

Approved by the Charlotte-
Mecklenburg Board of Education
January 14, 2014
Regular Board Meeting



Charlotte, North Carolina

October 8, 2013

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on October 8, 2013. The meeting began at 5:16 p.m. and was held in Room CH-14 of the Government Center.

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;
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 Daughtride, Clerk to the Board.

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

- 1. 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;**
- 2. To discuss specific personnel matters; and**
- 3. To consult with the Board's attorney on matters covered by the attorney-client privilege.**

The motion was made pursuant to Sections 143-318.11 (a)(1), (a)(3) and (a)(6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 5:16 p.m. until 6:02 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:10 p.m. in the Meeting Chamber of the Government Center. CMS TV televised the meeting.

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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 McCray welcomed everyone to the October 8, 2013 Regular Board meeting which was held in the Meeting Chamber.

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 unanimous voice vote of the Board.

B. Pledge of Allegiance

Chairperson McCray called upon Eric Davis to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the October character trait of *responsibility*. Mr. Davis introduced Christopher VanKleeck, a fourth grade student at Greenway Park Elementary School, who is a new student at Greenway Park this year. Christopher showed great courage his first week of school by stepping up as a leader in the classroom, during recess, and at lunch. Christopher loves to read and play sports and he is always willing to recommend books to friends or organize a game of football at recess. Christopher wants to be a baseball player when he grows up and after that career he wants to be an architect. Christopher's favorite team is the New York Yankees. Christopher was accompanied by his principal, Paula Rao, and members of his family: Chaz Snider, Abigail Simione, and Michael Simione. Christopher invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, Christopher discussed the importance of showing *responsibility* in life and sports.

Chairperson McCray called upon Reverend Stinson-Wesley, Board member District 6 and Board of Education Liaison for the Mecklenburg County Domestic Violence Advisory Board, to introduce her family who were attending the meeting. Reverend Stinson-Wesley introduced her husband, Tom Stinson-Wesley; daughter, Kyra; and son, Evan and invited them to stand to be recognized. Reverend Stinson-Wesley also introduced Lima Bowen, chair of the Mecklenburg County Domestic Violence Advisory Board, who would be speaking at the Public Hearing regarding Policy GBGH, *Domestic and Workplace Violence*.

C. Public Hearing on proposed new Policy GBGH, *Domestic and Workplace Violence*

Chairperson McCray reviewed the protocol for public speakers which included speakers would have three minutes to address the Board and she called upon the two speakers signed up to speak before the Board.

- Limia Bowen, chair of the Mecklenburg County Domestic Violence Advisory (DVA) Board, discussed the seriousness of domestic violence, the rising costs of such crimes, and the importance of ensuring a safe workforce environment and establishing a policy in an effort to stop violence from happening. Ms. Bowen thanked CMS staff for collaborating with DVA to develop Policy GBGH and she urged the Board to approve the proposed policy.
- Pat Kelly represented the Program Supervisor of Safe Alliance Victim Assistance which is an organization that helps victims of domestic violence navigate the court system. One of four women is affected by domestic violence and it continues to be the most underreported crime in America. Ms. Kelly urged the Board to support the proposed policy because it is important victims are supported in their workplace.

Chairperson McCray thanked the speakers for their comments and called the Public Hearing closed at 6:20 p.m.

II. **REQUESTS FROM THE PUBLIC**

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and she provided an overview of the protocol for public speakers. 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. Fourteen speakers were signed up to speak before the Board.

Naxida Begum, an international student from Pakistan, addressed concerns about the inequities in CMS schools. She urged the Board to promote quality education for every student in CMS, a good transportation system, high quality schools, and the equal distribution of quality teachers. She will send a brief to the Board addressing the issues.

Four speakers discussed concerns regarding the State mandated standardized tests that included the length of the tests; the number of tests students will have to take; the tests cause a disruption to the teaching day and contribute to a loss of teaching time; students will not strive to do well on the tests because they do not count; the tests are multiple choice questions which do not elicit higher learning; and the tests are an ineffective method to measure student learning and evaluate teachers. They urged that the tests be stopped.

- Kevin Strawn, CMS teacher.
- Carol Sawyer.
- Pam Grundy, parent of a CMS student.
- Kristen Manchette, senior at Rocky River High school.

Dan Campagna, CEO of Sanctuary Security Designs, provided an overview of the designs and services they offer to make schools safer. The company proposes customized evaluations and can recommend fundraisers to offset the costs.

Eight people discussed the importance of the CMS 2013 Bonds passing; the development of

the Bonds was a collaborative effort that incorporated feedback from the community, CMS staff, and stakeholders; and the projects are located throughout the County. The strategies of the Bond projects are focused on a high quality education for all students so they will have a better opportunity for a new day. They urged the community to support the Bonds because they are good for education, CMS, and the community.

- Jamie Brooks, principal at Community House Middle School.
- Tyri Rutland, senior at Garinger High School, advocated for teachers and urged support for teachers and the importance of providing funding for teachers and teacher pay.
- Hamilton Cort, CMS parent and member of the community.
- Carol Johnstone, represented the neighborhood of Huntingtowne Farms.
- Ron Johnson, CMS parent representing the Park Road/Selwyn area.
- Elise Daschew, CMS parent.
- Wes Jones, CMS parent.
- Erlene Lynde, CMS teachers.

Chairperson McCray thanked the speakers for their comments and called the Requests from the Public closed at 6:59 p.m.

III. CONSENT ITEMS

A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.

- July 18, 2013.
- September 5, 2013.
- September 10, 2013.
- September 19, 2013.
- September 24, 2013.
- September 30, 2013.

2. Recommend approval of Open Session Minutes.

- July 23, 2013 Regular Board Meeting.
- July 26, 2013 Board Development Work Session

B. Recommend approval of Licensed/Non-Licensed Hires, Promotions, and selected position Separations for September 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, 2013 - June 30, 2014: 1,889. (Licensed Hires: 1,303/Non-Licensed Hires: 586).*
- *Total Promotions July 1, 2013 - June 30, 2014: 184. (Licensed Promotions: 100/Non-licensed Promotions: 84).*
- *Total Selected Positions Separations: July 1, 2013 – June 30, 2014: 4.*

C. Recommend approval of Race to the Top Grant.

The focus of the grant will be to boost literacy achievement for students PreK-8 with a special focus on closing achievement gaps for Exceptional Children and Limited English Proficient students. The grant strategy will include:

- *Development and implementation of a personal passport to progress.*
- *5th and 6th grade students with personalized learning devices to support balanced literacy.*
- *Professional development for teachers.*
- *Resources and information for families to support their child's learning.*

Fiscal Implications: \$26,107,854.00.

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

Dr. Waddell moved that the Board adopt Consent Agenda Items A. through C. as presented, seconded by Mr. Morgan, and a discussion followed.

Ms. Lennon pulled Consent Item C.

Chairperson McCray called for the Board vote to adopt Consent Items A. and B., and Consent Items A. and B. passed upon unanimous voice vote of the Board.

Ms. Lennon reported she supports the *Race to the Top* Grant and the programs developed within the grant. She stressed the importance that CMS and the Board continue to lobby at the State and federal levels to advocate for relief of mandated testing that is tied to funding for the *Race to the Top* and other federal programs. She wants to ensure the grant will not stop the CMS efforts to seek relief from mandated testing through the Department of Public Education and federal government. Dr. Morrison reported CMS will continue to advocate at the State and federal levels to seek an appropriate amount of testing to allow teachers to do their job effectively and to have tests that measure 21st Century skills. The *Race for the Top* Grant as presented will allow CMS to focus on personalization, increased use of technology to inspire teaching and learning, and differentiation of instruction at several schools. Ms. Lennon is thrilled with the components of the grant because it will focus on the schools that fall in the middle (schools that do not qualify for Title I funding yet have a high percentage of economically disadvantaged students) and seven of the twenty-one schools are in District 1. Dr. Waddell commended staff for their hard work to compile the grant application and she believes CMS should apply for as many grants as possible because that will bring additional dollars into CMS to help teachers and students. Dr. Waddell asked when will the recipients of the grant be notified? Dr. Morrison reported mid-December but we must understand that last year out of approximately 1,400 school districts that made application for the grants only sixteen were awarded grants. Dr. Morrison commended staff for their hard work in developing the grant application. Chairperson McCray reported this was not a haphazard list of schools and she commended staff for their thoughtfulness for including elementary and middle school feeder patterns.

Dr. Waddell moved that the Board adopt Consent Item C as presented, seconded by Ms. Lennon, and the motion passed upon unanimous voice vote of the Board.

IV. ACTION ITEMS

A. Recommend approval of new Policy GBGH, *Domestic and Workplace Violence*

Correlation to Board of Education Vision, Mission and Core Beliefs: Providing safe and orderly learning and working environments.

Chairperson McCray called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation to adopt new Policy GBGH, *Domestic and Workplace Violence*.

Tom Tate reported the proposed new policy, *Domestic and Workplace Violence*, is before the Board for approval. The policy, which is similar to one adopted by the Board of County Commissioners, is designed to address problems that may occur in the workplace when employees are victims of domestic violence and, ultimately, to assure that CMS workplaces

are safe for all staff and students. The proposed policy was developed with the assistance of a group of community experts from the Domestic Violence Advisory Board, District Attorney's Office, Mecklenburg County Women's Commission, City and CMS Police departments, United Family Services, and staff representing a cross-section of CMS departments. It was approved unanimously by the Policy Committee on August 8, 2013.

The policy:

- Instructs principals and other supervisors to strongly encourage employees to report any threat or act of violence to the supervisor and to the CMS Police;
- Encourages employees with civil no-contact or domestic violence orders that list CMS property as a protected area to provide a copy of the order to the site supervisor;
- Instructs CMS Police to take appropriate action, including contacting the employee and providing assistance to the supervisor to develop a plan of protection;
- Charges the Employee Relations Department with assisting in developing the plan of protection, as needed;
- Establishes that information provided to the supervisor by the employee is to be shared with other staff in CMS on a need-to-know basis;
- Provides that the Board will not discharge, demote, deny a promotion to, discipline or otherwise discriminate against any employee for disclosing his or her status as a victim of violence; and
- Mandates training for all CMS employees (including supervisors) to ensure they are educated about workplace violence and domestic violence that impacts the workplace and are trained on provisions of this policy.

Mr. Tate reported the Board held the First Reading on September 10, 2013 and held public hearings on September 24, 2013 and October 8, 2013. The information was posted on the CMS Website for public comment. Mr. Tate thanked the associations who joined the Policy Committee in drafting the policy.

Mr. Tate moved that the Board adopt new Board Policy GBGH, *Domestic and Workplace Violence*. The motion was presented through the Policy Committee and did not require a second.

Chairperson McCray invited Board members to ask questions and make comments. There was no discussion and the Chairperson McCray called for the Board vote to adopt Policy GBGH.

The motion to adopt Policy GBGH passed upon unanimous voice vote of the Board.

B. Recommend approval of *Strategic Plan 2018* Goals and Performance Indicators

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 of approval of *Strategic Plan 2018 Goals and Performance Indicators*. Dr. Morrison reported the development of the revised strategic plan has been an evolving process over several months. CMS is a school district that has been nationally recognized as an innovative school district

that is constantly evolving. The development of the strategic plan was a joint collaboration that involved listening to stakeholders and the community. Staff strived to listen to our community in order to do our work better. The revised plan incorporated the feedback from the CMS community and stakeholders along with input from the Twenty-Two Task Force groups and the Board. The revised strategic plan includes goals, focus areas, performance indicators, 2017-2018 targets, milestones, strategies, and tactics that are aligned to departments and schools. The plan is built upon and honors the past good work of previous superintendents and boards. Staff worked hard to be intentional about the development of the vernacular of the strategy of the plan to ensure specific measurements were outlined and the components of success were defined. The plan will hold CMS accountable for delivering results for each and every student. The revised goals build upon the *Strategic Plan 2014* and *The Way Forward*. The process was a joint collaboration with the community, staff, and the Board. It is our hope the community will see the plan not as the Superintendent's plan or the Board's plan but the community's plan. The strategic plan is focused on and dedicated to every child, every day, for a better tomorrow. Dr. Morrison thanked the Board for their direct involvement and feedback. He also thanked staff, community, stakeholders and the Twenty-Two Task Force groups for their input.

- Stakeholder Engagement Process:
 - Board Meetings: Goal 1 presented on July 23, 2013; Goal 6 presented on August 7, 2013; Goals 3 and 5 presented on September 10, 2013; and Goals 2 and 4, presented on September 24, 2013. The process also included input from the Twenty-Two Task Forces, The Way Forward, Town Hall Meetings, Superintendent Coffees, Leadership Team Meetings, and Superintendent "Listening and Learning" conversations.

Dr. Morrison said as we establish our 2017-2018 targets, it is important the Board understand that tonight the Board will not vote on the targets and performance indicators because there is lagging data. Staff can establish a baseline but we do not have the data at this time to present that target. We have not received the results of the 2012-2013 State Assessments that were administered last year and we will need that data to establish a baseline for the 2013-2014 school year. Upon receipt of that data, anticipated to be released early November, staff will populate the targets and come to the Board for consideration of targets as well as the other areas that require End of Course or End of Year data. The staff member over each goal will provide the Board a brief presentation of the recommendation and Board members will be given the opportunity to ask questions and make comments following the presentation of the six goals.

Dr. Morrison called upon staff members to present the six goals:

- Dr. Kelly Gwaltney, Chief School Performance Officer, presented Goal 1
- Dr. Teresa Cockerham, Chief Human Resource Officer, presented Goal 2.
- Earnest Winston, Chief of Staff, presented Goal 3.
- Kathryn Block, Chief Communication Officer, presented Goal 4.
- Frank Barnes, Chief Accountability Officer, presented Goal 5.
- Dr. Valerie Truesdale, Chief Learning Officer, presented Goal 6.

Dr. Kelly Gwaltney highlighted the components of Goal 1.

- Goal 1 Maximize academic achievement in a personalized 21st Century learning environment to graduate college and career ready.
 - Focus Area 1: College and Career Readiness.

- Focus Area II: Academic Growth/ High Academic Achievement.
- Focus Area III: Access to Rigor.
- Focus Area IV: Closing Achievement Gaps: Reading Grades 3rd – 8th, Math Grades 3rd – 8th, Reading Grade 3, and Graduation Cohort Rate.

Dr. Teresa Cockerham highlighted the components of Goal 2.

- Goal 2: Recruit, develop, retain, and reward a premier workforce.
 - Focus Area 1: Proactive Recruitment.
 - Focus Area II: Individualized Professional Development.
 - Focus Area III: Retention of Effective/Quality Performance Appraisals.
 - Focus Area IV: Multiple Career Pathways for All Employees.
 - Focus Area V: Leadership Development.

Earnest Winston highlighted the components of Goal 3.

- Goal 3: Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child.
 - Focus Area 1: Family Engagement.
 - Focus Area II: Communication and Outreach.
 - Focus Area III: Partnership Development.

Kathryn Block highlighted the components of Goal 4.

- Goal 4: Promote a system-wide culture of safety, high engagement, cultural competency and customer service.
 - Focus Area 1: Physical Safety.
 - Focus Area II: Social and Emotional Health.
 - Focus Area III: High Engagement.
 - Focus Area IV: Cultural Competency (Employees and Students).
 - Focus Area V: Customer Service.

Frank Barnes highlighted the components of Goal 5.

- Goal 5: Optimize district performance and accountability by strengthening data use, processes, and systems.
 - Focus Area 1: Effective and Efficient Processes and Systems.
 - Focus Area II: Strategic use of District Resources (Time, People, and Money).
 - Focus Area III: Data Integrity and Use.
 - Focus Area IV: School Performance Improvement.

Dr. Valerie Truesdale highlighted the components of Goal 6.

- Goal 6: Inspire and nurture learning, creativity, innovation, and entrepreneurship through technology and strategic school redesign.
 - Focus Area 1: Ensure learning everywhere, all the time for students through access to current technologies.
 - Focus Area II: Promote Innovation and Entrepreneurship.
 - Focus Area III: Strategic School Redesign and Innovative New Schools.

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

Board members Lennon, McElrath, Tate, Morgan, Waddell, Davis, Ellis-Stewart, and McCray asked questions and provided comments.

Board member's questions referenced the following:

1. Does North Carolina have a statutory requirement that school districts must have a strategic plan? No, North Carolina does not require school districts to have a strategic plan but they do address the need to have school leadership teams and school improvement plans.
2. The impact of the strategic plan on school improvement plans to create continuous improvement across the district. This will be influenced by Goal 6, transformation of our schools. As a result of the new State accountability model in which schools will be graded on a letter grade (A, B, C, D, and F), principals wanted to focus on improvement at the school level in an effort to meet the performance indicators for their school. The strategic plan is linked to the State accountability system but we are hitting a higher accountability. The school improvement plan will be customized to the school.
3. Why did some of the goals change from last week? Dr. Morrison reported staff strived to stretch the goals to be rigorous and a high standard but based upon preliminary assessment data some of the targets needed to be adjusted up or down. Also, some of the targets may change as performance indicators are reached before anticipated. In addition, we must anticipate in the future that some of the State and federal tests may change as they have done in the past. The targets may change but we want to maintain our commitment to stretch ourselves on behalf of our students.
4. What is the definition of success? Dr. Morrison said success cannot be defined as a single measure. Success equates to multiple measures. The two ultimate measures of a school district in terms of success are how many students are graduating on time and are students graduating college or a career-ready.
5. Why is it important to include growth in the measures of success? Dr. Morrison said to close student achievement gaps we must provide more resources for certain schools in order to produce more outputs. We must monitor the inputs at each school to create strategies and systems to increase the measure of proficiency and growth.

Board member's comments included the following:

- Ms. Lennon said this is a phenomenal plan inspired by feedback from the community, parents, and all levels of employees. Ms. Lennon especially likes Goal 6 and the transformation of our schools.
- Mr. McElrath said the performance indicator for Goal 5 includes percentage of students taught by accomplished or distinguished teachers. He urged CMS to put the accomplished teachers where they are needed the most. CMS knows where those students are and we must focus on ensuring those students have a high quality teacher next year. Dr. Morrison shared comments regarding the importance of utilizing professional development tactics to build capacity of teachers.
- Mr. Tate thanked staff, teachers, and the members of the community that worked hard to develop the strategic plan. Mr. Tate expressed concern that there are eighty performance indicators to be determined and a lot of baseline work to be completed and he looks forward to receiving that completed information. Mr. Tate said the targets are long-term goals with a desired end of 100% but CMS may be able to reach some of the goals faster. Mr. Tate said regarding Goal 3 and the focus on partnership development, he urged CMS to ensure all schools have viable partnerships and collaboration with faith-based,

- business, and civic groups to support the children.
- Mr. Morgan commended staff for engaging the community to ensure this is a 'community plan.' Mr. Morgan thanked Dr. Morrison and the six key staff members for their excitement about the plan and he believes this is generated because they know the capabilities of the plan and are eager to get it started. Morgan commended the community for getting involved in the development of the plan and they are taking ownership of the plan because they believe CMS listened to them. Mr. Morgan suggested CMS develop a process to let individuals or groups know their feedback and involvement in the process was valuable. Dr. Morrison reported beginning October 18th CMS will launch the revised *2018 Strategic Plan* and communications will be sent to the employees first followed by communication to the broader community. The process will also include a number of public meetings scheduled with employees as well as the broader community groups and Task Force groups. A rubric will outline the recommendations that have been implemented as well as recommendations that were used to develop goals, targets, strategies, and tactics. This will be a point of focus and the community will be updated in real time. Mr. Morgan expressed concern that the assessment tests that will be used this year to establish the baseline may not align with future tests because the State may change the tests in the future as they have done in the past. Mr. Morgan said Goal 2 specifically deals with recruitment, retention, and rewarding employees and that will require CMS to depend on our State, local, and other funding partners in order to accomplish those goals. Dr. Morrison addressed the importance of reaching out to the CMS funding partners regarding budget items; creating career pathways for teachers to build their support and capacity; seeking opportunities to reward and uplift teachers to include additional pay; developing an individual educational plan for every student; and addressing legislative issues to advocate on behalf of our employees and students. Mr. Morgan urged staff to reach out to the community and the CMS funding partners at the State and local level to ensure they understand how we want to move forward and what they can do to help. Mr. Morgan will assist in helping translate any of the components of the plan into legislative agenda items.
 - Dr. Waddell thanked staff for the inclusive plan that provides important components for teaching and learning, academics for students, and includes components of the previous strategic plan. Dr. Morrison reported the *2018 Strategic Plan* is built upon and in alignment with the two previous strategic plans and many of the components of the revised plan will take those ideas to fruition. The plan is a living document that will guide the work of CMS.
 - Mr. Davis commended Dr. Morrison and staff for the collaborative, engaging, and strategic method used to develop the plan. This process has given everyone including citizens, stakeholders, staff, and the Board an opportunity to contribute. The process has set a great example for everyone. Mr. Davis said it can be challenging to agree upon a definition of success and it is important that the goals relate to each other in terms of achieving the definition of success. Mr. Davis said this is awesome plan and the Board must help to achieve the vision and build the will of the community to rally around CMS. We must unite and dedicate ourselves to public education. Mr. Davis said we must dedicate ourselves to graduate every child ready for college or career and approving this plan is a first step.
 - Ms. Ellis-Stewart thanked staff for their commitment and investment of time in developing the plan. Ms. Ellis-Stewart said when she ran for the Board of Education, her top three issues in order were student achievement, equity, and academic excellence.

These items are still critically important to her and the school system. CMS owes these three components to our students. Ms. Ellis-Stewart expressed concern that under each goal there are numerous performance indicators but only a few targets have been populated with data because CMS has not received the State Assessment data at this time. Ms. Ellis-Stewart believes it is important to see what the plan will look like following the receipt of the State data and how staff will create 'floor' and 'ceiling' level measurements because those targets will provide the level of rigor we are pushing our students toward. It is important all students have access to rigor and we must assure the community, parents, and students that CMS is preparing students for a successful future. The plan must include that CMS is crystal clear about the level of expectation across the District. Ms. Ellis-Stewart would like to see the data that will be released in November and how the remaining performance indicators will be populated before voting.

- Chairperson McCray thanked staff for their hard work, countless hours, and for doing an exceptional job.

Mr. Morgan moved that the Board approve the *Strategic Plan 2018 Goals and Performance Indicators* as presented, seconded by Dr. Waddell, and discussion followed.

Mr. Tate said the précis sheet for this item includes goals, performance indicators, and targets and he asked does the motion include the approval of targets? George Battle, General Counsel, reported the motion the Board is approving includes Goals and Performance Indicators only. Mr. Tate asked will the Board need to approve the targets at a later time? Dr. Morrison reported that many of the targets are 'To Be Determined' and staff will bring those targets before the Board after CMS receives the baseline data. Dr. Morrison said he has a strong desire that his performance evaluation be tied to the targets in the strategic plan. Tonight, staff is seeking Board guidance on the Goals and the Performance Indicators.

Chairperson McCray called for the Board vote on the motion.

The motion to approve the *Strategic Plan 2018 Goals and Performance Indicators* as presented passed upon an 8-0-1 Board vote.

Ayes: Board members McCray, Morgan, Lennon, McElrath, Waddell, Tate, Davis, and Stinson-Wesley.

Nays: None

Abstain: Ericka Ellis-Stewart

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for August 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 for August 2013. Dr. Morrison reported this is the monthly report and as presented.

Fiscal Implications

Fiscal Year 2013-14 State Operating Revenue increased by \$145,040.

Fiscal Year 2013-14 Federal Operating Revenue increased by \$2,873.

Fiscal Year 2013-14 Other Local Operating Revenue increased by \$143,986.

Fiscal Year 2013-14 State Operating Expenditures increased by \$145,040.
Fiscal Year 2013-14 Federal Operating Expenditures increased by \$2,873.
Fiscal Year 2013-14 Other Local Operating Expenditures increased by \$143,986.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported on the following items:

- New Student Enrollment period October 7, 2013 through December 6, 2013. New students must be enrolled in CMS by December 6, 2013 to be eligible for the First Options Lottery (formerly known as the Magnet Lottery). For more information check the CMS Website, call the Smith Family Center at 980-343-5335, or send an Email to student.placement@CMS.k12.nc.us.
- Dr. Morrison will meet with Parent Leaders on October 14, 2013 at the North Carolina Music Factory Comedy Zone, 6:30 p.m., to discuss CMS related matters.
- *Coffee with the Superintendent* will be held on October 15, 2013 at Albemarle Road Elementary School, 3:30 to 4:30 p.m.
- The deadline to register for the November 5th General Election is October 11, 2013. CMS has a \$290 million Bond Referendum on the ballot. The Bond package will cover seventeen high need projects and will provide more options for our students, relieve major areas of overcrowding, and renovate some of the CMS aging schools. More information about the Bond package can be found at the CMS Website www.cms.k12.nc.us.

VII. REPORTS FROM BOARD MEMBERS

- Rhonda Lennon invited everyone to attend a MeckED Community Meeting at the CPCC-Huntersville Campus on October 10, 2013 at 6:30 p.m. to discuss educational issues impacting the northern part of the County. The public is also invited to attend a meeting sponsored by the Lake Norman Chamber and Davidson News on October 15, 2013 at the Davidson Town Hall and on October 17, 2013 at the Huntersville Town Hall. Both meetings begin at 7:00 p.m. Ms. Lennon also encouraged everyone to support the CMS 2013 Bond Referendum.
- Dr. Joyce Waddell enjoyed attending new school opening dedications at Pineville Elementary School and McClintock Middle School; a Parent Workshop at Grier Elementary School; the Project L.I.F.T. Board meeting; and the North Carolina School Boards Association District 6 meeting in Shelby, North Carolina which focused on Virtual Schools and learning. Dr. Waddell congratulated the Board for being the recent recipient of the Council of Urban Boards of Education (CUBE) Annual Award for Urban School Board of Excellence. Dr. Waddell said the CMS schools have many exciting events taking place and she encouraged the community to attend those events and to exercise their right to vote by supporting the 2013 CMS Bond Referendum and electing members of the Board of Education.
- Reverend Stinson-Wesley was honored to attend the four new school dedications and she noted that the towns of Pineville and Mint Hill are excited about the new buildings and the opportunities for students. Reverend Stinson-Wesley invited the community to attend a Community Conversation on Domestic Violence at the Levine Museum of the New South on October 14, 2013 at 5:30 p.m. She reported the District 6 Debate and Forum will be held on October 21, 2013 at Providence Spring Elementary School at 6:00 p.m.
- Ericka Ellis-Stewart reported she recently attended the Council of Urban Boards of

Education (CUBE) Annual National Conference in San Antonio, Texas and she shared highlights of the meeting which focused on tactics used by school districts to create success around literacy.

- Mary McCray reported the CMS Board receiving the CUBE Award for Urban School Board of Excellence was the culmination of the Board's work over the past two years. Chairperson McCray commended the Board for their hard work, perseverance, and doing what is best for the students and parents of Charlotte-Mecklenburg Schools. The CMS Board was awarded the award based upon their governing practices and effectiveness. Ms. Lennon commended Mary McCray, Tim Morgan, and Ericka Ellis-Stewart for their strong and effective leadership over the past twenty months because that helped to create an effective CMS Board and that team strength contributed to the CMS Board receiving the CUBE Award.

Dr. Morrison commended the Board for being the recipient of the Council of Urban Boards of Education (CUBE) Award for Urban School Board of Excellence. This is a nationally known organization that represents the urban school districts throughout the country. The criterion for the award is rigorous and nationally-based. An independent group reviews high performance over many areas and the key role of governance of boards of education working collaboratively with superintendents and staff to drive inspired student achievement forward. The award is based on four criteria: excellence in school board governance; building civic capacity; closing the achievement gap/equity in education, and demonstrated success of academic excellence.

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

1. **To discuss specific personnel matters, and**
2. **To consult with the Board's attorney on matters covered by the attorney-client privilege.**

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

Upon motion by Dr. Waddell, seconded by Mr. Morgan, the Board voted unanimously for approval to go into Closed Session.

Chairperson McCray recessed the Regular Board meeting to go into Closed Session in Room CH-14 at 9:02 p.m. Chairperson McCray reported the Board would meet in Closed Session and following the close of business in Closed Session would return to Open Session in the Meeting Chamber to adjourn the Regular Board meeting only.

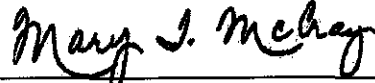
Chairperson McCray reconvened the October 8, 2013 Regular Board meeting in the Meeting Chamber at 10:00 p.m. All Board members were present. In addition, Dr. Morrison and George Battle were present. Tim Morgan served as Clerk to the Board.

ADJOURNMENT

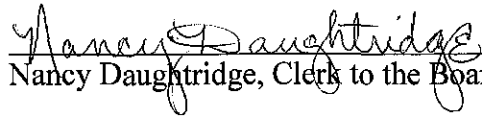
Chairperson McCray called for a motion to adjourn the meeting.

Upon motion by Mr. Morgan that the Board adjourn the Regular Board meeting, seconded by Mr. Tate, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 10:01 p.m.



Mary T. McCray, Chairperson



Nancy Daughtride, Clerk to the Board