
PITT COUNTY SCHOOLS

**BOARD
AGENDA**

PITT COUNTY BOARD OF EDUCATION
1717 WEST FIFTH STREET · GREENVILLE, NC 27834



December 6, 2010

Pitt County Board of Education
Pitt County Office Building
Third Floor Board Room
December 6, 2010

AGENDA

(The Margaret L. Blount Memorial Art Competition Reception will be held immediately prior to the Board meeting from 6:00-6:45 p.m. in the Third Floor Foyer, Pitt County Office Building.)

The Pitt County Board of Education will meet in regular session on Monday, December 6, 2010, at 7:00 p.m. in the Third Floor Board Room, Pitt County Office Building. The following items have been placed on the agenda for discussion:

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Old Business

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XII.	Comments by Board Members		
XIII.	Closed session (if requested)		
XIV.	Adjourn		

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Swearing-In of New Board Members

BACKGROUND:

The first item of business to be conducted will be the swearing-in of our four new Board members; Ms. Christine Waters, Mr. Worth Forbes, Mr. Sean Kenny and Mr. Marc Whichard.

Judge David A. Leech has agreed to assist us in conducting the swearing-in ceremony.

Copies of the "Oath of Office" to be administered are attached. Once the swearing-in ceremony has been completed, the four new Board members will take their seats at the Board table.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

OATH OF OFFICE

MEMBER BOARD OF EDUCATION

PITT COUNTY, NORTH CAROLINA

I, Christine S. Waters, do solemnly swear that I will support and maintain the Constitution and laws of the United States, and the Constitution and laws of North Carolina not inconsistent therewith, and that I will faithfully discharge the duties of my office as member of the Pitt County Board of Education, so help me God.

Signed: _____
Christine S. Waters

Sworn to and subscribed
before me this the 6th day
of December, 2010.

Judge David A. Leech

OATH OF OFFICE

MEMBER BOARD OF EDUCATION

PITT COUNTY, NORTH CAROLINA

I, Worth Forbes, do solemnly swear that I will support and maintain the Constitution and laws of the United States, and the Constitution and laws of North Carolina not inconsistent therewith, and that I will faithfully discharge the duties of my office as member of the Pitt County Board of Education, so help me God.

Signed: _____
Worth Forbes

Sworn to and subscribed
before me this the 6th day
of December, 2010.

Judge David A. Leech

OATH OF OFFICE

MEMBER BOARD OF EDUCATION

PITT COUNTY, NORTH CAROLINA

I, Sean Kenny, do solemnly swear that I will support and maintain the Constitution and laws of the United States, and the Constitution and laws of North Carolina not inconsistent therewith, and that I will faithfully discharge the duties of my office as member of the Pitt County Board of Education, so help me God.

Signed: _____
Sean Kenny

Sworn to and subscribed
before me this the 6th day
of December, 2010.

Judge David A. Leech

OATH OF OFFICE

MEMBER BOARD OF EDUCATION

PITT COUNTY, NORTH CAROLINA

I, Marc Whichard, do solemnly swear that I will support and maintain the Constitution and laws of the United States, and the Constitution and laws of North Carolina not inconsistent therewith, and that I will faithfully discharge the duties of my office as member of the Pitt County Board of Education, so help me God.

Signed: _____
Marc Whichard

Sworn to and subscribed
before me this the 6th day
of December, 2010.

Judge David A. Leech

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Election of Chairperson

BACKGROUND:

Mr. Rob Sonnenberg, In-House Counsel, will preside for the election of the Chairperson, and will open the process requesting nominations from the floor.

Once the Chairperson is elected, he or she will begin presiding.

SUPERINTENDENT'S RECOMMENDATION:

Board action is required to elect a Chairperson.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Election of Vice-Chairperson

BACKGROUND:

After the Chairperson has been elected, he or she will open the floor for nominations of the Vice-Chairperson.

SUPERINTENDENT'S RECOMMENDATION:

Board action is required to elect a Vice-Chairperson.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Recognition of Chicod Principal Seth Brown

BACKGROUND:

Instructional Technology/Media Coordinator Tim DeCresie will recognize Mr. Seth Brown for being named the Administrator of the Year for 2010 by the North Carolina School Library Media Association for his work as Principal of Ayden Middle School.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Spotlight on Teaching and Learning

BACKGROUND:

The Margaret L. Blount Memorial Art Competition was established in 1988 by Margaret Blount Harvey of Kinston to honor her mother, Margaret L. Bount, and to acknowledge the importance of the Arts in Pitt County Schools. Over the years, the community reception has been graciously supported by the Pitt Co. Educational Foundation and the Greenville Museum of Art.

Since 1998, the anticipated results from the annual MLB Art Competition also includes the requirement of a student artist's statement and oral critique of the challenges experienced in the creative process; recognition of the dedicated teaching and student encouragement by the Visual Art Educators; and to acknowledge the student's development and acquisition of highly valued 21st century skills attained through studying the Arts.

Arts Director Jane Behan and high school art teachers (Kim Harris-AGHS; Amy Boyd-DHC; Ronnie Harrison-DHC; Damon Walcott-DHC; Cathy Holmes-FCHS; Randall Leach-JHR; Mary Southerland-JHR; Steve Donald-JHR; Laura Sutton-NPHS; Samantha Strathy-NPHS; Ira Varney-SCHS; Gael Storey-SCHS; Deborah Grady-SCHS) will present the Awards for the 2010 Margaret L. Blount Memorial Art Competition.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY SCHOOLS

DATE: December 6, 2020

TOPIC: Consideration of Minutes

BACKGROUND:

Please find attached for your review and consideration, the minutes from the meetings held on November 1, 2010 and November 8, 2010.

Should you have any questions or comments that would require an adjustment, please ask the Chair to remove this item from the Consent Agenda.

SUPERINTENDENT'S RECOMMENDATION:

Board action is requested to approve the minutes as provided.

DATE: November 1, 2010
TIME: 7:00 P.M.
PLACE: Wahl-Coates Elementary School
PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Benjie Forrest
Jennifer Little
Ralph Love, Sr.
Barbara Owens
Billy Peaden
Roy Peaden
Marcy Romary
Dick Tolmie
Matthew Ward
ABSENT: Mary Williams

Chair Mary Grace Bright called the Board of Education to order in Regular Session at 7:00 P.M.

Dr. Matthew Ward led the Board in the Pledge of Allegiance.

Chair Bright then offered the Agenda for consideration. Mr. Dick Tolmie, second by Bishop Ralph Love, moved the Agenda be accepted as presented. Motion carried unanimously.

For Public Expression, Ms. Angie Lowry stated she appreciated the effort and time the Board and Superintendent have spent on redistricting for the children in Pitt County Schools. She spoke regarding the new middle school map dealing with segment 347 as she lives in the Arbor Hills Community. Ms. Lawry stated on the new map, the students would attend C. M. Eppes Middle School instead of Hope Middle School where they presently go. She feels the change to Eppes Middle School is not in the best interest of the children and respectfully requested that these children be allowed to remain in their present feeder pattern – Wintergreen Elementary Schools, Hope Middle School and D. H. Conley High School.

Ms. Mary Robinson, President of the local Pitt County Association of Educators, spoke next encouraging everyone to get out and vote at the polls tomorrow. She commented that the election will have a major impact on education in North Carolina Public Schools. Ms. Robinson also stated that this is a great experience for our students as they hold mock elections in their classrooms, become informed about candidates and discover the election process.

Under Spotlight for Teaching and Learning, Executive Director of Student Services Travis Lewis, Project Equal Coordinator Mike Lutz and Ms. Devinder Culver of the Greenville Police Department shared with the Board the Project Equal Program involving all middle and high school students across the district. This Program is a restitution program for students who would have been given out-of-school suspensions for non-violent offenses. By participating in Project Equal, the students have consequences for their misbehavior as assigned by the school, i.e. scraping gum off desks or cafeteria tables, picking up paper around the school grounds, cleaning out

lockers, etc. They do not miss instructional time nor are they sent home without supervision (as guardians are usually at their work sites). Mr. Lewis stated the Program will decrease the crime rate and dropouts in the schools. Ms. Culver confirmed that the grant supports the governor's crime prevention program and then provided statistics related to juvenile offences, detention, etc. She stated training for principals to custodians in the schools and School Resource Officers is provided. Mr. Lutz stated Project Equal made supplies and transportation possible resulting in a huge reduction (approximately 38%) in out-of-school suspensions and increased instructional time (974 days) with fewer absences. The Program is strictly voluntary for the principal, assistant principal, parents and students – suspension is still an option.

Ms. Jill Camnitz asked regarding the students involved with Project Equal and their attitudes about their designated consequences with Mr. Lutz stating they don't like their job duties and therefore try harder not to exhibit behavior that will send them back to Project Equal. Mr. Lewis informed the Board that it was good to have an alternative to out-of-school suspension when parents ask, "Is there anything else offered for disciplinary action?"

Mr. Roy Peaden asked at what point are students not allowed to participate in extracurricular activities. Mr. Lutz stated those decisions would be for the coach to make. Mr. Lewis reminded Board members that this were non-violent actions, i.e. tobacco use, disrespectful, bad language, uniform issue - not criminal offenses.

Ms. Camnitz asked what is the time frame for the grant with Ms. Culver responding it begins July 1 and ends June 30 of each year. Ms. Camnitz asked could we reapply with Ms. Culver stating the next application was already being processed.

Mr. Dick Tolmie asked about student athletes missing practices with Mr. Lutz stating they do, and coaches also have consequences for students misbehaving.

Under Consent Items, Dr. Ralph Love motioned, second by Ms. Marcy Romary, that the Board approve the Minutes from the Workshop held October 11, 2010 and the Personnel Report for November 2010. Motion carried unanimously.

Under New Business, Superintendent Beverly Reep then began discussion of student reassignment, and reminded everyone of the Public Hearing for Student Reassignment, which will be held at J. H. Rose High School in the Auditorium November 8th at 6:30 p.m., and the Board vote scheduled for November 15th. She thanked everyone who had followed the progress of the challenging and complex process from the beginning, their attendance at community sessions, email responses and personal contacts.

Dr. Reep stated that she would present one recommendation for elementary reassignment and one recommendation for middle school reassignment. After studying many maps and charts, listening to responses of the Board and the community and tying criteria to policy; she will share maps with the elementary school map based on ES 5Av1 and the middle school map based on MS 2B. Superintendent Reep stated there is not a map provided that is perfect, and we don't have a magical solution for redistricting; but we tried to prepare maps that will be fair and equitable for all students. She commented that in considering proximity as the primary factor,

the middle school map is contiguous. In working with diversity and proficiency, a great deal of humanization has been factored in. In the elementary map charts, it is noted that Wahl-Coates Elementary School has a capacity of 105% which is not desirable. With a Pre-K class and two Exceptional Children classes, we are able to shift these classes to other schools that have available space. Dr. Reep commented that considerable time was spent working for a better balance in capacity between W. H. Robinson and Creekside Elementary Schools. With no major solution found, the higher capacity remains at Creekside Elementary, which is a new school and its core structure is more efficient for adding students than W. H. Robinson.

In looking at proficiency, which is the factor chosen to create diversity in our schools, Dr. Reep commented on how challenging it is to have a legal document stating we cannot use race in assigning students to schools. Superintendent Reep stated for this reason, end-of-grade reading scores were selected as reading is the lower score between math and reading. If math scores were chosen, the results would be deceptive and the proficiency discussion would not be happening. Again Dr. Reep stressed that specific strategies will be implemented in all schools, not just those impacted with redistricting, with a performance composite score below 60%. Some of these strategies include:

1. Strong principals with high teacher expectations.
2. Leadership teacher cohorts.
3. READ 3D.
4. Grades K-2 students will have additional instructional time.
5. Grades 3-5 will have three additional one-hour instructional periods each week.

Superintendent Reep stated that many statistical reports on student achievement demonstrated extension of the student day having positive results. She further stated that in the summer of 2012, kindergarten students not prepared for entering kindergarten will begin two weeks prior to other students to have a jump start in their readiness. After examining the READ 3D assessment, second grade students not fully prepared for third grade will attend two weeks before other students begin in August. Dr. Reep stated additional technology/software resources will be used in after-school programs and sent home with children so that parents may assist in the learning process.

Superintendent Reep stated recently the staff has heard why can't we leave everyone as they are and only move students to populate Lakeforest and the addition to Eastern. She stated Lakeforest Elementary has a capacity of 742 students and approximately 300 will be added at Eastern Elementary – how do you decide what children move and tie the move with criteria in our policies. Some say use diversity, but we cannot use race so pulling in segments to make racial diversity better is not an option. By moving most children to the school closest to where they live, parents will become engaged in the school and better support their children. Dr. Reep stated this is not an easy process, but our goal is to have the major part of the impact area reach stability and not have to visit reassignment for a long time. She also emphasized that legal counsel affirmed that reassignment is not the only criteria to be used by the Court in determining if we meet Unitary Status. In schools that do not have a diverse population, we as a district will have to work hard to demonstrate that the strategies discussed will be provided to ensure that these students will achieve. She stated that of the twelve current schools involved, ten have the academic proficiency maintained or improved with this recommendation.

Chair Bright then asked Board members for questions.

Ms. Marcy Romary asked on the Superintendent's Recommendation data information, how was proficiency projected. Dr. Reep stated information was geocoded relative to where students will attend school.

Ms. Jill Camnitz stated two schools dropped considerably in their academic proficiency score. She also asked if the data sheets could be placed on the screen for the audience to see. Dr. Reep stated hard copies of the information have been provided for the audience.

Mr. Roy Peaden asked about Wahl-Coates with a capacity of 105%. He also asked about segment 292, Carriage Apartments. Director Kay Weathington informed him that these students will remain at Eastern Elementary as it did not have a negative impact for proficiency or diversity at Elmhurst or Wahl-Cates plus the capacity factor involved.

Mr. Dick Tolmie commented that there are no perfect answers. He stated in looking at the recommended map, there is one map which better meets the criteria in our attendance policy. A Board member suggested this map (which Mr. Tolmie called ES 5Av3) as it has better capacity balance (102%) with the diversity and proficiency ranges lessened. He stated it does not measure stability or proximity. With the Superintendent's recommendation moving 2,077 students, Mr. Tolmie asked that a comparison be made of how many students will be moved using the ES 5Av3 data. He also asked if proximity could be retrieved by comparing segments of students on the two maps. Mr. Tolmie stated that finding the best balance of all factors will help him feel more comfortable when it's time for the Board's vote. Ms. Camnitz stated she agreed with Mr. Tolmie's statements.

Superintendent Reep asked if anyone had questions regarding the recommendation, to please ask them.

Mr. Tolmie commented on the initiatives Dr. Reep discussed stating they are excellent and he strongly supports the plan. Ms. Camnitz stated Race-to-the-Top will provide funding for the extra resources, and wanted to know how long will we have access to this funding. Superintendent Reep stated this money will be spread over a four-year period. She further stated that the goal of Race-to-the-Top is to have no composite scores below 60%. Moving quickly to implement these initiatives is strongly encouraged. Dr. Reep stated there is also Title I funding available when necessary. Ms. Camnitz stated that there will be a constant need to have funding available to support kindergarten students with these initiatives. Superintendent Reep commented that if our goal is reached, we will not need remediation funding, and this money will be transferred for extra resources to provide better academic opportunities for our kindergarten students as well as preschool initiatives.

Ms. Camnitz asked once we hear from the community and adjustments need to be made, how do we implement these changes for the public to see. Dr. Reep asked does the community support the recommendation of the administration and if not, what do they suggest. She again stated that the superintendent will bring one

recommendation for middle school reassignment and one recommendation for elementary school reassignment. Superintendent stated this is her job, and we will see if there is support for her recommendations or not.

Ms. Camnitz stated there may be minor suggestions with Dr. Reep responding that discussion will follow with the Board as a whole. Ms. Camnitz commented that there will be no time to implement suggestions. Superintendent Reep stated the administration has been listening to the community and the Board and has provided what has been suggested. Ms. Camnitz asked about one or two possible segment changes with Dr. Reep stating it will be up to the full Board to decide what happens next.

Mr. Tolmie stated that after the public hearing and possible comments regarding individual segment changes – even his request regarding ES 5Av3 – could we get statistics and see what they demonstrate. He said a map has not been provided to allow the public to see what ES 5Av3 will look like. Mr. Tolmie stated if administration has studied this scenario and it will not work, let the public know.

Superintendent Reep stated Club Pines and Westhaven students have been moved three times already and it is not fair to move them again. She further stated that the Moyewood community voiced their desire to attend Lakeforest Elementary School. For these reasons, Dr. Reep stated she could not recommend ES 5Av3. Mr. Tolmie stated he is sorry if any neighborhood has to move if they don't want to. He commented that we need to look at the number of students who will be moved. Mr. Tolmie stated that Ridgewood Elementary has over 1,000 students and moving 350 students will bring them to a reasonable capacity. Brief discussion followed regarding Moyewood's school assignment.

Chair Bright then asked Mr. Tolmie if he would like to make a motion in that regard.

Mr. Dick Tolmie then moved, second by Ms. Jill Camnitz, that we get further statistics to have better balance in capacity and lessen the ranges for proficiency and diversity, and create a map for scenario ES 5Av3 to provide the public with another option. Members of the Board who voted "Yea" for this motion include: Mr. Dick Tolmie, Ms. Jennifer Little and Ms. Jill Camnitz. Those Board members voting "Nay" include: Ms. Marcy Romary, Bishop Ralph Love, Dr. Matthew Ward, Ms. Mary Williams, Mr. Benjie Forrest, Ms. Barbara Owens, Mr. Roy Peaden and Mr. Billy Peaden.

Ms. Jill Camnitz asked could the Board have discussion after the public hearing if needed. Chair Bright stated if needed, she will call the full Board into Regular Session after the hearing. Ms. Marcy Romary agreed with Ms. Camnitz that discussion may be needed after the hearing. In-House Attorney Rob Sonnenberg stated there will be public notice regarding this. Chair Bright asked for a motion regarding the possibility of a Board meeting following the public hearing. Mr. Benjie Forrest stated if there are additional comments during the hearing requiring discussion by the full Board; make the decision at that time. Chair Bright stated we have to move on this decision.

Mr. Roy Peaden moved, second by Ms. Marcy Romary, that if needed, the Board will go into Regular Session following the public hearing to discuss comments made during the hearing. The motion was approved unanimously.

Public Information Officer Heather Mayo stated she would advertise that the Public Hearing will begin at 6:30 p.m. and the Board will go directly into Regular Session following the Hearing.

Assistant Superintendent of Finance Michael Cowin stated that the Finance Committee and Human Resources Committee had met in a joint meeting and discussed employee benefits. He stated four providers had been evaluated by the Employee Benefits Committee: Young Group, Mark III, Pierce Group and Wellington Benefits. Vendor presentations were set for October 13th and following a second interview, the Committee voted unanimously to recommend Mark III as Pitt County Schools' plan provider of section 125 benefit services for employees beginning with the 2011-12 school year extending over a three-year period. Upon discussing these details with the Human Resources Committee, both committees recommend Mark III, as noted above, to the Board for approval.

Upon motion of Bishop Ralph Love, second by Ms. Jennifer Little, for approval of Mark III as Section 125 Plan Provider for a three-year period starting with the 2011-12 school year, motion passed unanimously.

Mr. Cowin then reviewed a 2010-11 Budget Resolution with the Board regarding revenues and appropriations from Local, State, Federal, Special Revenue, School Food Services, and Capital Funds with recommendation for approval by the Board. He did state that approximately \$3 billion funding had been provided by Stimulus money, which will end this school year with major holes left in the budget.

The last item Mr. Cowin presented for approval by the Board was Pitt County Schools' Budget Calendar 2011-12.

Mr. Benjie Forrest, second by Ms. Barbara Owens, then moved that the Board approve the 2010-11 Budget Resolution and the 2011-12 Budget Calendar as presented. Motion passed unanimously.

Assistant Superintendent of Human Resources Delilah Jackson shared with the Board the process by which the make-up day for G. R. Whitfield School was decided due to inclement weather October 1, 2010. She explained after surveying staff and parents, it was decided that November 13th would be chosen as the make-up day as there were only four days of school this week due to the Veterans Holiday. It is State Law that students can attend school only five days in a week's time period. Ms. Jackson informed the Board that students will be dismissed at 11:30 a.m. She stated that Board approval is not necessary for this action.

Superintendent Beverly Reep then shared information with the Board regarding the "Race-to-the-Top" Grant stating the team is working on completing the application to forward to the State. Dr. Reep informed the Board that the State is spending part of their funding from this grant in implementing an "Instructional Improvement System", which is a state-wide data management system that will deliver benchmarks and assessment data and is linked to NC WISE and the NC Data Warehouse. She stated because we do have low performing schools, we are able to use this grant in funding strategies to improve achievement as has been mentioned earlier in tonight's meeting.

Use of the Race-to-the Top Educational Cloud Computer System (the cost of which is paid for from a portion of funds allocated to Pitt County Schools-approximately \$700,000) will allow us to pull resources across the state and be more cost effective managing infrastructure technology. A great deal of the dollars for professional development required by the State will help our teachers and administrators learn the IIS System and help them to manage the new common core standards across our state as well as 38 other states across the nation.

Teachers will be trained and prepared for what is to come - in that a teacher's evaluation will have a component that will be tied to student growth in his/her classroom. Dr. Reep stated the Federal government has given North Carolina a waiver, and this will not go into effect until school year 2011-12. Though it will not be used in the teacher's evaluation for school year 2010-11, Superintendent Reep stated Pitt County is still going to implement this objective and will ask teachers to collect and share data to demonstrate student growth (EOG/EOC test scores, video tape, portfolio, etc.), which will be discussed at their summative conference with their principal. During the summer, we will bring teachers together and have them share and create methods for monitoring student growth. In the 11-12 school year, we will be required to have the student growth component tied to a teacher's evaluation, but the State has not provided guidance for what that will look like - thus each LEA will work toward that objective. Thus, we feel it's important to keep the process active in Pitt County Schools. During the 2012-13 school year, the State will share their measures for all subject areas.

Dr. Reep stated another component required is recruitment for high needs schools in partnership with colleges/universities and to develop success and equity plans for all schools. Teacher Leadership Cohorts are one step in this plan but do not necessarily look at high need areas like math and science. In working with the SIG Grant in three of our high schools, we have found it critically important to look at what kind of incentives we have to attract teachers, especially in high school positions. Dr. Reep stated they have found there is not a readily available pool of candidates in some of the high needs areas. She also added that this coincided with one of our district goals as well. Dr. Reep also stated teacher, principal and assistant principal evaluation factors will be reported, and the school and district report cards will be monitored by the Department of Public Instruction. Superintendent Reep stated focus will be on low performing schools - one middle school and four elementary schools. A comprehensive needs' assessment will be completed with extensive instructional coach development and an aggressive improve-ment plan put in place. She stated that if we do not enforce what is needed, the State can come in and take over a low performing school. Dr. Reep stated we want to place students in rigorous math and science courses and encourage our students to take harder courses, not the easiest ones. She also informed the Board that money for dual enrollment classes at Pitt Community College may be in jeopardy for the 2011-12 school year. Superintendent Reep commented that the State average is 15% for students who scored a 3 or higher on AP exams with Pitt County Schools having a 17.6% average.

Dr. Reep stated Pitt County Schools has invested heavily in training and technology costs, but we still don't have a straight answer regarding the Computer Educational Cloud.

Under Comments from the Superintendent and Board members, Superintendent Reep thanked the Board and community for their involvement in the reassignment process. She stated many present have attended all listening sessions and Board meetings during the process.

Dr. Reep congratulated Ms. Robin Dailey for her hard work in applying for a dropout prevention grant and stated the Student Success Academy has been awarded \$175,000 due to her efforts. She also congratulated the volleyball teams who have excelled and stated D. H. Conley's cross country will be going to a State championship. After thanking Farm Bureau for their contribution to Pitt County Schools allowing us to celebrate the Principal of the Year and Teacher of the Year, she congratulated Ms. Mary Carter as Principal of the Year and Ms. Shawnda Cherry as Assistant Principal of the Year.

Chair Mary Grace Bright also stated she appreciated the donation from Farm Bureau and congratulated Ms. Carter and Ms. Cherry on their awards. She further stated that there are tremendous accomplishments occurring in all Pitt County Schools and thanked everyone for their hard work. Chair Bright thanked central office staff for their extra effort in setting up for different meetings across the district.

Bishop Ralph Love also thanked the superintendent and staff for all the work regarding redistricting.

Ms. Barbara Owens dittoed what Ralph had expressed. She also questioned two articles in the Thursday Board packet - the e-mail from Valerie Lindsey regarding cafeteria prices and the breakdown of surplus materials. Chair Bright responded that Ms. Lindsey's e-mail was sent regarding a previous question asked by a Board member. Associate Superintendent of Operations Aaron Beaulieu responded that the data provided regarding surplus materials was a summary of funds received for materials sold.

Mr. Dick Tolmie also commented on the Principal/Assistant Principal of the Year Ceremony last week. He also reminded everyone to vote November 2nd.

Mr. Benjie Forrest also encouraged everyone to vote November 2nd. He also commented on the use of Race-to-the-Top funding and linking teacher evaluations to student growth, and hopes that other processes will be used to evaluate a teacher as well as student test scores.

Ms. Jill Camnitz stated that not only the winning candidate for the Principal of the Year Ceremony be recognized, but all five nominated principals are great and should be recognized. She feels that sometimes they get lost in the excitement of the winner and stated Superintendent Reep did a great job of personally lifting up all five candidates.

Ms. Camnitz also asked would those involved with Race-to-the-Top training be paid for their time with Superintendent Reep stating yes.

Dr. Matthew Ward commented that he had known Dr. Reep for a short time, but wonders if she ever has a chance to relax with all she's been through with

redistricting. He stated he's come to the conclusion that someone has to say "this is the map" as there will always be someone who wants another map or one more segment change. His concern is for children who have to go all the way across town to go to school when they pass by schools closer to home that they could attend. Dr. Ward stated he was thinking of the children in Moyewood and feels they would be better attending Lakeforest as its closer and the parents want to be involved in their children's school. He also stated the Board hired Dr. Reep to do a job and she's brought us her recommendation, then we need to take time to really study her recommendation and not keep asking for maps. Everyone is not going to be satisfied, and we need to come to a conclusion by the deadline that has been set.

Mr. Roy Peaden stated we can't have it all on any particular map. He's concerned about children who have to ride a bus all the way across town. He stated that Moyewood students are better located at Lakeforest as parents are closer and could check on their children and become involved with P.T.A. activities. Mr. Peaden stated that perhaps some area churches would provide transportation for these parents in helping them become involved in the school.

Mr. Peaden stated the Board hired Dr. Reep to do a job and she's made a recommendation. He commented that the Board needs to consider her recommendation strongly. While sitting back, listening and comprehending the details, he feels we have all the maps we need.

Ms. Jennifer Little also congratulated the Principal of the Year and Assistant Principal of the Year and thanked all those nominated who are helping to educate our children. She congratulated several schools in their advancement toward athletic goals in district and state competitions.

Ms. Little also asked parents to come to the Public Hearing and speak as the Board listens with an open mind.

She also discussed Project Equal and its great success with helping kids get back into the classroom.

With no further business to discuss, Mr. Dick Tolmie moved, second by Ms. Barbara Owens, that the Board go into Closed Session to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; or hear or investigate a complaint, charge, or grievance by or against a public officer or employee. [N.C.G.S. §143-318.11(a) (6)]

Upon returning to Open Session with no further business to discuss, Mr. Benjie Forrest moved, second by Ms. Barbara Owens, that the Board adjourn. Motion carried unanimously. Time 8:58 p.m.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent

DATE: November 8, 2010

TIME: 7:55 P.M.

PLACE: J. H. Rose High School

PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Benjie Forrest
Jennifer Little
Ralph Love, Sr.
Barbara Owens
Billy Peaden
Roy Peaden
Marcy Romary
Dick Tolmie
Matthew Ward
Mary Williams

Chair Mary Grace Bright called the Board of Education to order in Regular Session at 7:55 P. M.

Mr. Benjie Forrest led the Board in the Pledge of Allegiance.

To have discussion before the Board meeting next week when the redistricting recommendation will be brought before the Board for a vote, Chair Bright asked each member who wished to comment following the Public Hearing tonight to please let their voice be heard at this time.

Bishop Ralph Love stated he has listened in all sessions and done his reading regarding the plan. He feels very confident that everyone will not be happy with any plan selected. Bishop Love commented that he is confident with the Superintendent's recommendation and feels no more maps are needed – the Board has seen enough.

Ms. Mary Williams stated this is a difficult job, but she signed on for it when she ran for office. She commented that her daughter graduated from North Pitt High School in 2009. When she was in Pactolus School, they were redistricted and her daughter left that school in the fifth grade spending her last year of elementary school in Belvoir. She hated it, but she made it. She commented that there were 31 students involved in that move, but 11 of those children's parents spoke about going to the same church, playing baseball together, volunteering at the fire department, etc. and asked to keep those eleven students together. Ms. Williams stated it did not matter to her where her child was sent, if that school did their job. Her daughter learned to read and write and never got into trouble in school. She won the George Bush Gold/Silver Award at North Pitt. Ms. Williams stated all the schools did what they were supposed to do and as parents, we did what we were supposed to do. She commented that children are more resilient than parents and are prepared for their challenges.

Ms. William stated it's easy for people to talk when they have brick and mortar in their neighborhood, but that's not so when you don't. Sometimes that is hard to hear. She stated we know about the Court Order and know we need to make some changes. Ms. Williams stated some may not like what she says or the decisions she makes as she's received threats by letters, phone calls and emails. All she can say is that we're going to try to do what we're supposed to do for the sake of all children.

Mr. Billy Peaden had no comment.

Ms. Marcy Romary thanked everyone for coming to the sessions and meetings over the last several months. She commented that on the recommendations, there are parts she can support but greater portions she cannot support. Ms. Romary stated that the creation of more low performing schools is a great concern and will not help us achieve Unitary Status. She mentioned the middle school map suggested by Ms. Fagundus demonstrating better proficiency and a better balance of capacity and feels there needs to be further discussion regarding these issues. Ms. Romary ended by stating she's on her way out, but stated that Ms. Christine Waters will take her seat on the Board in a few weeks and she needs to hear from the community.

Ms. Barbara Owens stated we do listen; we see the faces of the children and don't make decisions without feelings for them. She stated twelve members have to make a decision that is best for all students and hopes to have support from the community.

Mr. Dick Tolmie stated he knew everyone was not going to be happy with the decision made, though the Board is not out to disappoint anyone. He reported that he's tried to think about what is best overall for the school system. The two comments he has heard stressed from tonight's meeting are stability and a better balance for diversity, proficiency, race and capacity. Mr. Tolmie stated he heard folks ask why better balance proficiency for redistricting. He commented that we cannot use socioeconomic (free/reduced lunch) nor race data to balance diversity, thus the reading proficiency test score was selected. Mr. Tolmie feels there is improved balance in the middle school map Ms. Fagundus presented and certainly supports the staff investigating further in this regard.

Mr. Benjie Forrest thanked everyone for their attendance at meetings, phone calls, e-mails and personal contacts. He commented that minor adjustments to the middle school map presented by Ms. Fagundus could be studied.

Ms. Jill Camnitz stated the Board has listened carefully to the community and has responded to concerns seeking the best possible plan. She commented that we need to continue to seek the best middle and elementary school plans until the Board votes next Monday night, and this new middle school map may provide a better balance as others have discussed. Ms. Camnitz mentioned the small neighborhood requests heard tonight and feels further data regarding these may be helpful.

Dr. Matthew Ward thanked everyone for coming to the meetings and voicing their views. As a new Board member, he stated he has studied the maps and listened to comments and read e-mails, which helped him in the process. Dr. Ward commented that the children are our greatest asset, and we need to do what is best for them. We cannot satisfy everyone, and he understands that some neighborhoods want to stay together. Dr. Ward stated we need to look at everyone's situation and do the best we can in redistricting the children across the county. He said it's sad when a child comes home and does not feel comfortable in his/her school. Dr. Ward commented that everyone needs to put their heart in this decision. Again, he stressed that we all can't have what we want, but the Board has to try to do what is best for all students.

Ms. Jennifer Little echoed the thank you to everyone and especially those in the community who contacted her. She stated the Board will react to what the public wants – stability/proximity together. Ms. Little also commented that she heard requests to improve and preserve the attendance area of J. H. Rose High School and success stories of the schools having improved proficiency since the 2005 redistricting. She stated we need to populate Lakeforest Elementary and move the children at Sadie Saulter Elementary, and the public needs to see a map to show that. Ms. Little feels we did a disservice to the public by not producing such a map; but in the spirit of moving on, she said small changes in the middle school map could bring a better balance for E. B. Aycock, A. G. Cox and C. M. Eppes. Ms. Little thanked the group for all the hard work they had done in preparing this map stating it was helpful and very much appreciated. In the recommended plan, there are some parts she likes and some parts she doesn't like. Ms. Little asked now what do we do – Monday night the Board is set to vote on the Superintendent's recommendations. She said we held listening sessions in the different communities, and we now have one week to make a **BIG DECISION**.

Chair Bright stated that the Board and the Superintendent have heard the suggestions during this meeting and these suggestions will be studied. Next Monday night, the Board will discuss the tweaks or reaffirm the superintendent's recommendations and then vote yea or nay for the outcome.

Ms. Barbara Owens stated that the plan has been known from day one – the Board would listen to the public and then make a final decision. She commented that tweaking of the map has been requested, and this can be done and results provided to the Board and the public. The Board may view the changes made and then vote on a final decision next Monday night.

Mr. Roy Peaden senses parents feel some schools are not as good as others – some say travel time, real estate value, other inconveniences, P.T.A.'s and community involvement are issues. He stated this process should be all about what is best for the kids. Mr. Peaden commented that possibly some adjustments could be made in the middle school map, but you can't swap one section for another without asking the folks who live in that section. He stated that the Board needs to try to do what's right and asked parents to do their part so when their children leave for school, they're in the right frame of mind. We need to make a decision we can live with in the days ahead.

Chair Bright thanked everyone for their attendance at any or all meetings. She stated that assigning students is always a hard job for anyone involved. Ms. Bright commented that a number of folks are unhappy because they don't like change, but children are resilient. She stated when these changes are made; she hopes everyone will continue to be supportive in whatever school their child/children attend.

Superintendent Beverly Reep also thanked everyone and stated she appreciated their diligence in a difficult situation. She stated that we are blessed to be in a community that is growing and had support of the ¼ cent sales tax for school construction. Dr. Reep commented that some areas across the country have to close schools due to lack of funding.

Dr. Reep then asked specifically what the Board would like – is that minor changes be made to the middle school map and how those changes can be seen by the community. She reminded all that one change will lead to other ripple changes. Superintendent Reep stated we have been very open and have had many meetings for input from the community. Again, she stressed that the Board direct her regarding their desires.

Ms. Jill Camnitz moved, second by Ms. Marcy Romary, that minor adjustments in the middle school map be made and results presented to the Board and the community before the Monday night meeting.

Discussion by Board members followed.

Ms. Barbara Owens asked someone to define “tweaking” and is the map presented “tweaking” or are there specific areas that will be tweaked. Ms. Camnitz commented that tweaking means there will be minor changes involved.

Mr. Dick Tolmie stated on the recommended plan, four segments would be moved from A. G. Cox to C. M. Eppes; instead he asked that we move the four segments from A. G. Cox to E. B. Aycock keeping the 18 segments together. The other one to four segments that were slated to go to E. B. Aycock could be moved to C. M. Eppes to better balance diversity and capacity.

Ms. Barbara Owens asked how many students would this involve with Ms. Camnitz stating research would have to be done for this number.

Ms. Owens asked will there have to be another map made. Mr. Roy Peaden asked where are the sections being discussed with Ms. Kay Weathington stating she would need to know what segments are involved and data could be adjusted for results.

Ms. Marcy Romary asked could an ALERT NOW be sent with the number of students involved.

Following discussion, Chair Bright stated a motion had been made and seconded as stated above. She now asked for a show of hands by Board members for the motion. “Ayes” were Ms. Jill Camnitz, Mr. Dick Tolmie, Ms. Jennifer Little and Ms. Marcy Romary. “Nays” were Mr. Billy Peaden, Ms. Mary Williams, Bishop Ralph Love, Ms. Barbara Owens, Mr. Benjie Forrest, Dr. Matthew Ward and Mr. Roy Peaden.

Superintendent Reep stated we will notify everyone of the results through Board packets, web site and newspaper. She asked should we start the Board meeting earlier on November 15th? Dr. Reep stated we have been working vigorously on this issue since July – we are now one week away from the Board vote. She stated the meeting will be held at South Central High School.

Chair Bright then reminded the Board that there will be a Closed Session November 15th at 5:30 p.m. with the Regular Board Meeting following at 7:00 p.m. at South Central High School. Ms. Marcy Romary asked again about any comments being received on the web site with Public Information Officer Heather Mayo stating copies of the comments will be shared with Board members. Chair Bright stated an ALERT

NOW could be sent to the parents from the schools involved, and comments will be heard during Public Expression at the Monday night meeting.

With no further discussion, Ms. Jill Camnitz, second by Ms. Mary Romary, moved to adjourn at 8:35 p.m. Motion was approved unanimously.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Consideration of Personnel Report

BACKGROUND:

Attached for your review and consideration is the Personnel Report for the month of December 2010.

Also attached for your review and consideration is the Pitt County Schools Calendar Committee for 2010-11.

Ms. Delilah Jackson will be present to respond to any questions you may have in regard to this report.

Should you have questions or comments requiring an adjustment, please ask the Chair to remove this item from the Consent Agenda.

SUPERINTENDENT'S RECOMMENDATION:

Board action is requested to approve the Personnel Report and the PCS Calendar Committee for 2010-11 as presented.

Licensed Personnel Agenda
December 6, 2010

NEW EMPLOYEES

Last Name	First Name	Assignment	Position	University	Degree	Replacing	Reason	Start Date
Erickson	Amy	W F SSA	Teacher-SLP	James Madison Univ	MA	Lori Kincannon	Resigned	12/6/2010
Tillotson	Lori	W F SSA	Psychologist	Citadel	MA	New Position	NA	12/3/2010
Wofford-Jones	Pamela	W F Hope Middle	Teacher-EC	ECU	BS	New Position	NA	12/1/2010

LEAVE OF ABSENCE

Last Name	First Name	Assignment	Position	Reason	Begin Date	End Date
Davis	Walt	W M South Central	Teacher-PE	Medical	10/22/2010	2/1/2011
Jenkins	Maria	B F South Greenville	Teacher-K	Medical	10/26/2010	11/29/2010
Johnson	Tiffany	W F Hope	Teacher-EC	Maternity	12/20/2010	1/1/2012
Roth	Anne	W F Hope	TAG	Medical	10/12/2010	10/29/2010

TRANSFER

Last Name	First Name	Assignment	Position	Assignment From	Position	Reason
Brooks	Steven	W M Ayden-Grifton	Teacher-Business	Ayden-Grifton	Teacher Ass't	Employee Request

RESIGNATION

Last Name	First Name	Assignment	Position	Reason	End Date
Baggett	Joey	W M AG Cox	Teacher-PE	Retirement	1/31/2011
Coker	Amber	W F JH Rose	Teacher-English	Relocation	11/18/2011
Cox	Judy	W F JH Rose	Teacher-Bus Education	Retirement	1/25/2010
Hines	Mena	W F Wahl-Coates	Teacher-Grade 1	Retirement	12/31/2010
Howell	Rhonda	H F Belvoir	Teacher-Grade 1	Retirement	1/31/2011
Hull	Diane	W F North Pitt	Teacher-FACS	Health	11/30/2010
Rogers	Jenasis	W F EB Aycok	Teacher-ELA	Another NC School System	12/9/2010
Spainhour	Melanie	W F SSA	Social Worker	Relocation	11/30/2010
Tiber	Susan	W F Ridgewood	Teacher-Grade 3	Family	11/30/2010

RETURNING TO WORK

Last Name	First Name	Assignment	Position	Date
Flood	Pansie	B F AG Cox	Teacher-LA	11/30/2010
Hill, Jr.	John Paul	W M AG Cox/Grifton	Teacher-CTE	11/10/2010
Howard	Julie	W F North Pitt	Theater	11/15/2010
Hutchison	Fran	W F Wintergreen I	Counselor	11/15/2010
Metz	Jennifer	W F Third Street	Teacher-EC	11/10/2010

Classified Personnel Agenda
December 6, 2010

NEW EMPLOYEES

Last Name	First Name	Assignment	Position	Replacing	Reason	Start Date
Atkinson	Chasity	B F Wintergreen P	Teacher Assistant	New Position	NA	11/16/2010
Barnhill	William	B M Pactolus	Custodian	Robin Clark	Resigned	10/6/2010
Braxton III	William	W M Facility Services	HVAC Apprentice	Phillip Latham	Transferred	11/17/2010
Cox	Deborah	B F Wintergreen Interm	Teacher Assistant	New Position	NA	11/22/2010
Elhook	Samantha	W F Central Office	Clerical	New Position	NA	11/2/2010
Everett	Tammie	W F Chicod	Teacher Assistant	New Position	NA	11/12/2010
Leggett III	Guy	W M Facility Services	HVAC Foreman	Ricky Brann	Retired	11/23/2010
Whitaker	Natalee	W F Ridgewood	Teacher Assistant-Media	New Position	NA	11/8/2010

RESIGNATION

Last Name	First Name	Assignment	Position	Reason	End Date
Drenner	Samantha	W F Hope	Teacher Assistant	Relocation	12/17/2010
Hodges	Amanda	W F South Central	Counselor	Career Change	12/31/2010
King	Tiffany	B F Pactolus	Custodian	Other	11/26/2010
McCarter	Willie	B M Community Schools	Head Custodian	Deceased	9/29/2010
Perry	Janet	B F EB Aycock	Bus Driver	Personal	11/5/2010
Wooten	James	B M Transportation	Mechanic	Retirement	1/31/2011

LEAVE OF ABSENCE

Last Name	First Name	Assignment	Position	Reason	Begin Date	End Date
Wheeler	Christine	W F Third St Annex	Fed Prog Office Mgr	Medical	11/18/2010	12/30/2010

TRANSFER

Last Name	First Name	Assignment	Position	Assignment From	Position	Reason
Atkinson	Kimberly	B F GR Whitfield	Afterschool Ass't	Eastern	Afterschl Ass't	Employee Request

TERMINATION

Last Name	First Name	Assignment	Position
Mallard	Connie	W F Belvoir	Child Nutrition

SUSPENSION

Last Name	First Name	Assignment	Position
Swank	Sebastian	W M Transportation	Mechanic II
Taylor	Linda	B F Sadie Sautler	Custodian/Bus

Pitt County Schools
Calendar Committee
2011-2012

Name			Representing
Ms.	Vickie	Edwards	Finance Dept
Ms.	Heather	Mayo	Public Information Officer
Ms.	Valerie	Galberth	Elementary Principals
Ms.	Daniale	Stancil	High School
Ms.	Emily	Coffman	Chamber of Commerce
Ms.	Jan	Thornton	Retired Teachers
Ms.	Gina	Beaman	K-5 Teachers
Mr	Jeff	Cahoon	6-8 Teachers
Mr.	Ron	Butler	Athletics
Ms.	Nicole	Wilkins	Parent Representative
Ms.	Renea	Baker	9-12 Teacher
Mr.	Joey	Weathington	Director Transportation
Ms.	Leslie	Tyson	Assistant Principals
Ms.	Judy	Beckert-Jones	Pre-K
Ms.	Jennifer	Poplin	PAPA Committee

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Discussion/Possible Action of Appointment of New Board Member

BACKGROUND:

The newly elected Chairperson will begin discussion regarding the appointment of a new Board of Education member to fill the vacant seat for District 1, Seat A. Possible action by the Board may follow the discussion.

SUPERINTENDENT'S RECOMMENDATION:

Possible Board action is required.

APPOINTMENT OF NEW BOARD MEMBERS

The following procedures shall be followed in filling vacant seats on the Pitt County Board of Education:

1. The Chair of the Board shall appoint a Board committee and designate a committee chair to recommend an appointee to the full Board. The committee shall be comprised of Seat A or Seat B members, whichever is the same as the seat to be filled.
2. The committee will establish a reasonable timeline for filling the vacancy and will publicly advertise the timeline as well as the procedures to follow in submitting an application.
3. Individuals interested in applying for appointment to the Board shall submit to the Superintendent's office an up-to-date resume along with a letter of intent indicating why they would like to serve as a member of the Board of Education.
4. Applicants must be a resident of the district for which they seek appointment.
5. The Board committee shall meet to review all applications received and will determine from the list of applications which candidates should be interviewed based upon boardsmanship qualifications. Should fewer than ten applications be received, all candidates should be interviewed.
6. Once an interview schedule has been established, all candidates will be personally contacted and their interview time confirmed.
7. In conducting the interviews, the Board committee will use a prepared set of questions so that all candidates may be evaluated against an equitable standard.
8. Following the interviews, the Board committee will deliberate and determine by consensus the candidate to be recommended to the full Board for appointment.
9. The Board Committee Chair will communicate in writing to all candidates the committee's appointment intentions prior to the formal recommendation being announced in open session at a meeting of the Board, stating that the committee's recommendation is not final until the full Board acts.
10. The media will be informed during all aspects of the process.

Temporary Suspend the Procedure for the Appointment of New Board Members

For the purposes of filling Michael Dixon's vacancy on the Pitt County Board of Education, I move to temporarily suspend the PCS Procedure for the Appointment of New Board Members (Appendix 1.301-A), which outlines the procedures for filling vacant seats on the Board.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Human Resources Committee Update

BACKGROUND:

Assistant Superintendent of Human Resources Delilah Jackson will update the Board following a Human Resources Committee Meeting held November 23, 2010.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: 2010-11 Budget Update

BACKGROUND:

Assistant Superintendent of Finance Michael Cowin will present an update on the 2010-11 Budget.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Discussion of a Meeting with Pitt County Legislators

BACKGROUND:

Superintendent Beverly Reep will discuss with the Board consideration of a meeting with the Pitt County Legislators.

SUPERINTENDENT'S RECOMMENDATION:

Possible Board action is required.

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Report from Policy Committee

BACKGROUND:

Chair Jill Camnitz and In-House Attorney Rob Sonnenberg will be presenting the following revision of Policy 7.111 - Evaluation of Certified Employees for Second Reading.

SUPERINTENDENT'S RECOMMENDATION:

Board action is requested to approve Committee's recommendation.

"DRAFT"
"Revised Policy"

PITT COUNTY BOARD OF EDUCATION Date:	POLICY 7.111
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Evaluation of Certified Employees

It is the goal of the Pitt County Board of Education to secure the most competent personnel available and, once they are employed, to assist them in their professional growth and development throughout their careers. An effective evaluation program that clearly describes an employee's performance is a critical aspect of professional growth and assistance.

The Superintendent is directed to ensure that an effective evaluation system is established and maintained. All state requirements in regard to the type and frequency of evaluation will be met. ~~All teachers will be evaluated at least once annually by the principal or the principal's designee and beginning teachers and those who have not attained career status shall be evaluated at least once by the principal.~~ All principals and assistant principals will be evaluated at least once annually by the superintendent or his or her designee. The evaluation system will incorporate the following board directives:

1. **Proficient performance shall be considered the minimum acceptable standard of performance for all certified personnel in this school system; however proficient performance shall not constitute any assurance to any teacher or administrator of rights to employment, renewal, or career status for teachers.**
2. Exemplary performance as well as deficiencies in performance must be clearly identified.
3. Evaluators are encouraged to use additional means of assessing performance in addition to the state performance assessment instruments, including but not limited to ~~additional formal observations, informal observations,~~ classroom walkthroughs, conferences, lesson plan and grade book reviews, interaction with the employee, plans of improvement and any other accurate indications of performance.
4. Student performance and other student outcome data may also be considered as a part of the evaluation process where appropriate. The evaluation cannot be based solely on student performance. Multiple means of assessing student performance should be used whenever possible.
5. ~~All teachers who have not attained career status shall be observed at least four times annually: one (1) observation by a peer; one (1) observation by the principal; and two (2) observations by the assistant~~

"DRAFT"
"Revised Policy"

PITT COUNTY BOARD OF EDUCATION Date:	POLICY 7.111
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~~principal, principal, or the principal's designee.~~

~~6. An alternative to the summative evaluation system may be utilized to evaluate teachers who have obtained career status.~~

7. All probationary teachers shall be observed at least four times annually: one (1) observation by a peer and (3) observations by an administrator.

Career status teachers will be evaluated formally on the year of their license renewal which will consist of at least 3 observations by an administrator. Career status teachers will be evaluated informally on the years in which they are not renewing their license which will consist of at least two informal observations by an administrator. Principals have the authority to conduct more than the minimum number of observations listed above.

8. Supervisors and principals shall facilitate open communication with employees about performance expectations.

9. An employee who is unclear about how performance is being assessed or who desires additional evaluation opportunities should address these issues with their immediate supervisor.

10. Evaluators will be held accountable for following the evaluation system and all applicable state guidelines on the evaluation of employees.

11. ~~Unsatisfactory~~ Summative evaluations will be submitted to the central office personnel file in accordance with state law and local board policy.

12. Evaluation data will be used in making employment decisions, including professional development, career status, and suspension, demotion, and dismissal of employees. Employment decisions may be made by the board and administration regardless of whether the evaluation system has been followed by evaluators, so long as there is a legal sufficient basis for the decisions.

13. The Superintendent and all evaluators will use the evaluation process to recognize exemplary performance and to capitalize on the abilities of exemplary employees in helping other employees.

"DRAFT"
"Revised Policy"

PITT COUNTY BOARD OF EDUCATION Date:	POLICY 7.111
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The Superintendent will develop any other necessary procedures and will provide training, as necessary, to carry out the board directives.

Last Revision/Adoption: September 15, 2008
Legal References: G. S. 115C-47 (18), 115C-286.1, 115C-325, 115C-333
Cross References: Policy 7.110 (Action Plans)

PITT COUNTY SCHOOLS

DATE: December 6, 2010

TOPIC: Motion to go into Closed Session

I move that we go into closed session to:

(Specify one or more of the following permitted reasons for closed sessions)

- ☐ prevent the disclosure of privileged information.
 - under 115C-402 of the North Carolina General Statutes or regulations; and/or
 - under FERPA 20 USC §1232G of the regulations or laws of United States. [N.C.G.S. §143-318.11(a)(1)]
- ☐ prevent the premature disclosure of an honorary award or scholarship. [N.C.G.S. §143-318.11(a)(2)]
- ☐ consult with our attorney
 - to protect the attorney-client privilege.
 - to consider and give instructions concerning a potential or actual claim, administrative procedure, or judicial action.
 - to consider and give instructions concerning a judicial action.
- ☐ discuss matters- relating to the location or expansion of business in the area served by this body. [N.C.G.S. §143-318.11(a)(4)]
- ☐ establish or instruct the staff or agent concerning the negotiation of the price and terms of a contract concerning the acquisition of real property [N.C.G.S. §143-318.11(a)(5)]
- ☐ establish or instruct the staff or agent concerning the negotiation of the amount of compensation or other terms of an employment contract. [N.C.G.S. §143-318.11(a)(5)]
- ☐ consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; or hear or investigate a complaint, charge, or grievance by or against a public officer or employee. [N.C.G.S. §143-318.11(a)(6)]
- ☐ plan, conduct, or hear reports concerning investigations of alleged criminal conduct. [N.C.G.S. §143-318.11(a)(7)]