



Charlotte, North Carolina

June 11, 2013

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on June 11, 2013. The meeting began at 6:30 p.m. and was held in the Meeting Chamber of the Government Center. CMS TV televised the meeting.

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

Absent: Eric C. Davis, District 5

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 McCray welcomed everyone to the June 11th Regular Board meeting and she noted the meeting began at 6:30 p.m. because Board members have been attending graduations.

A. Adoption of Agenda

Chairperson McCray called for a motion to adopt the proposed agenda.

Dr. Waddell moved that the Board adopt the proposed agenda as presented, seconded by Ms. Ellis-Stewart, and the motion passed upon an 8-0 voice vote of the Board. Eric Davis was absent.

B. Pledge of Allegiance

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

C. Public Hearing on Proposed New Human Resources Policies and Proposed Amendments to Current Human Resources Policies

Amendments to the following HR policies are proposed for approval:

- Policy GBK, *Grievances by Employees*.
- Policy GCCAA, *Sick Leave*.
- Policy GCCAG, *Civil Responsibility Leave*.
- Policy GCCAJ, *Educational Leave*.

The following policies are new and proposed for adoption:

- Policy GCCAE, *Professional Leave*.
- Policy GCCAF, *Unpaid Leave of Absence*.
- Policy GCQG, *Separation/Termination Due to Unavailability*.

Chairperson McCray said this is the Public Hearing on proposed new Human Resources policies and amendments to current Human Resources policies. Chairperson McCray reported there were no speakers signed up to speak before the Board and she called the Public Hearing closed at 6:34 p.m.

II. REQUEST FROM THE PUBLIC

Chairperson McCray 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.

Chairperson McCray reported no speakers were signed up to speak before the Board and she called the Request From The Public closed at 6:35 p.m.

III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes.
 - May 16, 2013.
 - May 30, 2013.
- B. Recommend approval of Open Session meeting minutes.
 - March 26, 2013 Regular Board Meeting.
 - May 23, 2013 BOE-BOCC Joint Meeting
- C. Recommend approval of resolution for Interim Appropriations for FY 2013-2014 as required by North Carolina General Statute 115C-434.

Board of Education approval for authorization for the Chief Financial Officer to continue paying salaries and the usual ordinary expenses of the school district until adoption of the FY 2013-2014 Budget. Fiscal Implications: Any such interim appropriations made and expended shall be charged to the proper appropriation in the 2013-14 Budget upon adoption. The exact dollar amount will depend on length of time lapsing before budget adoption.

RESOLUTION

FOR

INTERIM APPROPRIATIONS FOR FISCAL YEAR 2013-2014

RESOLVED, that the Chief Financial Officer for the Charlotte-Mecklenburg Board of

Education be and hereby is, authorized to continue paying salaries and the usual ordinary expenses of the school district. This authorization is to be effective from July 1, 2013, until adoption of a new budget resolution pursuant to N.C.G.S. §115C-434. Any such interim appropriations which are expended shall be charged to the proper appropriations in the 2013-2014 Budget upon adoption.

D. Recommend approval of Licensed/Non-Licensed Hires and Promotions for May 2013.

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: 3,615. (Licensed Hires: 1,917/Non-Licensed Hires: 1,698).*
- *Total Promotions July 1, 2012 - June 30, 2013: 334. (Licensed Promotions: 181/Non-licensed Promotions: 153).*

E. Recommend approval of the following:

1. Recommendation to Non-Renew the Contracts of Certain Certified Probationary Employees and to Deny Career Status for Those Employees Being Voted on Who Are Eligible for Career Status.
2. Recommendation to Renew Contracts of Probationary Teachers and Grant Career Status to Those Career Eligible Employees on the List in the Board Record of Certified Probationary Employees Recommended for Contract Renewal.
3. Recommendation to Renew the Contracts of Administrators on the List in the Board Record of Administrators Recommended for Contract Renewal.
 1. MOTION 1: Move to approve the Superintendent's recommendation to grant career status to those persons on the List of Certified Probationary Employees Recommended for Career Status.
 2. MOTION 2: Move to approve the Superintendent's recommendation to renew the contracts of those persons on the List of Certified Probationary Employees Recommended for Renewal of their Contracts.
 3. MOTION 3: Move to approve the Superintendent's recommendation to renew the contracts for those persons on the list of administrators recommended for renewal of their contracts.
 4. MOTION 4: Move to approve the Superintendent's recommendations, based on the evidence in the Board record, to non-renew the contracts of those employees shown on the lists and for the following reasons in the Board record: (1) Performance; (2) Licensure Deficiencies Unrelated to Performance; (3) Licensure Deficiencies Due to Performance and (4) Misconduct.

F. Construction Items:

1. Recommend approval of chiller replacement at West Mecklenburg High School.

Chiller replacement for one of four existing chillers at West Mecklenburg High School. Staff recommends approval of the project to the lowest competent bidder, Carolina Air Solutions. The contractor will provide labor, services, equipment and materials needed to remove and replace the existing McQuay Chiller with a Trane model RTAC140 air cooled chiller. All work to be performed in accordance with the standard terms and conditions outlined in the contract. MWSBE participation for this contract is 0%. Fiscal Implications: Local Funds - \$105,310.99.

2. Recommend approval of chiller replacement at Spaugh Administrative Office.

Chiller replacement for one of one existing chiller at Spaugh Administrative Office. Staff recommends approval of the project to the lowest competent bidder, Carolina Air Solutions. The contractor will provide labor, services, equipment and materials needed to remove and replace existing McQuay Chiller with a Trane model RTAC185 air cooled chiller. All work to

be performed in accordance with the standard terms and conditions outlined in the contract. MWSBE participation for this contract is 1.4%. Fiscal Implications: Local Funds - \$116,588.65.

- G. Recommend approval of adoption of resolution to authorize the director of storage and distribution to dispose of surplus school property by way of online bid in auction format.

Recommend adoption of resolution for the disposal of surplus school property by way of Online bid in action format. The Online auction time span will encompass the June 12-30, 2013 period. GovDeals, (www.govdeals.com), an experienced and proven Online government surplus sales service provider will facilitate the process. In addition, recommend approval authorizing the director of storage and distribution to dispose of electronic/AV surplus school property through "secured disposal" by way of private negotiation and sale using HVE Inc., a certified recycle vender. This process will occur during the time period of June 12-30, 2013. Action necessary, pursuant to N.C.G.S. 160A-266-270, in order to dispose of surplus school property. Fiscal Implications: The auctions usually generate \$6,000 to \$15,000 in revenue.

- H. Recommend approval of 2013-2014 Title I Application.

The intent of services provided in Charlotte-Mecklenburg Schools through Title I, Part A, of the Elementary and Secondary Education Act (ESEA) Flexibility Waiver, is to help students meet challenging State content and performance standards by providing intensive, targeted and customized supplemental instructional services. The services provided through Title I are designed to help students overcome educational and economic disadvantages, leading to success in the classroom. The intent of Title I in a schoolwide program is to provide the school with a lever to implement comprehensive school reform. Title I will support the following initiatives in the 2013-2014 school year:

- Schoolwide program support in 37 Elementary Schools, 9 Pre-K-8 Schools, 11 middle schools, 5 high schools, 3 alternative schools, 1 K-12 school, 1 Neglected and Delinquent School and 6 private schools.*
- Bright Beginnings Pre-Kindergarten.*
- FOCUS and Priority Schools under the Elementary and Secondary Education Act (ESEA) Flexibility Waiver.*
- Twilight School.*
- Technology to support students in grades 6-8.*

Title I support is provided to schools in which 75% or more of students are considered economically disadvantaged. Services include support through staffing, instructional materials, technology, professional development and parental involvement. The CMS Bright Beginnings Pre-Kindergarten Program will serve 1,800 four-year-olds with an identified educational need. The service is delivered through a comprehensive program that includes a child-centered curriculum with a strong focus on language development and emergent literacy. Fiscal Implications: Title I, Part A is a categorical federal entitlement grant program that will provide supplementary federal funds to serve schools that have high concentrations of students ages 5-17, identified as economically disadvantaged. CMS is eligible to receive more than \$36,053,389 in ESEA Title I funds for the 2013-2014 school year.

- I. Recommend approval of administrative personnel appointments.

Appointment:

- Michelle Johnson named principal at Billingsville Elementary School. Ms. Johnson previously served as assistant principal at Billingsville Elementary School.*
- Penny Presley named principal at Winding Springs Elementary School. Ms.*

Presley previously served as assistant principal and dean of students at Winding Springs Elementary School.

- *Shane Lis named principal at Selwyn Elementary School. Mr. Lis previously served as assistant principal at Whitewater Middle School.*
- *Tonya Kales named Zone Superintendent. Ms. Kales previously served as principal at Ashley Park PreK-8 School.*
- *H. Allen Smith named Zone Superintendent. Mr. Smith has a Master of Arts in Education from Denver University and Bachelor of Arts in English (emphasis on Communications) from Central State University. Mr. Smith previously served as Executive Director at Denver Public Schools, Denver Colorado from 2011 to present and principal at Martin Luther King, Jr. Early College from 2008-2011 in Denver Public Schools.*

Transfers:

- *Rhonda Gomez named principal at Tuckaseegee Elementary School. Dr. Gomez previously served as principal at Endhaven Elementary School.*
- *Jordy Sparks named principal at Newell Elementary School. Ms. Sparks previously served as principal at Bruns Academy.*

Chairperson McCray called for a motion to adopt the Consent Agenda as written.

Ms. Lennon moved that the Board adopt Consent Agenda Items A. through I. as presented, seconded by Mr. Morgan, and a discussion followed.

Dr. Waddell pulled Consent Item H. and she asked staff to provide some pertinent information regarding the 2013-2014 Title I Application in order for the public to understand this action item. Dr. Morrison thanked staff for preparing the Title I budget and application. This year the Title I budget was complicated with Sequestration which also resulted in a reduction of funding for CMS. The deadlines and expectations of Title I did not go away but the federal funding was reduced. Ann Clark, Deputy Superintendent, provided clarification on the proposal and the schools. The Priority Schools include Billingsville Elementary, Druid Hills Academy, Hawthorne High School, Turning Point Academy, Lincoln Heights Academy, Walter G. Byers School, West Charlotte High School, and West Mecklenburg High School. The Focus Schools include Albemarle Road Middle, Cochrane Collegiate Academy, Hornets Nest Elementary, Huntingtowne Farms Elementary, Nathaniel Alexander Elementary, J. H. Gunn Elementary, Northridge Middle, Piney Grove Elementary, Ranson Middle, and Sedgefield Middle. We will no longer use the designation of focus schools and which will allow us to support schools that did not qualify for the Title I services based on the 75% economically disadvantaged. Award Schools include Allenbrook Elementary, Sterling Elementary, and Windsor Park Elementary as a result of showing high progress or being a high performing Title I school.

Chairperson McCray called for the Board vote on Consent Items A. through I. as presented, and the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

Chairperson McCray called upon Dr. Morrison to review the personnel appointments as noted above. Dr. Morrison provided an overview of the personnel appointments and he recognized those who were attending the meeting.

IV. ACTION ITEMS

A. Recommend approval of Universal Breakfast Plan

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, skills and values necessary for success.

Chairperson McCray called upon Dr. Morrison to introduce the recommendation for approval of Universal Breakfast Plan. Dr. Morrison called upon Cynthia Hobbs, Executive Director Child Nutrition, to present the report on Universal Breakfast Plan. Dr. Morrison said as we focus on our work for every child, every day, for a better tomorrow we know that many of our students come to school hungry. Even though we put great leaders and teachers in front of our students, it does not help them stay focused on learning when they are hungry. As evidenced by Maslow's Hierarchy of Needs Motivational Model, when students are hungry it is hard for them to learn. This initiative is an opportunity for us to change some of those statistics in CMS.

Cynthia Hobbs presented the Universal Breakfast Plan for the Board's consideration. Ms. Hobbs said this is an exciting initiative for CMS and an opportunity for Child Nutrition to give back to the District. This initiative will not be expensed through the CMS budget as it will be supported through the Child Nutrition Enterprise fund using USDA reimbursements and funding earned through the Child Nutrition Program. Breakfast will be made available to all students at no charge. Studies show that students who eat school breakfast have an increase in math and reading scores, as well as improvement in speed and memory in cognitive tests. Schools that offer breakfast free to all students report decreases in discipline and behavior problems and improved learning environments. Highlights of the report included the following:

- Too many students show up to school hungry. Hungry kids cannot learn.
- Breakfast can change their lives and CMS can help.
- Research indicates kids who eat school breakfast miss less school (on average attend 1.5 more days per year) and do better in math (17.5% higher). Attending more days plus higher math scores equate to students 20% more likely to graduate high school.
- Kids who eat breakfast also reap the benefits as adults: High school graduates on average earn \$10,000 more annually and are less likely to experience hunger as adults.
- The problem is 'not enough kids are eating school breakfast.' In the United States, 21 million kids get free or reduced-price school lunch. Only half of those kids get breakfast, even though they are eligible. In CMS, 64,500 or 78% of the students eat free or reduced-priced school lunch and 27,600 or 34% eat free or reduced-price school breakfast. Less than half of the students who qualify for meal benefits that eat school lunch also eat school breakfast.
- Universal Breakfast Program:
 - Breakfast made available to all students at no charge.
 - Menus designed for quick service.
 - A typical breakfast menu may consist of a turkey-sausage on a whole grain biscuit, fruit or juice, and milk.
 - Meals are counted and claimed for federal reimbursement according to correct income category free, reduced, or paid.
- CMS Demographics:
 - Sixty-six schools have over 75% of their students who are economically

- disadvantaged and will qualify for Title I in 2013-2014.
- Thirty schools have 50%-75% economically disadvantaged students.
- Sixty-three schools have less than 50% economically disadvantaged students.
- Financial Impact:
 - 126 schools qualify for Severe Need Breakfast reimbursement rate of \$1.85.
 - State funding subsidizes reduced-price breakfast so that it can be offered at no charge.
 - 54% of CMS students receive meal benefits.
 - Average reimbursement per breakfast is \$1.71.
 - Average cost of providing breakfast is \$1.61.
- Nationally, school districts in Tampa, Florida (Hillsborough Public Schools); Miami-Dade, Florida; New York City; and Baltimore have successfully launched and sustained free Universal Breakfast programs. Hillsborough has participated in a Universal Breakfast Program for ten years and Baltimore for five years.
- Revenues: CMS projects the revenues will rise at a greater rate than costs. Revenues are anticipated to double next year and average costs projected to remain the same or be slightly reduced based on the increased number of students being fed.
- Pilot Program Participation Impact:
 - A pilot was conducted in May at four schools: Elon Park Elementary, Oaklawn Language Academy, Reid Park Academy, and Westerly Hills Academy.
 - Reid Park and Westerly Hills were already serving breakfast to approximately 60% of their students and the Universal Program increased participation by 2%.
 - Oaklawn, a late-bell school with 75% economically disadvantaged students, saw participation rates increase by 5%.
 - Elon Park, which has less than 8% economically disadvantaged students, increased participation rates by 12%.
- Considerations:
 - Students will need time to eat breakfast.
 - Buses may need to be unloaded as they arrive instead of holding students until a later time.
 - Staff will be needed to monitor students.
 - Additional trash will need to be handled.
 - Can students take breakfast to the classroom? Breakfast consumed during classroom time can be counted as instructional time. Grants are available to fund kiosks in halls and breakfast vending machines. Twenty-five CMS schools are currently participating in a grab and go breakfast. CMS recently won four grants (\$5,000 each) for serving breakfast. If this initiative is approved by the Board, CMS will submit acknowledgment of the grants. CMS also has applications for additional grants.

Ms. Hobbs said CMS wants to serve every child, every day, for a better tomorrow and that starts with a good breakfast. This initiative is a great start to ensure every student has access to a good breakfast and no child goes hungry.

Chairperson McCray thanked staff for the report and invited Board members to ask questions.

- Ms. Ellis-Stewart asked what is the anticipated increase in revenue from the USDA

reimbursements for the coming year and the reinvestment plan for any surplus dollars? Ms. Hobbs said currently the overall District's meal participation is 22% and based on the data from the other school districts it is projected to double to approximately 48%. Currently CMS receives approximately \$50,000 in reimbursements and cash and based on the projections this revenue would double next year. The Child Nutrition Program is in a good financial position and we anticipate the program will breakeven. Should the program generate a profit, the funds would be used to help CMS further education and improve facilities through qualified capital improvements. Following a question by Ms. Ellis-Stewart, Ms. Hobbs explained the eligibility process for families to qualify for the free and reduced lunch program.

- Reverend Stinson-Wesley asked questions regarding the nutritional content of the breakfast; are meat and milk products hormone-free; the use of locally grown products; and will students be encouraged to eat in the classroom? Ms. Hobbs provided clarification noting that the USDA requires breakfast to include two grain products, a fruit or juice, and milk. In 2014-2015, the requirements may also include sodium guidelines. Milk is hormone free and we encourage vendors to provide hormone free meat products. Some fruits and vegetables are from North and South Carolina. The proposed plan does not encourage children to eat in the classroom but this could be a principal decision. Dr. Morrison said this was done in collaboration with principals to ensure we had their support and there was a focus to ensure the program did not interrupt learning time.
- Ms. Lennon said a hot topic in the community blogs is the fraud in the free and reduced lunch program but most often the students utilizing that program do come from meager means. Ms. Lennon asked is there an actual cost to administer this program? Ms. Hobbs responded, absolutely not. The Child Nutrition Program is a self-supporting operation and all its funding comes from the USDA in the form of reimbursements or students who pay for their lunch. Ms. Lennon hopes this information will stop the erroneous allegations that CMS will have to fire teachers and teacher assistants to implement the program. She is pleased the breakfast program will not cut teacher positions and it will not be funded by the CMS operating budget. Ms. Lennon commended Ms. Hobbs on managing the Child Nutrition Program and utilizing the surplus money to enhance school cafeterias to better serve students without impacting the CMS operating budget.
- Dr. Waddell said CMS has won numerous awards for their initiatives in Child Nutrition and she hopes this initiative will not negatively impact childhood obesity. Ms. Hobbs said it would be hard to track if children are eating breakfast at home and school but there is an Online system where parents can monitor what their children are eating at school. We hope students will participate in the program and the Universal label will lessen the negative stigma associated with free and reduced price meals for students. Dr. Waddell addressed concerns that due to overcrowding at some schools, students are eating breakfast at 7 a.m. and lunch at 10:00 a.m. and with the extended day program children may be hungry by late afternoon. Dr. Waddell believes this is a great program that will make a difference in the nutrition and lives of children in CMS.
- Mr. McElrath asked who qualifies for the breakfast program? Ms. Hobbs said regardless of a family's income all students will have the option to eat a free breakfast at school. Mr. McElrath addressed concerns that this may lead to some students eating at home and school and he hopes this will be monitored or parents can opt out of the program.
- Mr. Tate appreciates the program and the benefits it will provide students. Mr. Tate said

many students prefer to take their own lunch to school and they would not be a candidate to help CMS increase their meal participation rates and he asked why does CMS want to increase their participation rates? Ms. Hobbs said it is okay for students to bring their lunch to school but we want to ensure they have a healthy lunch. Some students bring their own lunch but it is mainly sweets and fatty foods. CMS strives to provide a well-balanced meal at a low cost. Mr. Tate noted the breakfast program is funded by the USDA and that department is funded by taxpayers' dollars. Mr. Tate said some members in the community believe this program makes Charlotte look like an improvised county and CMS must provide every student a meal. While, others believe this is a great opportunity to provide a meal for those who need it. Ms. Hobbs said over the last couple of years CMS looked bad because they did not provide this program as other large school districts throughout the nation. In the past, CMS was concerned that this type of program would not be sustainable but now we believe it can be sustainable on the long term. Mr. Tate said he would support this program because it makes sense that we would want children to come to school fed in order for them to be able to study and learn better. Mr. Tate reported that CMS has a policy on school health teams in every school and he requested a status report on school health teams.

- Ms. Ellis-Stewart asked Dr. Morrison how this program links with his vision going forward to have health related positions within the school? Dr. Morrison said we have discussed options to enhance wellness coordinators because the concept of habits can be either positive or negative. Eating healthy is a positive habit and having access to wellness coordinators will help elicit positive behaviors, promote good health, and eating healthier. We will need to remain within the guidelines of the USDA but we want to promote these strategies and they will help reduce obesity.

Ms. Ellis-Stewart moved that the Board approve the Universal Breakfast Plan, seconded by Dr. Waddell, and the motion passed upon 7-1 voice vote of the Board.

Ayes: Board members McCray, Morgan, Ellis-Stewart, Lennon, McElrath, Waddell, and Tate.

Nays: Reverend Stinson Wesley voted against the motion.

Absent: Eric Davis was absent.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for April 2013

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

Chairperson McCray called upon Dr. Morrison to present the report on Budget Amendments. Dr. Morrison reported this is the monthly report and as presented.

B. Report on Financial Statements for April 30, 2013

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

Chairperson McCray called upon Dr. Morrison to present the report on Financial Statements. Dr. Morrison reported this is the monthly report and as presented.

C. Report/Presentation on Strategic School Design

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, skills and values necessary for success

Chairperson McCray called upon Dr. Morrison to introduce the report on Strategic School Design. Dr. Morrison reported this is an exciting initiative and he recently shared this information with the CMS principals. Next year as we begin to think of themes that will resonant with our professional development opportunities for our school-based leaders there will be a focus on school design and transformation. There is a bias that all great ideas, reforms, and transformations happen at central services. While, we have talented smart staff at central office, Dr. Morrison believes transformation and reform happens best at the school site. Our principals, teachers, parents, students, and community leaders can better help us understand what will work at schools. We are challenging our principals to think about designing their 'dream school.' This will be a focus area over the next several months. A national and State tidal wave of reform has arrived and we must work to make it better.

The information presented provided details of ongoing work to help principals design their dream schoolhouse in order to make every CMS school a school of choice. Principals have been asked to use a number of tools including time, technology, and talent to ensure 21st Century learning and students have access to great teachers. In May, a principal work session was held to discuss the support principals needed from central services to design their dream schoolhouse. A daylong session is planned for July to help principals market and brand their schools.

Dr. Morrison provided an overview of Designing a Dream School House:

- Challenges include increased expectations, reduced resources, and issues of public trust.
- Federal reforms include ESEA Waivers, School Improvement Grants, Teacher Improvement Fund, and Common Core.
- State Legislative Reforms include numerous pieces of legislation being considered around charter schools, vouchers, human capital, and grading of schools. These conversations will continue as we move through our legislative session.
 - SB377 would create a separate charter-school State board.
 - HB944 would allow vouchers for families 133% above the poverty level.
 - HB719, SB361: omnibus bills with many changes to teacher tenure, status, and evaluation.
 - Grading of Schools: Both the House and Senate have legislative pieces around the idea that the public would be better informed about the quality of schools if a simplified letter grade was created, A through F.
 - ✓ HB719: Student growth part of schools' grade.
 - ✓ SB361: Student growth noted but not part of grade. Under SB361, with student growth not part of the grade, the State could have a number of schools graded D or F. The Senate Bill would not make student growth an active part of the grade. CMS staff believes growth and proficiency must be included in the assessment of a school.
- Federal Legislation Reform is being considered around accountability, testing, evaluation, and choice.
- The Evolution of School Choice: Previously in public education the local school of

choice was the neighborhood school. Local neighborhood schools have now expanded to include choices of Magnet Schools, Home Schooling, Online Education, Charter Schools, and Private Schools. Families now have numerous school choices or options.

- The Important Argument for School Choice: Who would argue against allowing families to choose to go to better schools for their children? Doesn't competition create better outcomes for students?
- The argument of choice needs more definition: How to define 'better' schools? Who gets access to choice and who does not? Is it 'competition' on a level playing field? Do all schools competing for public dollars have the same mandates to educate the entire public? Should rules and mandates apply to all schools (public, charter, private, etc) in order to compete on a level playing field? Are we trying to create choices to something or *away from* something?
- The Competition for Selling a School: With the changes that are forthcoming at the State and federal levels, as leaders we must choose the course that will lead our students from 'where they are to where they need to be.' In viewing the competition around public school choice and selling a school, it is similar to selling a house.
 - We want all schools in CMS to be a school of choice.
 - We must reposition so that all schools are looked upon as a great choice while expanding choice opportunities within the District.
- There is a lot going on which impacts school choice: Tidal wave of reform; Budget Outlook; Expectations outstrip resources; Legislative intervention; Evolution of schools, and the playing field not level.
- Transformation: Principals have been challenged to make their school a school of choice while expanding choice opportunities within the District. Principals were asked to develop strategies to think about the design of their dream school. Using the bones and foundation of the existing schools, principals will vision a dream school utilizing innovation, skills, and the existing budget. Dr. Morrison shared a video showing the positive impact a little remodeling makes in a home. Our CMS schools have a good foundation and through the innovations of our principals, families will embrace their neighborhood schools.
- What does this mean for schools and principals? To have every CMS neighborhood school be remodeled as a school of choice, CMS principals have to be entrusted and empowered to be our lead designers. Principals need to be design stars.
- Building a Dream School House: CMS needs a culture built on collaboration and results, not compliance and silos. The principal will be the lead designer for the School. The design choice will be schools of the future and not replicating schools of the past. Every CMS school must be a school of choice.
- This does not mean the principal stands alone or designs alone: Great designs are a collection of difference voices, perspectives, and passions.
- To transform a school into a school of choice we must ensure the foundation is solid and strong. The foundation will be built around high expectations for performance. The focus will be on results with the goal of no D and F schools. A heavy focus will be on accountability, CMS strategic plan; State and federal accountability, and CMS school support and supervision.
- Strategic School Design Process: Under Dr. Valerie Truesdale an Office of Transformation will be created and they will develop a process and system for the school design process to create the schools of tomorrow.

- Concepts and questions: How to work together today to ensure the strategic school-design process will be the blueprint for the choice schools of tomorrow? What are the tools to use to build a dream school house? This is the nuts and bolts of how we will educate our students in the future.
 - Student learning is the center focus and that is supported by systems support and learning supports.
 - How to design central services as principals lead the redesign of schools?
- Tools/Resources:
 - Time: How to use time to share the dream house?
 - Technology: How to infuse 21st Century resources to ensure 21st Century learning?
 - Enhanced Programs: How to ensure the school has exciting programs and offerings to match the unique needs of the school community and keep students engaged. Will develop feeder patterns that will work together and ensure middle and high school feeder patterns have compatible themes.
 - People: How to design the school to ensure great students have access to great teachers?
 - Talent: Thought partners and supportive collaborators. How to involve business, community, and faith-based partners as well as State and national organizations in school transformation? We want the community fully invested in the schools helping with the school redesign work. A compelling part is to restructure central services to put the emphasis back into services. This expectation must include support and supervision.
- As we design the future of education together, we must innovate, create, generate, and repurpose in ways that ensure all families in CMS will ‘love’ our schools.

Chairperson McCray thanked Dr. Morrison for the report and invited Board members to make comments and ask questions.

- Mr. Tate thanked Dr. Morrison for the report and the change in language because it is easy to understand. Some parents are attracted to magnet programs because they get accustomed to them quickly and they are a draw in our culture. We have a Magnet office but we do not have a dedicated home school office or strategic design office at this point and that may be helpful to principals. This is a fantastic concept but some parents have concerns about attending a school with a high percentage of economically disadvantaged students and even though it is a great program they are hesitant to trust it. Those reservations are not roadblocks but they may be stumbling blocks going forward. Mr. Tate loves the transformation concept and believes we can learn from it in order to do something different and better for all of our students. This is a good idea that may require additional dollars and that may be challenging for principals. Dr. Morrison said when we offer choices we should allow our local neighborhood schools to participate at Magnet Fairs because choice should include the choice to remain at your neighborhood school. We must promote that good things happen at neighborhood schools and help market those schools as a great option for parents. Dr. Morrison provided clarification regarding the development of the transformation process, engaging the community, redesigning a school, selling the story of each school, and the possibility of using philanthropic dollars to offset costs.
- Mr. Morgan said over the past several days, Board members attended many graduations

which provided a great opportunity to talk to many teachers, principals, and zone superintendents. Mr. Morgan said he was impressed with the number of staff members who made positive comments to him on the good work, energy, and support that Dr. Morrison has given them. That support and empowerment falls in line with this initiative. Mr. Morgan is pleased this report is being shared with the public because the CMS staff is excited about this approach and support the idea. Dr. Morrison thanked Mr. Morgan for sharing this information. Dr. Morrison reported executive staff and principals have been thinking about this concept and are focused on 'BHAGs' or big hairy bodacious goals. The development of this concept will include structure and processes. Staff is excited about releasing this type of creativity and innovation and listening will help keep us all engaged.

- Ms. Ellis-Stewart said this is a report and not an action item for the Board but it will be a significant change point for the District. Ms. Ellis-Stewart asked questions regarding what Dr. Morrison needed from the Board and the community to move the needle on this initiative, the concept of D and F schools and the number of CMS schools that may fall in that category, and the measures to determine success. Dr. Morrison said this begins with looking at the culture of our school district. People cannot feel free to innovate if they are afraid to make mistakes. Dr. Morrison believes it is important to strive to be perfect and not strive to be excellent. We want to resist the urge to move too quickly across the entire school district. The process includes a design process and an assessment of readiness at each school and schools will need to follow the process. To honor the idea that this will be transformational and solicit a change from the culture of our schools it is important that empowerment and trust be a vibrant part. Dr. Morrison said what we need from the Board is time to learn this together and establish a process to ensure steps are not skipped. We are awaiting additional direction and data from the State regarding grading schools on a letter category. The number of schools that may fall in D and F will be determined by the model of accountability chosen by the State. If it is based on purely proficiency, CMS as well as other schools districts throughout the State may have a number of schools in that category. If there is accountability around proficiency and growth, CMS would only have a few. Dr. Morrison believes it is important the State use both proficiency and growth as accountability measures. Ms. Ellis-Stewart acknowledged that the reason this is changing is the result of changes to State legislation. Dr. Morrison addressed concerns regarding changes to testing requirements implemented by the State over the past several years which negatively impacted the ability for school systems to assess and track year after year comparative data on student performance and school accountability. Dr. Morrison said as schools complete the transformation work they will continue to be accountable for targets which will be presented to the Board for consideration in the next few months. We will continue to focus on data that is important for college and career readiness. Items that will help frame an accountability system for CMS include graduation rates; SAT and ACT scores and participation; Advanced Placement and International Baccalaureate performance and participation; and 8th grade Algebra. Ms. Ellis-Stewart expressed concern about the use of the word 'choice' because that already has meaning for those who have lived in this area for a long time and CMS may need to consider another word. Ms. Lennon suggested CMS use 'options.'
- Dr. Waddell said this is a good concept and on the right track. She thanked Dr. Morrison for being proactive and letting the community know that there are driving forces for education reform at the State and federal levels. She expressed concern that some

schools may have an advantage because they have a new school or a magnet program. Dr. Morrison said the expectation is that every school will be a part of the transformation design work and some schools may have to use different strategies to sell being a school of choice. Some schools may need more attention than others and may be able to apply for grants. Dr. Waddell believes school feeder patterns are important and she hopes this initiative will create true feeder patterns for all schools. Dr. Waddell said the goal is to not have any D and F schools in CMS. She believes if CMS should have some D and F schools it is important to communicate to parents that we are striving to improve those schools and encourage them to not want to transfer out of the school because of the letter grade. Dr. Waddell wants to ensure this work follows the Board's Theory of Action for Change, Vision, Mission, and Core Beliefs and Commitments. Dr. Morrison said the process will be in compliance with the Board's concepts and policies as well as the laws and those will be incorporated in the process.

- Chairperson McCray asked how bold are we going to allow principals and staff to be and how far are we willing to have their backs? Chairperson McCray said she had read about several hybrid charters who are using terms like transformation and turnaround but they are two different terms according to the Department of Public Education regarding school reform. The hybrid charters are centered on specific themes and style curriculums. Chairperson McCray expressed concern that charter schools do not have to follow the same guidelines as CMS. Dr. Morrison explained CMS will have specific guidelines and an established process that will be followed. We will review what is working in other areas but we will need to follow the process and assess whether it will work at the schools in CMS. Charter schools are public schools but there is conversation in the proposed legislation that charter schools and private schools may not be graded the same as traditional public schools. Dr. Morrison believes all schools need to be good schools and should be graded on the same scale. Principals can be bold and we will reward boldness but it must be a calculated boldness after they have done their homework.
- Mr. McElrath wants to ensure the process includes a level playing field for all communities and that some areas will not be influenced by a powerful person in the community who may dictate what they want in that school. He wants to ensure every citizen in that neighborhood will have a vote that counts. Dr. Morrison said the process will include public engagement with an intentionality to get the people involved and ensure all voices in the school are heard. Principals are working hard to get the public involved and invested the process.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported the following:

- Two major Professional Development Opportunities: It is anticipated that over 4,000 teachers will attend training sessions around 21st Century Teaching and Learning Technology. The training will include CMS teachers as well as teachers from surrounding counties, private schools, and charter schools. This opportunity will create a spirit of collaboration which is important to Charlotte-Mecklenburg Schools.
 - Summer Institute June 19th through June 21st.
 - Summer Institute June 21st through June 28th.
- Summer Leadership Conference located at Providence High School scheduled for June 17th and 18th. The conference will include information around the transformation

design work which will be a huge theme throughout next year.

- In August, additional training sessions will be scheduled for principals and other leaders.

VII. REPORTS FROM BOARD MEMBERS

- Joyce Waddell reported over the past week she attended several inspiring high school graduations and it was wonderful to see the enthusiasm and sense of pride exhibited by the students and their families. She encouraged the community to attend the remaining graduations. She also encouraged everyone to be a leader in the community by volunteering to participate in the Freedom Schools Reading Program during the summer. Dr. Waddell, Chair of the Audit Committee, reported she would provide the Board with information on the recent Audit Committee meeting. She urged students and families to keep involved in learning during the summer.
- Tim Morgan congratulated the Baseball Team at South Mecklenburg High School on winning the State Championship. This team did an inspirational job of representing CMS and we are proud of their accomplishments.
- Ericka Ellis-Stewart reminded the public that CMS is still awaiting the final operating and capital funding from the Board of County Commissioners and she encouraged the public to make their voices heard and to advocate for public education funding with their commissioners.

Chairperson McCray called for a motion for the Board to go into Closed Session for the following purpose:

- **To discuss student information that is privileged, confidential and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes.**

The motion was made pursuant to Sections 143-318.11 (a)(1) of the North Carolina General Statute.

Dr. Waddell moved that the Board go into Closed Session for the stated purpose, seconded by Mr. Morgan, and the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

Chairperson McCray reported the Board would now move to Room CH-14 to conduct the Closed Session meeting. Following the adjournment of the Closed Session meeting, the Board would return to Open Session in the Meeting Chamber to adjourn the June 11, 2013 Regular Board meeting only.

The Board recessed the June 11, 2013 Regular Board meeting at 8:41 p.m. and moved to Room CH-14.

Chairperson McCray reconvened the June 11, 2013 Regular Board meeting in the Meeting Chamber at 8:55 p.m.

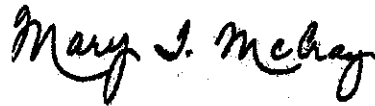
Board members McCray, Morgan, Ellis-Stewart, Lennon, McElrath, Waddell, Tate, and Stinson-Wesley were present. Eric Davis was absent. Also in attendance were Dr. Heath Morrison, Superintendent; George Battle, General Counsel; and Nancy Daughtridge, Clerk to the Board.

ADJOURNMENT

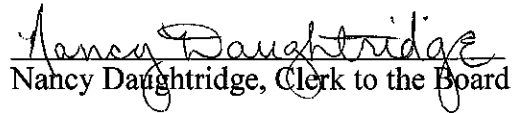
Chairperson McCray called for a motion to adjourn the meeting.

Upon motion by Ms. Lennon that the Board adjourn the June 11, 2013 Regular Board meeting, seconded by Mr. Morgan, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:56 p.m.



Mary T. McCray, Chairperson



Nancy Daughtride, Clerk to the Board