
English I	English I	----	ELA I
U.S. History	----	----	U.S. History (2003 standards)
Physical Science	----	----	Physical Science
---	---	English II	17 Additional Areas*

* Earth/Environmental Science, Chemistry, Physics, ELA I, ELA III, ELA IV, American

History I, American History II, World History, OCS ELA I, OCS ELA III, OCS ELA IV, OCS Applied Science, OCS Financial Management, OCS Introductory Math, Advanced Functions & Modeling, Geometry, Pre-Calculus.

- Who must take MSL Assessments:
 - Students in 3rd through 8th grade and high school are required to take MSL assessments with or without accommodations.
 - The State will exempt three groups of students from taking MSL assessments.
 - ✓ Students with disabilities currently being instructed on the Extended Content Standards who take the NCEXTEND1 Alternative Assessment. No alternative MSL Assessment is available at this time.
 - ✓ Students identified as Limited English Proficient (LEP) who score below 4.0 on the State Language Proficiency Assessment and are in their first year in a North Carolina school.
 - ✓ In rare cases, students determined medically fragile because of a 'significant medical emergency and/or condition.'
- CMS implementation of MSL State Requirements:
 - MSL Assessments will take the place of teacher created final exams to avoid additional testing. However, CMS is in the process of reviewing additional information to inform a final decision impacting seniors.
 - The exams will be administered using the same rules and guidelines required for End-of-Grade and End-of-Course assessments to ensure consistency and fairness across CMS.
 - MSL Assessments will count as 25% of each high school student's final grade which follows the same guidelines of End-of-Course and End-of-Grade assessments.
 - The expectation is that at least 95% of students enrolled in each tested course will take the MSL Assessment.
 - Late transferring students must take the test, but their scores won't count against their teachers.
- MSL Implementation Challenges:
 - Several elements of MSL were only announced in August which provided little lead time to prepare for implementation. Two elements will present challenges that CMS must overcome:
 - ✓ School districts must cover the costs of printing MSL Assessments. Cost estimates are difficult to determine because the length of each assessment is not known at this time. CMS is awaiting information from the State to determine cost projections.
 - ✓ School districts are responsible for ensuring uniformity in scoring; therefore, CMS will employ teachers outside of the school day to assist with item scoring. Without knowing the number of items and types of items, it is difficult to project the number of service hours needed.
 - The challenges include fiscal implications that were not brought to staff's attention until after the 2012-2013 Budget was approved.
 - Staff is exploring using *Race to the Top* funds to cover these unforeseen costs.
 - Staff will ensure this is implemented wisely, humanely, and effectively.
- Next Steps:
 - Work with principals and school testing coordinators to make final decisions regarding seniors and specific implementation steps.

- Communicate with teachers to explain the recent addition to the statewide teacher evaluation tool.
- Inform families and students regarding the changes as a result of the new State requirements for MSL Assessment.
- Identify a funding source to cover the unforeseen aforementioned expenses.
- Continue collaboration with the State to inform how future years of this initiative are rolled out.

Chairperson Ellis-Stewart thanked staff for the report and invited Board members to make comments and ask questions.

- Ms. McCray thanked staff for the report. She expressed concern that some schools did not meet the 95% threshold of students being tested and she asked are measures in place to ensure high schools meet the 95% requirements? Ann Clark said, yes, staff is meeting with all high school principals to develop a strategy to be implemented in January to monitor the 4 x 4 exams because those exams count toward the 95%. Ms. McCray asked for the late transferring students how will the scores count towards their final grade? Mr. Barnes said it will count for 25% for the high school students with the same expectation as if they were taking any other course.
- Mr. Tate thanked staff for keeping the Board, staff and the community informed so that we all are prepared for the upcoming changes for the majority of students. Ms. Clark provided clarification on the students who will be impacted. Mr. Tate asked who made the determination that the MSL Assessments will count 25% towards the final grade? Ms. Clark provided clarification noting that the State gave Local Education Agencies the opportunity to form their own guidelines. Based on our feedback from principals and teachers and in order to be fair to all teachers regarding student growth CMS determined to treat the MSL Assessments the same as the End-of-Course and End-of-Grade assessments. Mr. Tate clarified that the new Sixth Standard will be used as a baseline for the teacher evaluation. Ms. Clark said the State requires a teacher to have three years of a growth score (MSL or EOC) before it becomes a part of the evaluation. This year, teachers will use the assessments for their gross score and a preliminary indication of how they are performing. Staff will learn a lot in the first year and we will be asking thoughtful questions on behalf of teachers and students to ensure fair decisions are being made. Dr. Morrison discussed concerns regarding the impact on seniors and we are working with the State to resolve any issues with the tests. We are striving to ensure the assessments do not impact our seniors to cause them not to graduate this year.
- Dr. Waddell thanked staff for the report. Dr. Waddell asked how will principals be evaluated and will they receive allowance for late transfer students? Ms. Clark said the same rules will apply for principals with the exception that the principal's gross score will be that of the school. Dr. Waddell asked will the assessments impact the ABC rankings? Mr. Barnes said the assessments will be used for teacher effectiveness and will not impact school accountability measures. Dr. Waddell asked will there be exemptions for schools with limited populations such as Metro and Hawthorne? Ms. Clark said staff has raised questions about our Alternative Schools and we have advanced that question to the State but have not received a response at this time.
- Mr. Davis said the MSLs are the result of policies passed by the State Board of Education and he asked what caused them to take this action? Ms. Clark said this is part of the commitments made by the State in the application to participate in the *Race to the State*

funding. Those commitments included designing new teacher and principal evaluation instruments and developing teacher effectiveness measures, and the MSL assessments are a part of that process. Mr. Davis asked besides the waivers does CMS have any ability to opt out under the policy adopted by the State Board of Education? Ms. Clark said, no, it is a requirement except for the three categories of students. Mr. Davis asked does CMS have any ability to opt out in evaluating our teachers and principals in this method? Ms. Clark said we do not at this point. Mr. Davis said CMS does not have any choice in this matter and we must do what the State is telling us to do. Ms. Clark said that is correct. The State is giving CMS autonomy to determine the implementation and the how but CMS is required to implement this initiative. Mr. Davis said a couple of years ago CMS strived to implement a similar initiative and a concern our teachers expressed was they did not feel they had voice in the way the assessments were developed and how they were being evaluated. Mr. Davis asked do our teachers have the ability to provide input to these assessments or is it being done by an outside party. Ms. Clark said there was opportunity for every district in the State to have teachers apply to participate on the development teams and CMS has twenty-three teachers participating in that process. We anticipate having more teachers participate as more courses and grade levels are developed. Mr. Davis addressed concerns regarding the validity and accuracy of the assessments and ensuring consistency and accuracy in the scoring of the assessments. Dr. Morrison said staff has spent time discussing this concern but we will not be able to plan appropriately until we have the actual assessments. We also need more information including length of tests, number of questions, kinds of questions, number of pages) to determine the actual costs. Mr. Davis said as a parent of two CMS students who do better during the course of the year than on End-of-Grade tests because of the noise around the tests, he would encourage CMS to look for ways to decrease the noise. This will help make the tests more accurate and less detrimental to our students learning. Mr. Davis asked will CMS have any continuity in evaluation of growth from the tests administered in the past four years to the new tests to be administered or will there be a break in that continuity. Ms. Clark said this is a good question but we will be having an entire new curriculum being assessed. In the next two weeks CMS will have a cross functional team attending State meetings to learn and ask questions regarding Human Resources, Curriculum and Instruction, and Accountability. The State is moving forward to align tests with the Common Core and it does raise continuity concerns for tracking growth and progress for schools.

- Ms. Lennon thanked staff for the report and informing the community. She said she recently spoke with a computer teacher in Ohio and they are also participating in the *Race to the Top* initiative. Last year, her evaluation as a computer teacher was tied to the Math End-of-Course test. Each elective teacher was tied back to a specific curriculum. She had concerns about the implementation of that process but was very proud at the end of the year that she was able to unite the two curriculums. What CMS is doing is being done throughout the country. The teachers in Ohio were concerned but they were able to adapt to the new changes. Ms. Lennon said she supports having the assessments count 25% of the final grade because most college exams count 75% or more and this will help prepare students for college. Ms. Lennon expressed concern that this feels like it is being done to us and not with us and the State did not plan effectively for implementation. Ms. Lennon urged the Board and staff to support the high school teachers this year.
- Ms. McCray asked is the State still working to develop tests for Cultural Arts and World

Languages? Ms. Clark said, yes, and that is the area in which CMS will be able to have its greatest impact. She commended World Language, Performing and Visual Arts, and Physical Education teachers for their efforts in developing ideas for assessing student learning in those areas. The State is keenly interested in the great work our teachers did last year in piloting possible assessments.

- Reverend Stinson-Wesley said she was interested in options for opting out, wanted to ensure there was teacher engagement, and evaluation of tests and those questions have been answered. She expressed concern about the calibration of the tests throughout CMS and she hopes CMS is in conversations with other school districts in North Carolina. Dr. Morrison said, yes, staff is communicating with other school districts and he will be talking with other school district superintendents at an upcoming meeting. Dr. Morrison said he is less concerned about the liability and alignment throughout CMS schools and whether we are grading the assessments harder than another county. These are North Carolina assessments and they will have an impact on the quality of instruction in North Carolina. These conversations will have to happen but they are encumbered because we have not seen the assessments. Reverend Stinson-Wesley said her other questions involve costs and when the information is available she would like to know what percentage the *Race to the Top* dollars would be needed to cover the assessments and what will have to be given up? Dr. Morrison said we are still assessing the details and another concern is what happens when those dollars run out. Grant funding tend to run out unless they are renewed. When the dollars run out will there be additional dollars provided by the State to supplement or will those become costs that CMS will have to encumber? The costs will be significant and at some point they may become a part of our ongoing budget.
- Chairperson Ellis-Stewart thanked staff and Dr. Morrison for the information. She said at this point we do not know the costs but as we receive more information we should share it with our County funding partners to ensure they are informed. Chairperson Ellis-Stewart asked clarifying questions regarding using the assessments for the teacher evaluation, the auditing process, and the use of the CMS multiple measures in the overall process. Ms. Clark and Mr. Barnes provided clarification. Ms. Clark noted that staff will begin testing some of the rubrics developed by the teachers for the CMS multiple measures in the next six to eight weeks. CMS will continue that work and based on the results of the pilots conducted in a small subset of schools will report back to the Board in late spring. This year, teachers identified some additional measures they believe should be included and they may be added as we move forward in this process. Chairperson Ellis-Stewart asked will the multiple measures include a grade percentage? Ms. Clark said the multiple measures do not involve student assessment and there will not be any accountability but only testing the rubric to determine if it yields the results the teachers anticipated it would yield. This is a true field test rather than an accountability or consequence. It will confirm their thinking and whether they want to advance it to the Board for consideration.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported he has been on a world tour to keep his commitment of visiting all CMS schools by his 100th day. He has enjoyed meeting people and attending many meetings but there is no greater joy than visiting the schools and spending time with the principals, teachers, support staff, and students. This has been a great experience and of the 159 schools

he has officially visited 86 schools. He will visit twelve more this week and it is a joy to see our hard working employees do what they do every day to serve our students. Dr. Morrison has been involved in many wonderful events. He especially enjoyed presenting at the Charlotte Mecklenburg PTA Conference and meeting with the presidents of our local colleges and universities to discuss the work we will be doing together regarding education in Charlotte Mecklenburg.

Dr. Morrison commended Park Road Montessori for being a National Blue Ribbon Award winning school and Ann Sluder of Sterling Elementary School who has been recognized as the North Carolina Physical Education Health Teacher of the Year.

Dr. Morrison commended the teachers on their heroism and ability to serve the students on 9-11. This was tragic event that means a lot to our country and community.

VII. REPORTS FROM BOARD MEMBERS

- Ms. Lennon thanked the parents who joined her for coffee and great conversation at the Starbucks at Burkedale. She reported she and Dr. Morrison will visit the Cornelius area tomorrow and will attend the Lake Norman Rotary meeting and visit schools in the Northeast Zone. She encouraged everyone to not forget 9-11 and to remember that the tragic day brought unity to America. It crossed racial, socio-economic, and state lines and everyone in the country felt like an American on that day. She encouraged everyone to continue that sense of unity and pride for our country.
- Dr. Waddell said there are many examples where CMS schools and the community come together. She enjoyed attending events to celebrate the good things happening at J. H. Gunn Elementary, the Talent Show at Grier Academy, and the Garden Planting at First Ward Creative Arts Academy. It is a great time to let teachers know their work is important to the students and the community. DNC was a wonderful lifetime and educational experience for students, teachers, and the community.
- Reverend Stinson-Wesley highlighted the great things that happened at the schools she visited on the first day of school and it was wonderful being a part of their enthusiasm. Several of the schools in her district are experiencing higher than anticipated enrollment and this can be taxing on our teachers. She thanked the parents for supporting the principals as they work hard to accommodate the students. She reported she would be attending a Worship Service at First United Methodist Church in Charlotte on Sunday to honor those in public service and she invited the Board members to also attend. She shared a comparison of education in Cambodia and other areas: school supplies for the entire year cost \$25.00; the teachers will not always get paid by the government; the classrooms will have roofs on posts but may not have walls; there will be no technology in the classroom and perhaps no electricity; and in many areas there are safety concerns. Yet, these children want an education. As we consider the challenges in our community we must remember the challenges faced by other countries.
- Mary McCray said she and Tim Morgan had a great first day of school as they greeted students and staff at Lebanon Road and Idlewild Road elementary schools. She enjoyed visiting and meeting with staff at Cato Middle College High School and Grier Academy. She thanked the teachers who came to Charlotte as delegates for the DNC and she noted that many school districts are experiencing issues with public education but we all are willing to work together to make public education accessible and better for every child

that attends public schools.

ADJOURNMENT

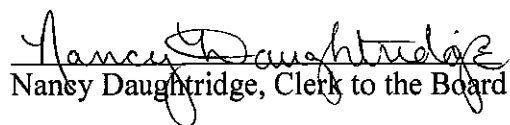
Chairperson Ellis-Stewart called for a motion to adjourn the meeting.

Dr. Waddell moved that the Board adjourn the Regular Board meeting, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:12 p.m.



Ericka Ellis-Stewart, Chairperson



Nancy Daughtridg, Clerk to the Board