

DATE: August 15, 2011 PRESENT: Billy Peaden, Chair
Jill Camnitz
Worth Forbes
Benjie Forrest
Sean Kenny
TIME: 7:00 P.M. Jennifer Little
Ralph Love, Sr.
Barbara Owens
Matthew Ward
Christine Waters
Marc Whichard
PLACE: County Commissions' Auditorium
ABSENT: Mary Williams

Chair Billy Peaden called the Board of Education to order in Regular Session at 7:00 P. M.

Ms. Christine Waters led the Board in the Pledge of Allegiance.

Bishop Ralph Love then followed with a Moment of Silence asking that we remember anyone who has suffered a tragedy, sickness or loss of a loved one in our Pitt County Schools system.

Chair Peaden then offered the Agenda for consideration. Bishop Ralph Love, second by Ms. Jill Camnitz, moved that the Agenda be approved as presented. Motion passed unanimously.

No one present wished to speak during Public Expression.

Under Spotlight on Teaching and Learning, Superintendent Beverly Reep briefed the Board on events following the 2009 Dropout Prevention Campaign which were highlighted during the Administrative Retreat held the first week of August in the Goess Building of Pitt Community College. She shared that the East Carolina University Football Coach Ruffin McNeill was the keynote speaker as well as Mr. Steve Stephenson, who challenged the business community, and Pastor Sidney Locks, who challenged our faith based community. Dr. Reep stated there has been a steady stream of contributions since the presentation August 3 and thanked everyone for being involved. A new video, designed by Public Information Office Heather Mayo and Director of Technology Jeff Smith, was presented which demonstrated the success of the Twilight Academy, funded by donations to the Dropout Campaign, with 141 students graduating through this program during the 2010-11 school year. Dr. Reep thanked Hostess Heather King, Ms. Mayo and Mr. Smith for their hard work in making the presentation a success.

Under Consent Items, Bishop Ralph Love, second by Ms. Jill Camnitz, moved that the Board approve the Minutes from the Regular Meeting held August 1, 2011 and the second Personnel Report for August 2011. Motion carried unanimously.

Under New Business, Assistant Superintendent of Educational Programs and Services Cheryl Olmsted introduced School Improvement Grant Administrator John Coleman to update the Board regarding data and measures for the three SIG high schools after one year's implementation of the grant. Mr. Coleman stated that the first few months into the grant were used for hiring staff, looking at data and setting directions to move forward. During the first semester, staff examined these directions and collected a lot of data. As the second semester began, many programs and initiatives were put into place. He stated the grant is helping us move in a positive direction, and we are very fortunate that the grant is for three years and not just one. Mr. Coleman discussed the drop in enrollment for the three schools, but shared that the Twilight Academy helped many students graduate who would have otherwise left school for various reasons. Mr. Coleman presented statistics for growth and proficiency in various classes for the three schools stating that many students struggle with Algebra I in Pitt County. He stated that South Central High School met the State standard for growth, but the score was lower than last year. Farmville Central and North Pitt both showed high growth in meeting the State standard, but North Pitt did show a drop in proficiency. In addressing these issues, Mr. Coleman stated during spring semester, benchmark testing was implemented at the beginning of the semester and at each marking period which did show improvement. He stated that the curriculum, instructional, graduation and attendance coaches worked hard with staff and students, and that EVAAS data helped place students at their proper level of learning to begin school year 2011-12. Mr. Coleman added that middle school principals and teachers have been helped by looking at eighth grade student data to place the student in a more appropriate class level. He informed the Board that teachers in the three SIG high schools will no longer use lesson plan books, but their lesson plans will be entered on-line and will be available to principals and coaches at any time in case a teacher needs assistance. Mr. Coleman stated that in looking at the courses, only 15% of the courses have End-of-Course tests; but for SIG purposes, data includes all courses across the board.

Mr. Worth Forbes asked for a racial breakdown of the data provided with Mr. Coleman responding that the information will be provided.

In looking at the Co-Hort Graduation Rates, Mr. Coleman stated in a two-year period, South Central had a gain of 26.7%, North Pitt had a gain of 6.6% and Farmville Central had a gain of 17.7%. Again, graduation rates have been helped tremendously by the Twilight Academy, Credit Recovery and Project Equity. Mr. Coleman added that a number of students/courses failed due to attendance issues and not academic performance. He explained that more students failed for attendance reasons in the ninth grade as there is a big transition from K-8 with 20 days of absences allowed and 9-12 with 7 classes of absences allowed. Mr. Coleman reported that progress has been made in decreasing the number of student absences over a three-year span. He also related that many parents don't see the link between students missing school and their academic progress though statistics were provided demonstrating that over 50% of the classes failed were related to major attendance problems for students.

In discussing absences, Mr. Marc Whichard asked were the absences broken down into excused, suspended, and so on with Mr. Coleman responding yes, they were categorized. He stressed that attendance needs to be addressed to improve academic testing and graduation rates and in lowering the dropout rate. Mr. Coleman informed the Board that many students failed the EOC

test but passed the class itself, and stated focus on these classes is needed to monitor the rigor of the classes. Mr. Whichard asked about these failures with Mr. Coleman responding most were due to proficiency standards not being met. He added that the Federal Government likes to see added minutes to the school day or school year; but with sharing of buses, there is a problem with a locked-in time frame. He shared data from the spring semester showing for all three SIG high schools, students who met specified criteria had the opportunity to extend their school day and were provided longer periods of remediation followed by retaking the EOC, which a vast majority of the students passed. There were some “no shows” in the three schools due to students leaving town, students having to work, those only attending two to three days but not completing the program or Hispanic students having to change locations (particularly in the North Pitt area). In trying to eliminate as many excuses as possible, transportation was offered to students and parents were contacted regarding this process. Mr. Coleman also discussed a two-week summer transition class being offered to help at-risk freshman students better understand high school attendance requirements and the importance of transcripts in going from one grade level to the next.

Mr. Coleman shared data pertaining to Student Promotion/Retention for the past two years demonstrating a marked decrease in the percentage of students who were retained. He stated focus has been given to the freshmen and sophomore classes in working to change patterns and keeping our students in school. He stated that Credit Recovery and Ed Options are great tools for helping students receive credit for their classes. Mr. Coleman explained that we are focusing on our weaknesses and working with teachers to help our students succeed. Family engagement is being implemented at this time with home visits being made for every student in the freshman class. After two attempts to reach these families, a packet of information will be left at the home with school information and contact data provided in case they have questions. In this endeavor, Mr. Coleman added that we have found out-of-district students as well as incorrect addresses, which were corrected, and updated emergency contact information obtained. He shared that 93 measures of accountability were just received from the State with more information to be shared at a later date. In closing, Mr. Coleman introduced DPI Transformation Coach Diane Antolak who will work with all three SIG high schools (focusing on Farmville Central with a new principal in place) and Ms. Amelia McLeod, a representative from the Race-to-the-Top Grant, who will focus on North Pitt High School.

Mr. Worth Forbes asked for four items upon the end of Mr. Coleman’s presentation including:

1. A report on a systemwide plan for improving our student’s Algebra I testing results.
2. A breakdown of grant fund spending – transitioning from salaries to programs, which should be implemented for long-term effects.
3. A report showing racial breakdown.
4. Find what’s really working in the SIG schools and share with three remaining high schools.

He added that Mr. Coleman presented a good report from data that had been collected in the year’s span.

Mr. Sean Kenny asked what personnel made up the home visit teams with Mr. Coleman responding that teachers, teacher assistants and coaches totaling 12-18 members were divided into three teams per school.

Ms Jill Camnitz thanked Mr. Coleman for a good, understandable report which demonstrated that available resources do make a difference in a child's life.

Assistant Superintendent of Educational Programs and Services Cheryl Olmsted then introduced our new Student Services Director Pocahontas Noland and Race-to-the-Top Coordinator Thomas Feller. Superintendent Reep commented that Mr. Feller has exceptional technological skills which will make tracking data related to the RttT Grant easier. She shared that the new Common Core and Essential Standards will be fully implemented in the fall of 2012 with staff training on the four waived days granted by the State for professional development, and with use of a large amount of money from the grant, a large number of hook ups for wireless access are being installed throughout the system. By using this wireless access, further training can be carried out for all our staff on-line and ending assessments will be accomplished through technology. The grant will provide funding for incentives and support for the Teacher Leadership Cohorts in six of our schools. Race-to-the-Top also provides funding invested in low performing schools with the first year providing extended time with after school programs followed by extending the school day in years two and three. All these efforts will help our system to obtain our goal of achieving Unitary Status when we go to Court in December 2012.

Dr. Reep also shared with the Board information regarding what the State is doing with their 50% of the Race-to-the-Top money - which will be a complete transformation of standards, assessments and resources for teachers. She explained that a good portion of our funding had to help pay for State implementation of the Instructional Improvement System (IIS) or the "Cloud" which will greatly impact support to our schools and staff. By allowing teachers and principals to follow an observation on line and upon seeing an indicator where the teacher may need assistance, ISS will allow teachers to see videos of teachers modeling the specific indicator, provide sample lesson plans and have informal assessments - all connected in one place. With all these changes coming about, Superintendent Reep shared that in September; the District Goals will need to be revisited and revised to be inclusive of these updates.

Mr. Feller stated that at first all these changes and data were overwhelming; but now as everyone is becoming more familiar with the grant, it's exciting.

Chair of the Policy Committee Worth Forbes stated the Policy Committee met just before Regular Session and discussed three new subjects the Committee will be working on: crowd control at school events, i.e. graduation, athletic activities and special events; volunteer activities and reduction in force for certified staff imposed by the legislature.

Regarding crowd control, Mr. Forbes stated Chair Peaden has implemented a Graduation Task Force composed of central office staff, school staff, parents and students to gather recommendations and present to the Policy Committee for further discussion. He stated volunteers who are Pitt County School hourly employees cannot perform duties as a volunteer related to their job description, i.e. Facility Services employee volunteering as an Assistant Football Coach for a high School cannot mow the football field. Mr. Forbes stated a "safety net" has to be put in place for financial factors and further study will be carried out before a draft policy is presented at the next Policy Committee Meeting. In regards to the RIF changes seen in

State law involving licensed personnel, In-House Attorney Rob Sonnenberg stated a revised policy will be presented for First Reading at the next Board meeting.

Chair Ralph Love asked Assistant Superintendent of Human Resources Delilah Jackson to present to the Board the proposed Local Mentor Plan for Pitt County Schools for school year 2011-12. Ms. Jackson explained that the State cut funding to support mentoring for teachers in the 2011-12 budget, but each LEA still has to submit a Local Mentor Plan to the State. She detailed the provisions of our mentoring program as:

1. Enhancing teacher knowledge and strategies of the North Carolina Common Core and Essential Standards to facilitate student achievement.
2. Identify exemplary teaching skills and educational practices necessary to acquire and maintain excellence in teaching.
3. Assist beginning teachers in performance of their duties and adjustment to the challenges of teaching.
4. Align the NC Professional Standards for teachers with the district goals for professional development.
5. The Teacher Induction Specialist and appropriate Human Resources personnel will verify eligibility of beginning teachers for a continuing license.

Ms. Jackson shared that a week-long Beginning Teacher Training had just ended and assurance of optimum working conditions for these teachers will be provided through:

1. Assignment in the area of licensure.
2. Buddy teacher assigned nearby and in their licensure area.
3. Orientation to state, district and school expectations.
4. Limited preparations.
5. Limited non-instructional duties, i.e. bus duty, lunch duty, hall duty.
6. Limited number of exceptional and difficult students.
7. No extracurricular assignments unless requested in writing by the beginning teacher.

Ms. Jackson stated there will be two District Lead Mentors, a Lead Mentor in each school who will be trained using the new Mentor standards mandated by DPI, instructional coaches in the schools will serve as instructional mentors to provide Common Core and Essential Standards to help support academic achievement and a Buddy Teacher, who must meet specific criteria, will work side-by-side with a beginning teacher. Since there is no funding to pay these teachers, the Buddy Teacher will receive 1 CEU for their efforts.

The principal will ensure proper implementation of the evaluation process for beginning teachers to include a minimum of four observations throughout the year and an annual summative evaluation in April to assist with the consideration for reemployment. A professional development plan (PDP) will be developed by each teacher in collaboration with the principal or his/her designee, and the buddy teacher/mentor. All documentation for each teacher mentioned will be placed in a cumulative beginning teacher file which will be maintained by the Teacher Induction Specialist and carried forward each year as appropriate for licensure.

Technical assistance for these teachers will be provided by the Induction Specialist and the Assistance Superintendent of Human Resources. Instructional assistance will be provided from

the EPS Department. Emotional, organizational and other support will be provided by the Buddy Teacher. Observation, feedback, and communication logs will be continually enforced. Specific training will be carried out during the first three years of teaching focused on professional improvement and successful completion of the requirements of the Beginning Teacher Support Program.

Yearly assessments will be made regarding the progress of the prior year's mentor plan and recommended continuation or program improvements based on end of the year survey results will be implemented. Input from administration involved will be reviewed and new initiatives added to meet the needs of the school, participants and state requirements.

Mr. Worth Forbes commented that this was the first year the new teacher evaluation instrument was implemented and stated we cannot go through another year like this one. He stated he knew in the Summer Management Conference, discussion was held with principals regarding observations and the evaluation process. Ms. Jackson shared that at the conference, there was a session on "lessons learned" where they discussed the evaluation process from the training at the beginning to the ending of developmental plans with suggestions for improvement at each level. She stated the on-line process will be implemented this year where principals and teachers will be kept informed, updated and deadlines provided. Ms. Jackson stated the beginning teacher training included the evaluation process and principals have been well informed that help will be provided by central office staff. Superintendent Reep thanked the Board for support in hiring an Induction Specialist who is licensed in administration and can help with evaluations as needed. She also informed the Board that teachers are invited to ask for help from central office staff as well as through their organization, PCAE. Dr. Reep stated she wanted to state publically that though the State requires the involved written Mentor Plan criteria, they cut funding for mentoring from the budget and give no financial support for our beginning teachers.

Associate Superintendent of Operations Aaron Beaulieu updated the Board on changes in transportation ready to be implemented for school year 2011-12. He first thanked the entire transportation department for their thankless jobs and the outstanding performance they carry out year after year as demonstrated by the 99% efficiency rating they have received from the State the past two years, which directly affects the State funding we receive. Mr. Beaulieu informed the Board that our 218 buses transport over 12,700 students and travel two million miles on regular buses and 640,000 on Exceptional Children buses. Variables affecting students riding buses in grades 4-12 during the 2011-12 school year include: student reassignment, a new elementary school opening, budget cuts by approximately one-half million dollars, No Child Left Behind Choice schools, new administrators in many schools and four schools have changed bell times. Mr. Beaulieu stated students in grades K-3 will not be affected by the following new bus stop changes as described for this school year: 4,300 stops will be reduced to 2,700 bus stops and 16-18 stops per route will be reduced to 10-12 stops, which will reduce approximately 50 stops per school. He stated any changes to a route will have to be approved by school personnel, the transportation department and individual programs which are affected. Mr. Beaulieu asked that everyone have patience as it takes a good ten days to achieve proficiency with bus routes.

Mr. Worth Forbes asked would the decreased stops occur on rainy days as well with Mr. Beaulieu responding yes; it will be the same stops each day throughout the year.

Mr. Beaulieu also briefly discussed the construction projects stating paving is occurring at Chicod School, which is a massive project in a short period of time. He added that infrastructure has been established for the upcoming phases of construction and ball fields are changing. Mr. Beaulieu stated that Eastern Elementary construction is complete and the 22 Sadie Saulter Pre-K/EC classes will open in early September. The second phase of this construction for ALPHA and central office personnel will be completed in the fall. Lakeforest and D. H. Conley are finished as well and ready for students when schools open. New orientation and acclimation to all these changes will take time for staff, students and parents.

Mr. Marc Whichard asked when will central office staff be moving to Sadie Saulter. Mr. Beaulieu stating Facility Services started moving staff today from Third Street and hope to be complete by Friday; but others will be moved at completion of the second phase and he will have to follow-up with a more specific date.

Under Comments by the Superintendent, Dr. Beverly Reep commented that in a few hours, our teachers will be reporting for work and thanked the Board for their support in ways to save money for hiring additional staff and the State budget changes which allowed us to hire more staff with a total of 130 teachers being hired during the summer. She added that local funding has been designated to the schools for increased instructional supplies though the State allotment was cut.

Dr. Reep congratulated Assistant Superintendent of Human Resources Delilah Jackson and Teacher Induction Specialist Chris Moxley for their extra efforts in making the Beginning Teacher Training a great success. She also thanked IT/Media Coordinator Tim DeCresie and his staff for their hard work preparing for the Tech Fest, which ended the Beginning Teacher Training, and for the complimentary mug given to all.

Superintendent Reep reminded everyone of Open House August 23, 2011 and the first day of school on August 25, 2011. She also welcomed Student Services Director Pocahontas Noland and K-8 Director Sandra Jones to Pitt County Schools.

Chair Peaden and In-House Attorney Rob Sonnenberg shared with the Board that there is going to be a Public Hearing held during the August 22, 2011 (at 6:30 p.m.) County Commissioners Meeting in their Auditorium regarding Voter Redistricting, and the Board of Education is invited to attend. He also welcomed County Commissioners Ephraim Smith and Tom Johnston who attended our meeting tonight.

Chair Peaden also thanked the Sheriff's Department for offering assistance in preparing for the opening of Ayden-Grifton High School. He also recognized Board Member Worth Forbes as he celebrated his birthday today.

Mr. Forbes expressed thoughts to Attorney Sonnenberg for the loss of his father this past week. He stated that the Board needs to stand together to support the necessary transportation changes as Mr. Beaulieu described for he feels sure members will receive phone calls regarding the

changes. In closing, Mr. Forbes commented that he's looking forward to a much better year in reference to the evaluation process for teachers and administrators.

Ms. Christine Waters stated she very much appreciates Ms. Jackson's efforts in supporting beginning teachers and asked her and her team to keep nourishing them as they continue to grow.

Mr. Sean Kenny spoke of global economy and feels students should be prepared for their future and is happy to see the increase in Agricultural Education Classes. He also mentioned China and their growing importance as North Carolina's trading partner, and spoke of the possibility of bringing Mandarin Chinese as a foreign language to be taught in Pitt County Schools.

Ms. Barbara Owens shared the program which was presented during the celebration of past Board Member Dick Tolmie's life and stated the main theme of his celebration was being on the Board of Education. His eulogy centered on how much he appreciated that opportunity and how dedicated he was to this position. She asked that all Board members use Dick's example as our opportunity as well.

Ms. Jill Camnitz turned the compliment "back at you", and thanked Superintendent Reep, Assistant Superintendent of Finance Michael Cowin and anyone else involved for their strong leadership in directing the district on wise budget decisions and keeping people employed.

Dr. Matthew Ward stated that he has completed his first year of service on the Board of Education and thanked everyone for their support and guidance - and for the new people being brought into his life. He gave a special thanks to Bishop Ralph Love for his help and to staff members for their efficient work.

Ms. Jennifer Little stated she appreciates all efforts in preparation for a new year at school.

Mr. Benjie Forrest expressed deepest sympathy for the family of Attorney Sonnenberg and stated he had kept Rob and his family in his thoughts and prayers. He also shared that he had spoken with Ayden-Grifton High School Principal Marty Baker and discussed the destruction which had taken place at the school. Mr. Forrest stated there were many calls from folks asking how they could help and thanked everyone for all that they did in resolving the issue. He also congratulated Mr. Forbes on his birthday and also announced that it is Ms. Jennifer Little's anniversary and wished her and Chip all the best.

Bishop Ralph Love then moved, second by Ms. Jennifer Little, that the Board enter into Closed Session to 1. consider and give instructions concerning a judicial action titled Pitt County Board of Education v. Adrian A. Garcia. and 2. to consider and give instructions concerning a potential or actual claim, administrative procedure or judicial action [N.C.G.S. §143-318.11(a)] Motion passed unanimously. Time: 8:50 P.M.

Upon returning to Open Session with no further business to discuss, Mr. Benjie Forrest, second by Mr. Marc Whichard, moved that the Board adjourn. Motion was unanimous. Time was 9:13 P. M.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly B. Reep, Superintendent