

Approved by the Charlotte-
Mecklenburg Board of Education
January 8, 2013
Regular Board Meeting

Charlotte, North Carolina

November 13, 2012

REGULAR MEETING
of the
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on November 13, 2012. The meeting began at 5:16 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;
Timothy S. Morgan, 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: There were no absences.

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

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

- **To consult with the Board's attorneys regarding certain personnel matters.**

The motion was made pursuant to Sections 143-318.11(a)(6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 5:16 p.m. until 5:45 p.m. in Room CH-14.

Chairperson Ellis-Stewart reconvened the Regular Board Meeting at 6:00 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;
Timothy S. Morgan, 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: There were no absences.

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 reconvened the meeting and welcomed everyone to the first meeting of the month.

A. Adoption of Agenda

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

Dr. Waddell moved that the Board adopt the proposed agenda as presented, seconded by Mr. Tate, and the motion passed upon unanimous voice vote of the Board.

B. Pledge of Allegiance

Chairperson Ellis-Stewart called upon Richard McElrath to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak on the November character trait of *honesty*. Mr. McElrath introduced Dallas Tomlinson, a West Mecklenburg High School senior. Dallas has a 3.7 GPA and was recently named one of the Top 100 Young Black Men of Charlotte. Dallas enjoys a wide range of interests from football to public speaking, has attended various leadership camps, and plans to attend Morehouse College after graduation where he will major in psychology and minor in sociology. His educational plans include graduate school to procure a law degree, a decision he made during his freshman year of high school. Dallas aspires to become a lawyer, judge, Supreme Court judge, and Chief Justice. Attending the meeting with Dallas were his mother, Susan Hayes, and his mentor, John Martin. Dallas invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, Dallas discussed the importance of honesty. Honesty is not seen as a high ambition of many youth. It is a simple task and important in society. Everyone values people who are honest because they are the friends who will be there for a lifetime.

C. Public Hearing on proposed amendments to Policy GCKA, *Instructional Staff Assignments and Transfers*

Chairperson Ellis-Stewart reported the next three items on the agenda are public hearings on proposed amendments to Board policies. Each speaker will have three minutes to address the Board. This item is the Public Hearing on Policy GCKA and she called upon the people signed up to speak.

Louise Woods, former Board of Education member, commended Dr. Morrison on his initiative to review issues that need to be addressed to move CMS forward. The community is looking forward to working with Dr. Morrison to make changes. She believes Policy GCKA is the most important policy in CMS and the Board must get it right because it regards personnel. Good points in the policy include additional staffing at schools with high

turnover, high poverty, and English Second Language students as well as the importance of linking experienced teachers to student achievement. She addressed concerns about deleting items that are important for parents and teachers to have confidence in our schools.

Chairperson Ellis-Stewart called the Public Hearing closed at 6:09 p.m.

D. Public Hearing on proposed amendments to Policy BIFA, *Settlement and Payment of Claims, Awards, and Judgments*

Chairperson Ellis-Stewart reported there were no people signed up to speak to the Public Hearing on Policy BIFA and she called the Public Hearing closed at 6:09 p.m.

E. Public hearing on proposed amendments to Policy KI, *School Visitors*

Chairperson Ellis-Stewart reported there were no people signed up to speak to the Public Hearing on Policy KI and she called the Public Hearing closed at 6:09 p.m.

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. Three people were signed up to speak to the Board.

Amelia Lloyd-Pierson, student at South Mecklenburg High School, greeted the Board in French. She urged the Board to expand foreign language opportunities for students beginning in first grade. She has been enrolled in a Language Magnet Program since the third grade but not enough students in CMS are able to participate in this type of education. The emergence of a more global society is inevitable and the demand for foreign language speakers is essential to the success of our nation. She addressed concerns that CMS reduced its graduation credit requirements and no longer requires a foreign language to graduate.

Savannah Peters, senior at South Mecklenburg High School, shared focal points of her Senior Exit Project. Public school is a free taxed-supported school controlled by a local governmental authority. She expressed concern that in a 2012 world advancing in all areas we are losing the long established successful concept of free public education. As an active CMS junior she is required to spend nearly \$2,000 on both necessary course related items and extracurricular school activities which are important for her educational enrichment and college acceptance. Out of pocket costs for CMS students are the highest it has ever been and only increasing. She asked the Board to focus on the issue with a goal to immediately eliminate newly implemented fees and to return the full funding. Her family had no advance knowledge of the expenses she would incur in high school and CMS should ensure expenses are clear and defined. As a solution, she developed a pamphlet specific to her school outlining all expenses a student can expect and she hopes it will be made available to all students and families. CMS should mandate that schools publish a directory of each expense and have it available on online and in the school office. She addressed concerns for families who are unable to meet the financial requirements.

Chris Glover, doctoral student at UNC-Charlotte specializing in urban education, advocated

for an initiative to expand access to quality after school programs for high school students. Across the country there are over 15 million students who are unsupervised during the hours after school. In North Carolina 31% of students are unsupervised and 36% indicate they would attend an after school program if available. The hours between 3 pm and 6 pm are the time when juveniles engage in most criminal activity and experimentation. Access to quality structured after school programs will help to increase academic achievement, social skills, and self confidence and decrease truancy and disciplinary infractions. He urged the Board to renew West Charlotte High School's after school program grant and expand access to more students. Mr. Glover will send the Board information for modifying and expanding after school programs to serve more students by utilizing partnerships.

Chairperson Ellis-Stewart called the Requests from the Public closed at 6:20 pm.

III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes.
 - September 25, 2012.
 - October 16, 2012.
 - October 18, 2012.
 - October 25, 2012.
- B. Recommend approval of Open Session meeting minutes.
 - September 11, 2012 Regular Board Meeting.
 - September 25, 2012 Regular Board Meeting.
 - October 16, 2012 Work Session
- C. Recommend adoption of resolution authorizing the director of storage and distribution to dispose of surplus school property by way of Online Bid in auction format.

The Online auction time span will encompass the December 1-16, 2012 period. GovDeals, (www.govdeals.com), an experienced and proven Online government surplus sales service provider will facilitate the process. The auctions usually generate \$6,000 to \$15,000 in revenue.

- D. Recommend approval of Licensed/Non-Licensed Hires and Promotions for October 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: 2,594. (Licensed Hires: 1,550/Non-Licensed Hires: 1,044).*
- *Total Promotions July 1, 2012 - June 30, 2013: 214. (Licensed Promotions: 138/Non-Licensed Promotions: 76).*

- E. Recommend approval of Alternative School Local Accountability Options.
 - *Turning Point Academy: Local Option Goals for the North Carolina ABCs 2012-2013:*

<i>Goal</i>	<i>Description Goal</i>	<i>Baseline</i>	<i>Measurement</i>
<i>#5: Student Progress and Proficiency</i>	<i>Turning Point Academy will meet or exceed 35% of the total Annual Measurable Objectives (AMO) proficiency targets.</i>	<i>Last year the school met or exceeds 0 of 8 AMO proficiency targets.</i>	<i>Performance on State determined AMO targets will be used. These reports can be found on the NCDPI website and the CMS data portal.</i>

#3: <i>School Safety and Conduct</i>	<i>Turning Point Academy will decrease the number of disciplinary incidents by 10%, decreasing from 1,388 to 1,249.</i>	<i>Last year's total number of incidents was 1,388.</i>	<i>The number of disciplinary incidents will serve as a measure of school safety and conduct. Tracking of disciplinary incidents is maintained in NCWise and reported in the CMS data portal.</i>
#7: <i>Parent Involvement</i>	<i>Turning Point Academy will increase the average number of parents participating in engagement opportunities by 33%, increasing from 15 to 20.</i>	<i>Last year's participation average was 15 per involvement/engagement opportunities.</i>	<i>The average number of parents participating in parent engagement opportunities is the measure of parent involvement that will be used. Documentation of parent involvement levels will be collected by staff at Turning Point.</i>

- *Hawthorne High School: Local Option Goals for the North Carolina ABCs 2012-2013:*

<i>Goal</i>	<i>Description Goal</i>	<i>Baseline</i>	<i>Measurement</i>
#5: <i>Student Progress and Proficiency</i>	<i>Hawthorne will increase Algebra I proficiency rate by at least 15%; increasing proficiency rates from 37.6% to at least 43.2%.</i>	<i>Last year's Algebra I proficiency was 37.6%.</i>	<i>Results from the 2013 North Carolina End of Course assessment for Algebra I. *Found in the Principal's Portal (district database) will give the last three years of Algebra I data.</i>
#3: <i>School Safety and Conduct</i>	<i>Hawthorne will decrease truancy related violations by 31%; decreasing incidents from 32 to 22.</i>	<i>Last year's truancy related violations were 32 incidents.</i>	<i>School safety/conduct is measured in the number of truanancies. Truancy is a leading indicator of school violence. *Found in the Principal's Portal (district database) will give the last three years of discipline data for our school including current school term.</i>
#7: <i>Attendance Rate</i>	<i>Student attendance rate will increase by 5%, from 85% to 89%.</i>	<i>Last year's attendance rate was 85%.</i>	<i>Average daily attendance. *Found in both the PMR and the district Principal Portal.</i>

F. Recommend approval of executive staff contracts and amendments.

- *Amend the executive employment contracts effective November 13, 2012 by extending the term of employment with the date June 30, 2016 for Guy Chamberlain, Scott McCully, Tyler Ream, Charity Bell, Dawn Robinson, and Katherine Rea, and Denise Watts.*
- *Amend the executive employment contract for LaTarzja Henry effective November 13, 2012*

by extending the term of employment with the date June 30, 2016 and title change to Assistant Superintendent, Community Partnerships and Family Engagement.

- *Employment contract for Sheila Shirley as Chief Financial Officer effective November 13, 2012 for a term to begin December 1, 2012 and end on June 30, 2016.*
- *Employment contract for Kelly Gwaltney as Chief Human Resources Officer effective November 13, 2012 for a term to begin December 1, 2012 and end on June 30, 2016.*
- *Employment contract for Kathryn Block as Chief Communications Officer effective November 13, 2012 for a term to begin December 1, 2012 and end on June 30, 2016.*

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

Mr. Davis moved that the Board adopt Consent Agenda Items A. through F. as presented, seconded by Ms. McCray, and the motion passed upon unanimous voice vote of the Board.

Chairperson Ellis-Stewart called upon Dr. Morrison to highlight the personnel appointments Dr. Morrison provided an overview of the executive staff appointments and contract extensions as noted in Consent Item F. The recommendations are a part of his request to have audits conducted on Communications, Human Resources and Organizational Efficiencies and his proposed reorganization of the school district. Dr. Morrison will provide additional information regarding the reorganization in Report Item E.

- Dr. Kelly Gwaltney named Chief Human Resources Officer. Dr. Gwaltney previously served as East Zone Superintendent and principal at Mallard Creek High School. Dr. Gwaltney is known as a person who provides exceptional support and customer service, understands her role as a supervisor, and her role to support the schools in order for them to meet the needs of our students. A recommendation in the Human Resources audit was to provide better customer service and support to our schools and Dr. Gwaltney will do an excellent job in this area.
- Kathryn Block named Chief Communications Officer. Ms. Block previously served as Auxiliary Services Director of Quality Management. Ms. Block has extraordinary communication skills and helped lead CMS through a successful opening of schools and Democratic National Convention. Ms. Block will be an asset in this position and provide a focus on communications, public outreach, internal communications, and public trust.
- LaTarzja Henry named Assistant Superintendent, Community Partnerships and Family Engagement. Ms. Henry previously served as Executive Director Public Information. Ms. Henry has done great work in communications and has a passion for outreach in our community. This was highlighted during our Door-to-Door Campaign to get high school students to reenroll in CMS. Ms. Henry has a great capacity to build relationships and will do an amazing job in this capacity.
- Chairperson Ellis-Stewart congratulated the staff who would be stepping into new roles.

IV. ACTION ITEMS

- A. Recommend approval of proposed amendments to Policy GCKA, *Instructional Staff Assignments and Transfers*

Correlation to Board of Education Vision, Mission, and Core Beliefs: Ensuring that an effective principal leads every school. Ensuring that an effective teacher instructs each class.

Chairperson Ellis-Stewart called upon Tom Tate, Chairperson of the Policy Committee, to

present the recommendation on proposed amendments to Policy GCKA, *Instructional Staff Assignments and Transfers*.

Mr. Tate moved that the Board adopt proposed amendments to Policy GCKA, *Instructional Staff Assignments and Transfers*. The motion was presented through the Policy Committee and did not require a second.

Mr. Tate reported Policy GCKA is before the Board for action on proposed amendments. The amendments bring the policy into alignment with Policy ADA, *Equitable Distribution of Resources*, which was adopted by the Board in 2001 and revised in July 2010. Policy ADA will be reviewed next year as part of its requirements to be reviewed every three years. In addition, Policy GCKA adds a requirement for the Superintendent on an annual basis to submit to the Board a report that, at a minimum, addresses the extent to which the Superintendent's assignment of staff supports the educational needs of all students in the District and includes measures of the effect on student achievement of the assignment of new and/or inexperienced staff at any school. The policy retains the previous grant of authority to the Superintendent to transfer or reassign instructional staff as serves the best interest of the District. The Policy Committee unanimously approved the amendments at its meeting on June 14, 2012 and reaffirmed its approval at the September 13, 2012 meeting. At its October 11, 2012 meeting, the Committee discussed whether to recommend to the Board that it delay action on this policy. The unanimous decision of the five members was not to support such a recommendation. Information regarding Policy ADA is included with the supporting materials provided with this agenda item. The amendments set out the intentions by referring everyone to the Board's Vision, Mission, and Core Beliefs and Commitments. The revised policy makes clear by clarifying the Board of Education is committed to providing the best education available anywhere, preparing every child to lead a rich and productive life. Further, Policy ADA requires the Superintendent to establish and implement a systematic framework for distribution of resources throughout the District that ensures all students are taught by effective teachers. The work of CMS and the Board is grounded in the Board's Vision, Mission, Core Beliefs and Commitments, and Theory of Action for Change. Mr. Tate highlighted the Board's Core Beliefs and Commitments. Mr. Tate asked the Board to join him in adopting proposed amendments to Policy GCKA.

There was no Board discussion and Chairperson Ellis-Stewart called for the Board vote to adopt amendments to Policy GCKA. **The motion passed upon unanimous voice vote of the Board.**

B. Recommend approval of proposed amendments to Policy BIFA, *Settlement and Payment of Claims, Awards, and Judgments*

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

Chairperson Ellis-Stewart called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation on proposed amendments to Policy BIFA, *Settlement and Payment of Claims, Awards, and Judgments*.

Mr. Tate moved that the Board adopt proposed amendments to Policy BIFA, *Settlement and Payment of Claims, Awards, and Judgments*. The motion was presented through the

Policy Committee and did not require a second.

Mr. Tate reported Policy BIFA is before the Board for action on proposed amendments. The amendments raise the dollar amounts for which the Division of Insurance and Risk Management (DIRM) has authority to approve settlement of claims from \$5,000 to \$10,000 and raise the dollar amount of the Superintendent's settlement authority from \$10,000 to \$30,000. The policy further directs the General Counsel to provide a written report to the Board each month detailing all settlements, awards, and judgments paid the preceding month. The Policy Committee unanimously approved the amendments at its meeting on September 13, 2012. Mr. Tate asked the Board to join him in adopting proposed amendments to Policy BIFA.

There was no Board discussion and Chairperson Ellis-Stewart called for the Board vote to adopt proposed amendments to Policy BIFA. **The motion passed upon unanimous voice vote of the Board.**

C. Recommend approval of The Charlotte-Mecklenburg Board of Education 2013 State and Local Legislative Agenda

Correlation to Board of Education Vision, Mission, and Core Beliefs: Public education is central to our democracy.

Chairperson Ellis-Stewart reported this is the approval of the Charlotte-Mecklenburg Board of Education 2013 State and Local Legislative Agenda. Chairperson Ellis-Stewart thanked the Intergovernmental Relationships Committee's members for their hard work on developing the proposed Legislative Agenda. She noted that several Board members have just returned from attending the North Carolina Schools Boards Association's (NCSBA) Annual Conference in Greensboro, North Carolina and worked with other Board members throughout the State to adopt a NCSBA State Legislative Agenda. Chairperson Ellis-Stewart called upon the Intergovernmental Relationships Committee's Co-Chairs, Mary McCray and Tim Morgan, to present the recommendation on the proposed 2013 Legislative Agenda. Mr. Morgan reported that he would review the proposed State items and Ms. McCray would present the Local items.

Mr. Morgan moved that the Board approve the proposed 2013 Legislative Agenda, seconded by Ms. McCray, and a Board discussion followed.

Mr. Morgan reported the proposed agenda includes the changes the Board discussed at the October 30, 2012 Board meeting. Mr. Morgan thanked his Co-Chair, Mary McCray, and the members of the Intergovernmental Relationships Committee, Board members Joyce Waddell, Richard McElrath, and Eric Davis; George Battle, General Council; and Jonathan Sink, Associate General Counsel. He also thanked Ericka Ellis-Stewart who is not a member of the committee but sat in on many of the meetings. Mr. Morgan reported the committee worked on the proposed agenda for about three months. Board members were kept informed and provided feedback throughout the process. Mr. Morgan said we are excited about the proposed agenda recommendation. Mr. Morgan and Ms. Ms. McCray provided an overview of the proposed 2013 Board of Education State and Local Legislative Agenda.

THE CHARLOTTE-MECKLENBURG BOARD OF EDUCATION 2013 STATE AND LOCAL LEGISLATIVE AGENDA

The Charlotte-Mecklenburg Board of Education (the “Board”) hereby adopts as its priorities and requests that either the North Carolina General Assembly or the appropriate arm of local government take action on the items listed below. The Board emphasizes that these priorities are specific to Charlotte-Mecklenburg Schools. As such, the Board does not speak on behalf of other school districts, but does encourage other districts and their governing boards to join with this Board for the purpose of collaborating and advocating for shared priorities:

State Items:

- 1. Improve school performance grading by implementing a sensible, multi-measure approach that balances student proficiency with student growth.**
 - Add a student growth measure that is equal to the student proficiency measure so that schools are more fully and accurately assessed.
- 2. Providing adequate funding and budget flexibility.**
 - Provide sustainable funding to pre-K programs.
 - To the extent there are funding cuts, let local school districts decide how to implement those cuts (e.g. limit state-mandated line item cuts).
 - Grant more flexibility in allowing local school districts to determine how resources are used in PreK-12 education.
 - Provide financial incentives to local school districts to be efficient with their allotted funds, such as allowing districts to find creative efficiencies with funds, including but not limited to transportation, so that savings can be channeled back into the classroom.
 - Find a solution to the major budget calendar challenges that districts experience every summer when they are allotted funds in late June, so that districts have more time to optimize their decision-making with regard to their allotted funds.
- 3. Elevating and enhancing the teaching profession through reforms in evaluation, compensation and career status.**
 - Review and reform tenure laws to ensure an appropriate balance between due process rights and the ability of local school districts to be flexible in making personnel decisions.
 - Clarify definitions of teacher tenure reforms found within all proposed tenure legislation.
 - Allow teachers who have earned and continue to maintain career status to retain such status, while providing other teachers with at-will employment contracts not to exceed four years.
 - Find a solution to the major Human Resources calendar challenges that districts experience every summer, so that more time can be invested in making better personnel decisions.
 - Clarify evaluation standards and give local school districts the flexibility to adopt additional evaluation standards suited to their local realities.
 - Examine, evaluate, and implement sustainable alternative compensation models which reward teacher performance.
 - Establish funding plan that ensures that compensation is secure throughout various economic cycles, particularly with regard to pay for performance plans.
 - Implement a phased, multi-year approach to raise teacher base pay to the national average, and implement a pay-for-performance compensation structure that attracts, keeps, and provides opportunities for teachers to earn above the national average.
 - Provide relief to superintendents by allowing a superintendent’s designee to act on his/her behalf in the personnel appeals process.
- 4. Providing flexibility for Project L.I.F.T. schools so that they become a zone of innovation.**
 - Modify funding from positions to dollars for Project L.I.F.T. schools.
 - Grant more flexibility in allowing CMS to determine how resources are used in PreK-12

- education at Project L.I.F.T. schools.
 - Examine, evaluate, and implement sustainable alternative compensation models which reward teacher performance at Project L.I.F.T. schools
 - Allow teachers who have already earned and continue to maintain career status to retain such status, while providing other teachers with at-will employment contracts not to exceed four years.
 - Partner with the State to develop sustainable solutions to funding an extra 20 school days for Project L.I.F.T. schools.
- 5. Ensure a level regulatory playing field for public and charter schools.**
- Establish one set of rules for both charters and traditional public schools to follow.
 - Provide final chartering authority to local boards of education so that local boards become the chartering authorities, while allowing charter applicants who have been denied charter status to appeal to the State Board of Education.
- 6. Providing flexibility with regard to establishing school calendars best-suited for their local environments.**
- Repeal school calendar law.
 - Enable local districts to construct school calendars governed only by state constitution parameters.
 - To the extent a 185-day school calendar is implemented, provide the funding to cover the extra expenses incurred.
- 7. Providing taxing authority.**
- Empower local boards of education to set tax rate for the local portion of public PreK-12 education spending.
 - Allow phase-in period for LEAs to make desired electoral adjustments.

Ms. McCray reviewed the Local Items.

Local Items:

- 8. Establish joint effort to advocate for shared priorities in Raleigh.**
- Find and advocate for joint solutions to shared budget calendar challenges, including a solution to the State's annual May 15th deadline that requires school districts to submit their budgets to their respective county commissions without knowing their respective funding levels for the year ahead.
- 9. Improve the working relationship between the Mecklenburg County Board of Commissioners and the Charlotte-Mecklenburg Board of Education through a series of meetings and interactions to discuss shared priorities and impacts, since each elected body's decision-making impacts the other elected body and their shared constituents.**
- Find a solution to the major Budget calendar challenges that CMS experiences every summer when it is allotted funds in late June to provide CMS with more time to invest in making optimal student-centered decisions with its allotted funds.
 - To the extent the Mecklenburg County Board of Commissioners establishes that there are funds available to fund capital projects for the local school district, those resources should be allocated solely in accordance with the priorities established and communicated by the Board of Education.
- 10. Partnering with Mecklenburg County's seven municipalities to provide sworn law enforcement officer services at designated schools.**
- Request that the City of Charlotte revert to its 2010-2011 level of law enforcement services that it provided to CMS.
 - Partner with the towns of Cornelius, Davidson, Huntersville, Matthews, Mint Hill, and Pineville, so that neither the amount charged nor the formula for calculating the amount

charged increases with regard to law enforcement personnel provided to CMS by these municipalities.

11. **Encouraging Mecklenburg County and the seven municipalities to work with CMS to promote and develop safe, stable neighborhoods, more job opportunities, affordable housing, and sustainable economic conditions for the benefit of CMS students, their families, and the communities in which they live.**
 - Convene the seven local municipalities in Mecklenburg County and the Charlotte-Mecklenburg Board of Education to discuss shared priorities and impacts.
 - Establish, support, and maintain programs that provide services to CMS students and support CMS's overarching educational goals.
 - Work to identify the most effective and efficient social services agencies for CMS students and families.

Chairperson Ellis-Stewart opened the floor to Board member questions and comments.

- Ms. Lennon thanked the Co-Chairs and the committee for an incredible amount of work and incorporating input from the Board members based on their conversations with their local and state representatives. Ms. Lennon said the agenda includes items that she does not support but she will support the overall agenda. Ms. Lennon reviewed items that she does not support and will not lobby for with her local representatives. She believes all publicly funded schools (Local Education Agencies and charter schools) should follow the same rules but at this time CMS should not be involved in chartering authority of charter schools. She is also opposed to providing taxing authority to local boards of education.
- Mr. Davis thanked Mr. Morgan and Ms. McCray for their leadership and work on the committee. He said this Board is the most diverse group he has ever worked with and the agenda represents our diversity, plays to our strengths, and that is a result of how the committee led the process. The process gave Board members an opportunity to provide input, committee members valued everyone's opinions, we listened to each other, and we worked together as a team to develop a good product. The agenda begins with an emphasis on performance which is exactly what our Theory of Action for Change expects. It moves to adequate funding and budget flexibility which is the key resource we need in order for our students to be successful. That is followed by enhancing and elevating the teaching profession which is exactly what our students need in order to receive the necessary education to be successful. The agenda also outlines specific areas around Project L.I.F.T., a regulatory playing field, and most importantly a joint effort regarding shared priorities, improving working relationships, partnering with and encouraging working together. The Board and staff worked together to develop a sound document that he hopes conveys to our partners that our spirit is one of partnership because our students need us all to work together. Mr. Davis said he supports every tenet in the agenda.

There was no further Board discussion and Chairperson Ellis-Stewart called for the Board vote to approve the proposed Charlotte-Mecklenburg Board of Education 2013 State and Local Legislative Agenda. **The motion passed upon unanimous voice vote of the Board.**

D. Recommend approval of Citizens Transit Advisory Group Appointment

Correlation to Board of Education Vision, Mission, and 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 a Board of Education citizen appointment to the Citizens Transit Advisory Group (CTAG) to fulfill an unexpired term ending June 30, 2013. She reported Colvin Edwards resigned from his appointment and she thanked him for his service to the committee. The Board of Education has one appointment to the committee which is made up of thirteen members who have two year terms. No publicly elected office holder may seek to serve on this committee. The Board posted notification of the appointment on the CMS Website and through the *Charlotte Observer* and two people applied for the appointment.

Mr. Morgan reported Board members received applications for two individuals applying for the appointment late last week. Some Board members have not had an opportunity to review the applications and contact the applicants. Mr. Morgan presented a motion that the Board delay action on this matter.

Mr. Morgan moved that the Board delay action on the appointment of a citizen to the Citizens Transit Advisory Group until the December 11, 2012 Regular Board meeting, seconded by Eric Davis. There was not discussion and Chairperson Ellis-Stewart called for the Board vote on the motion. **The motion passed upon unanimous voice vote of the Board.**

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for September 2012

Correlation to Board of Education Vision, Mission, and 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., B., and C. are the monthly reports and as presented.

B. Report on Financial Statements for September 30, 2012

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

Report Item B. was presented with V. A.

C. Report on Capital Project Ordinances for September 2012

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

Report Item C. was presented with V. A.

D. Report on Graduation Cohort

Correlation to Board of Education Vision, Mission, and Core Beliefs: Preparing all students to be successful in institutions of higher learning or the workforce without a need for remediation

Chairperson Ellis-Stewart called upon Dr. Morrison to introduce the report on Graduation Cohort. Dr. Morrison called upon Ann Clark, Deputy Superintendent, to present the report. Dr. Morrison said we will engage in an exciting time in CMS as we begin to talk about what

we have learned about CMS and more importantly where we are going. We must do a great job in defining success in CMS because ultimately we must have a common measure of success in which our community provided input and supports. Engaging in conversations around success will be exciting and rejuvenating. Dr. Morrison believes a school district has two measures of success. First, did we graduate our children on time? Second, what does the CMS diploma mean? Dr. Morrison said this report provides an effort to get more students to walk across the stage to graduate. Dr. Morrison acknowledged the leadership of Ann Clark, the zone superintendents, and all the principals in CMS because graduation actually begins in Kindergarten and PreK. This is a district-wide initiative and CMS has had success in increasing the graduation rate. We are trending up and we must continue those efforts to increase the graduation rates and ensure the quality of the CMS diploma.

Ms. Clark said this initiative begins with the role of the Board and the policy on graduation requirements. We have much work to do in this area to reach our graduation targets and we must also track the success of our students beyond the high school diploma. Having the ability to track students in the work force and post secondary education is important. Ms. Clark said she approached this conversation at a symposium with our CMS higher education partners and they were very receptive to the concept. In addition, the *Strategic Plan 2014* has the specific goal that in 2014 we must move our graduation cohort rate from 66% in 2010 to 90% or better in 2014. This must be sustaining benchmark at 90% or better and not just achieving. In an effort to increase graduation rates, CMS provided the Credit Recovery Program in all secondary and alternative schools during the summer of 2012 and following are the results of that initiative.

- 2,677 credits earned by students in credit recovery classes.
- 2,953 credits earned by students in face-to-face summer school.
- 591 students passed North Carolina Virtual Public School (NCVPS) classes during the summer.

Ms. Clark said the CMS priority for the Credit Recovery Program is to start with the seniors and then move to the junior class, sophomore class, and freshman class. Eventually we want to eliminate the need to support the seniors and juniors in credit recovery and move to a proactive method going forward to capture students in 9th grade to ensure they are on track to graduate on time.

Ann Clark introduced Courtlyn Reeves, Math teacher at Vance High School and member of the Aspiring Leaders Program, to share research about the CMS Credit Recovery Program which has proven to show strong results. Courtlyn Reeves said this summer he took a deeper dive into the credit recovery programs in CMS and each school is doing it differently. The goal of his initiative was to select three schools that show our best practices so those best practices could be scaled to other schools in CMS. Mr. Reeves provided the Board with an overview of the best credit recovery practices at three schools: Independence, North Mecklenburg, and Vance high schools. Independence High School created a positive culture around credit recovery and that was accomplished by getting buy-in from the entire teaching staff, holding rallies at the school, urging students to sign up, and making the students feel appreciated and that they could be successful. Independence had forty-four of their seventy-six off track seniors to graduate because of credit recovery. Vance saw a drastic graduation cohort rate increase of 11% and most of that increase was the result of the Credit Recovery

Program. Students were required to be at the school two afternoons per week and on Saturday. One hundred students participated in the program and sixty-two of the seventy-five seniors graduated. North Mecklenburg had the most non-traditional route. Instead of doing afterschool work they were able to incorporate credit recovery in their school day by creating two fifteen minute blocks two days per week. This impacted all students and not just the credit recovery students who needed the work to graduate. This gave the students who may have been struggling the opportunity to get better. North Mecklenburg had sixty-four seniors enrolled and of those forty-nine graduated on time. North Mecklenburg also improved their retention rate in 9th grade. Overall, CMS is seeing great success with credit recovery. Mr. Reeves said his report centralized some direction to school principals who then worked with zone superintendents and the teams at their schools to revamp their credit recovery program for this year and we look forward to seeing the results in the coming months.

Ms. Clark reported Mr. Reeves met with all the high school principals in October and presented a detailed report where he highlighted many of the programs being used by the schools. He also designed a manual to guide schools in the best practices of credit recovery, ways to partner with other schools, how to collaborate with Online learning options, and coordinated central sites to provide credit recovery in certain subject areas. The Credit Recovery Program is a good example of our principals using freedom and flexibility with accountability because they assessed their students to determine the best delivery of credit recover. Ms. Clark provided the Board with an overview of the CMS major initiatives.

- North Carolina Virtual Public High School: Total Online enrollment 6,229.
- Electronic 4-Year Plan: Developed an electronic plan to track the Class of 2013 and future classes to asses each high school student's progress toward graduation, semester by semester.
- Registrars: The initiative included intense training to promote data integrity. Staff reviewed and rewrote the job description and scope of work for school registrars.
- Truancy Court: This initiative is supported by Juvenile Court judges. The program was expanded from eleven to fourteen sites which resulted in an improved attendance rate at the participating schools.
- Truancy Safe Neighborhoods: This initiative was expanded from eleven sites to fourteen sites. The Charlotte-Mecklenburg Police Department partners with CMS and they have been instrumental in offering proactive methods to reinforce the importance of attendance in school. This continues to be a powerful program in which Juvenile Court judges work with students and families.
- No Easy Walk: This program was in collaboration with the Charlotte-Mecklenburg Police Department but the funding ended 2010-2011. CMS was able to use the remaining grant funds to operate programs at Hawthorne High School and Turning Point Academy. Project L.I.F.T. dedicated resources to introduce the program at Ranson Middle School for this current school year. CMS is attempting to coordinate middle schools and PreK-8 schools to transition to a CMS supported program operating with school or Title I funding in order to continue the program.
- Communities in Schools (CIS): Site coordinators are based at the schools to work directly with the students, families, school staff, community partners, and volunteers. The program is located at seventy-five schools (thirteen elementary, fifteen, PreK-8, twelve middle, and thirty-five high schools). In addition, CIS is involved at Jail North

- and Jail Central to help transition our students back to the appropriate setting in CMS.
- Door-to-Door Campaign: This initiative was inspired by the leadership of Dr. Morrison and was a best practice used in Reno, Nevada. This initiative identified students who were no show for school this year on the 20th day. Staff contacted over 700 families and conducted over 100 home visits. Staff was able to successfully reenroll eighteen students into CMS. This was an exciting initiative and we look forward to expanding it next year.
 - Y Achievers: This initiative was launched in March 2011 and located at Vance, West Mecklenburg, and West Charlotte high schools. The schools were selected because they had the lowest graduation cohort in the District. This has been a highly successful program and 51% of the students enrolled increased grade point average by .2 on average; 98% of participants established an educational or career goal; seventy students experienced job-shadowing opportunities; students toured five universities; and fifty-five Y Achievers participated in paid internships during summer 2012.
 - Next steps: Serve an additional cohort of ninety-five students for 2012-2013; enhance features of early warning system data dashboard of drop out indicators; and monitor Class 2013 electronic transcripts on a monthly basis by school and zone via the portals.

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

Board members McCray, Waddell, Davis, Morgan, Tate, McElrath, and Ellis-Stewart asked clarifying questions and Ms. Clark and Dr. Morrison provided clarification. The questions regarded the difference between credit recovery and summer school; program costs and funding (CMS schools are allocated credit recovery funding), CMS partnerships; impact of PowerSchool on school registrars; and communication challenges for students participating in Virtual High School courses.

- Dr. Waddell liked the North Mecklenburg program because the results were good and did not require students to attend class after school and on weekends, and she suggested the North Mecklenburg program be expanded in CMS.
- Ms. Lennon appreciates this project and she commended Mr. Reeves on incorporating best practices focused on outcomes.
- Mr. Davis recognized Michael Duval with the Y Achievers initiative and Molly Shaw with Communities in School initiative and he thanked them for their partnerships with CMS. Mr. Davis asked what are three things our system needs to achieve our graduation goals? Dr. Morrison provided clarification noting great teachers in the classroom and the quality of the teaching experience; establish critical leverage points that are measured to ensure students do not fall behind and intervene in real time to not lose a student; outreach to community partnerships to expand learning opportunities for students; and reach out to parents to get them actively involved. Dr. Morrison discussed the importance of students and parents doing their part to ensure students are motivated to do well in school. This is a path we must take together and when we all focus on the same thing we often reach the same outcomes.

E. Report on Communications, Human Resources, and Organizational Efficiency and Effectiveness Audits and Employee Engagement and Morale Survey

Correlation to Board of Education Vision, Mission , and Core Beliefs: We are responsible for building and maintaining high performing organizations that ensure all students will successfully acquire the knowledge,

Chairperson Ellis-Stewart called upon Dr. Morrison to present the report on Communications, Human Resources, and Organizational Efficiency and Effectiveness audits and Employee Engagement and Morale Survey.

Dr. Morrison said he is excited to present the audits to the Board and the community. Dr. Morrison reported the audits and the Employee Engagement Morale Survey are posted on the CMS Website and this information has been shared with the CMS principals, teachers, and staff. This is important because the findings of the Communications Audit and the Employee Survey indicated we must do a better job with internal communications. Dr. Morrison reported that when he was first hired he indicated a part of his Entry Plan was to conduct three audits. This was done because it was important to understand where we are in order to think about where we need to go. Audits are conducted to find out where you have strengths as well as where you have opportunities for improvement. Dr. Morrison said he chose to share this information (good, bad, and ugly) with the public and he hopes the focus of the media will not be centered on the negative. Dr. Morrison said part of his Entry Plan was to listen and he heard from the community the need to be vigilant about ensuring public trust and confidence. Dr. Morrison believes asking for the three audits and the Employee Morale Engagement Survey and pledging to make them public is a step toward being vigilant about earning the public's trust. Dr. Morrison said he reviewed the audits for broad themes, interconnected opportunities to get better, and areas to be more thoughtful. This initiative will lead to thoughtful plans and working with our employees and the broader community to get better. The next steps will involve areas in which we can make immediate improvements and areas to make sustained long-term improvements to make a better school district. Dr. Morrison reported the Communications, Human Resources, and Organizational and Effective audits and the Employee Engagement and Morale Survey are on the CMS Website. Dr. Morrison called upon Earnest Winston, Chief of Staff, and Kathryn Block, Chief Communications Officer, to highlight areas of the audits and survey.

Earnest Winston said Dr. Morrison launched a comprehensive listening and learning effort in the District. It was based on a fundamental premise that in order to go into the future, then we must understand our current state. We must first understand our present so together we can define our future. An important component of that work was to commission the four important audits. The audits were designed to provide an objective independent look at CMS from outside experts who have previously done this type of work numerous times. The work was also to inform our decisions about the best ways to reshape CMS in the spirit of continuous improvement. As mentioned by Mr. Davis, we are not satisfied with where we are today. We are going to get better and this work will help us achieve that goal. This report will highlight the findings of the audits so together we can define a future for CMS that successfully supports the notion of "every child, every day, for a better tomorrow."

- Organizational Effectiveness and Efficiency Audit was conducted by a team from Council of Great City Schools. The process engaged more than one hundred individual stakeholders, Board members, members of executive and senior staffs, and parents. A key finding of the audit was CMS lacked an efficient, streamlined work flow among departments but instead worked in silos. This is an area that we can and will improve by bringing more cross functional efforts to the work. A second key finding was CMS

lacked written processes and systems to coordinate workflow or align our efforts. Thirdly, the organizational placements are not structured to maximize efficiencies and effectiveness.

- Human Resources Audit was conducted by Aarons Consulting and was led by Elizabeth Aarons who is the former chief human resources officer for New York City Public Schools. The process engaged more than fifty stakeholders, Board members, principals, members of executive staff, zone superintendents, principals, teacher association leadership, parents, and community leaders. One of the key findings was the CMS processes are too focused on compliance and must be redesigned for more efficient workflow. A second finding regarded the process for supporting great performance of employees and identifying and removing unsuccessful teachers and other employees needs to be streamlined. We need to do a better job streamlining that particular work. A third finding regarded our existing human resources structure as it is currently set up does not do the best job of supporting and serving our schools and we need to be more customer service oriented. CMS has previously heard these same concerns.

Kathryn Block said she is excited about taking on the role of Chief Communications Officer for CMS. She thanked LaTazja Henry for the contributions she has made in this role. Ms. Block said in this day the role of communications in a school district is extremely important because it involves numerous dynamics. We must be able to continuously communicate effectively internally and externally. Ms. Block said it is important to communicate to keep our stakeholders engaged and she pledges her commitment to lead this effort in partnership with the Board and CMS staff to advance this important work. Ms. Block provided an overview of the Communications Audit which was given in the spirit of continuous improvement.

- Communications Audit was conducted by Drive West Communications and it engaged over eighty stakeholders including District Officials, Board members, principals, teachers, parents, community partners, and news reporters and stakeholders. A key finding was communication efforts are more reactive than proactive. CMS lacks a strategic communication plan for internal and external communication. A second finding was a lack of communication and transparency about major district initiatives. This included how decisions are made which has contributed to distrust. A third finding regarded there is a significant need for increased production of positive news stories, greater use of social media, and better tools to engage media partners. The findings acknowledged the Communications Department had been stripped of staffing and resources and the remaining resources (people, structure, Website, and CMS TV) could be better utilized. This will involve ensuring we have the right resources, the right people in the right seats, and reviewing the CMS Website to ensure it is user friendly.
- Employee Engagement Survey: It was a courageous effort for CMS to take this initiative on because we must be willing to respond effectively to the results. The Employee Engagement Survey was important because every employee in CMS matters in preparing every child, every day, for a better tomorrow. Research supports that higher engagement levels improve employee performance and employee retention. The results of the Employee Engagement Survey will be assessed to help inform CMS how to operate as a district. This work was collaborative and employees were encouraged to

be honest in their feedback. K12 Insight conducted the independent survey and overall 53% of the CMS employees participated in the survey.

- 76% of CMS employees are engaged/highly engaged.
- District Office and School Administrators are among the most engaged employees.
- Drivers to strengthen employee engagement include shared values, work environment, career growth and training, leadership, quality service, communication, and feedback and recognition. Employees rated CMS highest in the areas of shared values and work environment.
- Summary and Next Steps:
 - Phase 1 response to the audits is underway.
 - The District will continue to use the survey and audit findings to make decisions about the best ways to reshape CMS to meet the many, diverse needs of our students and families.
 - CMS will further engage employees to help advance this work and inform the 2013-2014 school year budget process and foundational goals which will lead to the development of the new CMS Strategic Plan. This work is instrumental in the work that CMS will do moving forward.
 - Human Resources Relationship Management Director will work with executive staff to facilitate ownership and action on this important topic.

Dr. Morrison said it is important to note the majority of the surveys and audits were conducted several months ago and we are taking immediate action as indicated by Board action tonight. There will be additional changes focused on professional development, data quality, processes and systems, parent and community engagement, and community partnerships. Staff will review every recommendation of each audit and we will report to the Board how we are responding. This is an important part to the follow up to ensure we are responding to the results. The Engagement Morale Survey is not a one-time event. It will be a constant focus of CMS to ensure employees have voice in our work and how we operate. This work will be completed collaboratively and together. Dr. Morrison hopes the media will not go through the audits to selectively pick comments that are sensational. Dr. Morrison asked the representatives from the media to do a good job with the information. This is robust information and we are happy to share it but how it gets shared and the quality in which it is reported will make a difference. Dr. Morrison said it is important to hold everyone accountable for how we move forward with this information.

Chairperson Ellis-Stewart thanked Dr. Morrison for his leadership and vision to have the audits and willingness to make the results public. The audits were necessary and it was good Dr. Morrison made this a high priority for the District. Chairperson Ellis-Stewart invited Board members to ask questions and make comments.

- Ms. McCray thanked staff for the report. She said teacher morale was also a priority topic at the North Carolina School Boards Association meeting this week. This is a CMS issue, a State issue, and a national issue. Public education is being beaten down and this is a first step to do this right for the people we employ in CMS.
- Ms. Lennon welcomed Ms. Block and commended her marketing background and combining communications and marketing in the presentation. She discussed the importance of social media and she is pleased that CMS is exploring other methods of communication. Ms. Lennon thanked the community for participating in the Community

meetings, their voices were heard, and as a result changes are being made. Ms. Lennon encouraged the public to attend the upcoming Community Meeting on November 26, 2012. The audits were necessary because you cannot fix something unless you understand what is wrong and now it is time to work on the cure.

- Dr. Waddell thanked staff for the report. Dr. Waddell asked were the employees reluctant to share information? Ms. Block said the survey was conducted by an external consultant and that gave employees the comfort to openly share feedback. Dr. Waddell said CMS has a lot of work to do to improve employee morale. Teachers have stated for a long time they want to feel appreciated. Ms. Block said this was an all employee survey and not just focused on teachers and the feedback was consistent. The next step of this initiative is engaging our employees in the conversation to understand the results of the survey and identify solutions.
- Chairperson Ellis-Stewart thanked Dr. Morrison and staff for sharing the details of the audit and making them public for the community and our employees. This is critical for ensuring trust with our employees and the public.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison thanked Cam Newton for initiating the Cam Newton Foundation kickoff at three CMS middle schools: Bradley, Randolph, and Thomasboro. This opportunity if focused on boosting spirits, learning and academic achievement, wellness, and giving back to the community. Dr. Morrison will host the final Employee Town Hall Meeting at South Mecklenburg High School on November 14th and a Community Town Hall Meeting at Myers Park High School on November 15th, and both meetings begin at 6:00 p.m. On November 26, 2012, Dr. Morrison will hold a Community Meeting at the Blumenthal Performing Arts Center at 6:00 p.m. where he will present his findings of his first 100-days as Superintendent, what he has learned, and next step recommendations.

VII. REPORTS FROM BOARD MEMBERS

- Rhonda Lennon reported the Baseball teams at North Mecklenburg and Hough high schools are hosting an Out of the Park tournament this weekend to raise funds for a community member fighting cancer and the tickets are \$5.00. This is a great way for our schools to get involved and give back to the community. The Community of Huntersville Education Collaborative is having an organizational meeting on Thursday at the Huntersville Town Hall at 6:30 p.m. She commended several Huntersville committees and residents who are leading the charge for awareness of the great schools in Huntersville and they could be a model for committees Countywide.
- Reverend Stinson-Wesley has visited the CMS alternative sites and Communities in School schools over the past several months. CMS staff is leading an effort to review the alternative educational opportunities offered to students within CMS. She is very interested in helping students who learn best in different school environment versus the traditional setting and she looks forward to the results of that study. She has continued to visit schools, zone offices, and various departments and she thanked staff for being so welcoming of a Board member. She attended several of Dr. Morrison's Town Hall meetings and she enjoyed hearing from parents and she encouraged the public to attend those meetings. She thanked Dr. Morrison for requesting the audits and developing a plan to address the issues in CMS. She congratulated Ardrey Kell High school on winning two State championships in Women's Golf and Women's Volleyball. Reverend

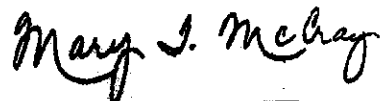
Stinson-Wesley said in celebration of Thanksgiving she is particularly thankful for her fellow Board members for serving with her.

- Tim Morgan noted that at the North Carolina Schools Boards Association meeting today, in Greensboro, North Carolina, he was elected to a two-year term serving on the North Carolina School Boards Association's Board of Directors. He thanked the Board for nominating him and he looks forward to serving. Mr. Morgan reported the football playoffs are still taking place and three of the four remaining AAAA teams are CMS schools Butler, Mallard Creek and Olympic high schools.
- Joyce Waddell visited several CMS schools and attended the North Carolina School Boards Association meeting in Greensboro on Monday and Tuesday and attended workshops on Common Core and Team Building. Dr. Waddell highlighted an article in the Urban Educator regarding the CMS initiative on teachers starting the school year with iPads to help them improve instruction through the use of technology. She wished everyone a happy, safe Thanksgiving holiday.
- Mary McCray thanked the teachers, students, and parents at Mountain Island Elementary School for hosting her at their STEM Fair and at McAlpine Elementary School on their gorgeous Decorated Pumpkins and People display in the Media Center. She thanked the CMS employees who are Veterans or who may be serving in honor of Veterans Day.
- Ellis-Stewart reported the Young Black Males (YBM) Leadership Alliance published their 1st Annual Top 100 Young Black Males of Charlotte which recognized a number of students from CMS. She recently attended the Council for Great City Schools' Fall Conference in Indianapolis, Indiana and they did a great job on presenting a robust conversation for making public schools systems really great. She is an advocate for the Library and she highlighted the success of the Summer Reading Program. This weekend the Johnson C. Smith hosted the High Stepping Marching Band Competition and three CMS schools participated at the event: West Charlotte High School, Phillip O. Berry Academy of Technology, and Harding University High School.

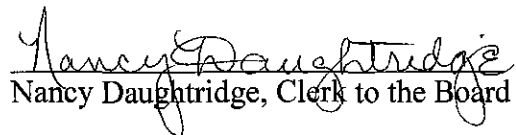
ADJOURNMENT

Chairperson Ellis-Stewart called the meeting adjourned, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:47 p.m.



Mary T. McCray, Chairperson



Nancy Daughtridgē, Clerk to the Board