

Minutes

Anson County Board of Education

Called Meeting

Monday, March 4, 2013, 5:00 p.m.

Charles Riddle Staff Development Center

The Anson County Board of Education met in called session on Monday, March 4, 2013. All members were present. Others in attendance were Howard McLean (Executive Director), Mike Flake (Board Attorney) and Anne Hyatt (Clerk to the Board of Education).

I. Call to Order

Chair Lisa Davis opened the meeting and welcomed all visitors.

I. Invocation

Chair Davis asked George Truman to give the Invocation.

I. Conflict of Interest Statement

In compliance with the requirements of Chapter 138A-15(e) of the State Government Ethics Act, Chair Davis reminded Board Members of their duty to avoid conflicts of interest and appearances of conflicts of interest under Chapter 138A. There were no conflicts of interest communicated by the members. Chair Davis then requested that if, during the course of the meeting, members became aware of an actual or apparent conflict of interest that

they bring the matter to her attention. She further explained it would then be the member's duty to abstain from participating in discussion and from voting on the matter.

I. Adopt Agenda

Chair Davis requested to add Results Based Systems to the agenda for discussion. Upon a motion by Russell Sikes, seconded by Mike Turner, the board voted unanimously to add Results Based Systems to the agenda. Motion carried.

The agenda was unanimously adopted with the amendment to add Results Based Systems to the agenda by the Board upon a motion by George Truman, with a second by Frank Liles. Motion carried.

I. NCSBA

- NCSBA – Superintendent Search Process: Scott Murray and Tanya Giovanni

were present from the NC Schools Boards' Association to review versions of the superintendent search service initial draft documents. The following are decisions or actions that were taken during the review process. Ms. Giovanni indicated she will e-mail the corrections to Chair Davis for review.

- Timeline Document:

- Upon a motion by Russell Sikes, seconded by George Truman, the board unanimously approved Monday, April 22, 2013, as the application deadline. Motion carried.

- Vacancy Announcement Document:

- The board agreed to delete “building level” in the first paragraph and add “experience as a school-level principal preferred” instead.

- The board agreed to change the numerals in paragraph three to written numbers.

- In paragraph four, the board decided to add more information about Anson County (cycling, hiking, bird-watching, 2 ½ hours from beach and mountains and add the Pee Dee National Wildlife Refuge name and website).

- Advertising Vacancy Announcement:

- Upon a motion by George Truman, seconded by Carol Ann Gibson, the board unanimously approved to advertise with the American Association of School Administrators (AASA) for 60 days at a cost of \$740. Motion carried.

- Application Document Questions :

- The board agreed to use the following questions regarding any accomplishments or significant experiences with the following programs or activities:

- a. Educational leadership in teaching and learning, including curriculum development, selection of instructional strategies, customization of learning, learner assessment.

- b. Financial planning/school system budgets

- c. Personnel relations/administration, including performance evaluation, goal setting and monitoring achievement

- d. The use of instructional technology and other innovative media to improve student performance and foster system-wide success

- e. Success in working with diverse populations

- Application Document Essay Questions :

- The board agreed to include the following essay questions in the application document:

- a. What would you do to raise student achievement levels and help close achievement gaps?

- b. Why are you interested in leaving your current position to become superintendent of the Anson County School System?

c. What are the first things you would do to learn about our community and schools and how would you make time to be visible in both the community and schools?

d. Describe your leadership style?

- Application Document Criminal and Employment Background Information:

- The board decided to add the word “suspended” to Section B IX. Criminal and Employment Background Information. The question should now read: “Have you ever been **suspended**, dismissed, bought out or asked to resign from a position?”

- Community and Staff Surveys:

- The board agreed to use the simple version survey for the community and staff surveys. Ms. Giovanni said the difference in the simple survey and the more detailed survey is the time in which it would take to complete the survey. She indicated that most districts use the simple survey because they typically gain more responses than they would with the more detailed survey. She said the time difference is 15 minutes for the simple and 30 minutes for the detailed. Chair Davis asked how the survey would be launched. Ms. Giovanni said she will send Anne an e-mail that includes the survey link for the website and one that can be e-mailed. She said there will also be hard copies of the surveys provided. Ms. Giovanni said our technology staff should be able to launch the link on our website.

I. AHS Schedule

- Chair Davis said she asked Mr. Murphy (Anson High School Principal) and his team to attend the board meeting and give a presentation on scheduling and from what she understands the board needs to make decisions quickly due to time sensitivity. Mr. Murphy said Anson High School would like to make a transition and move to block scheduling from the traditional schedule. He said he wants to be able to provide students a competitive edge amongst their peers and Mr. Murphy claimed the current schedule will hinder making that happen. He explained some of the reasons range from students (currently) can only take up to 24 credits and with block scheduling students can take up to 32 credits. Mr. Murphy stated the schedule would be a tool they would use to create an environment where students could be successful. He said block scheduling would allow for more credits and would look better on college applications. Furthermore, he indicated they are putting students in situations where they must make choices that are harming their future/education. He explained that students are losing out on career and technical education opportunities by not being on block schedule. Mr. Murphy said we should have more opportunities for students but they are losing out on band and art (for example) because they must make choices. He indicated block scheduling would create a better environment for safety where there would be less time when students are walking around. He said currently they have five hall changes versus three if they go to block scheduling. Mr. Murphy said for teachers, block scheduling would give them an opportunity to build stronger relationships. He remarked they would be with a student for a longer period of time (daily) which would allow them to touch 150 students in a year versus 125 currently. Mr. Murphy revealed they have invested heavily in technology, interactive whiteboards, laptops, but students do not have enough time in the class period to do the work and show off skills and teachers are running out of time to use the tools that are available. He said we have the tools, we have the training, and the teachers are ready. Mr. Murphy exclaimed that now is the time. He explained we have the resources and we have one more year of the SIG (School Improvement Grant) of having our learning development center. We have one more year of having math and literacy coaches and where we can pay our staff two weeks to come in and do training. During the summer, he said they would schedule training with the Department of Public Instruction and the turnaround team on how to teach, how to plan, how to assess and how to do a block. He said they are here to ask for the board's support.

Dr. Truman asked how would new and current staff be trained to utilize 90 minutes of time versus 45 minutes of time and how will they plan to re-pace their instructional guides. Mr. Murphy commented they are in the middle of transition to common core and to take that step forward, they have late start Monday to take time to realign their pacing documents. He added when they are working in learning development center cohorts next year, they would continue to follow up.

Dr. Truman mentioned one of the issues in the past was with some of the math courses (practice and re-test) and how do you allow enough practice and trial and error to take place so students gain skill development. Mr. Murphy said one of the issues is that students are (currently) required to have four Math courses in four years. He said they are asking students to do this with no safety net in four years. He said there are two options they are looking at: first is looking at sequencing the right way (individual scheduling carefully and strategically and doing some intro classes) and the final option is doing “skinnies” (45-50 minute classes where they meet year-long instead of semester).

Russell Sikes asked if we would have to do away with late start Monday with block scheduling. Mr. Murphy said he is not sure and we would have to do the math as far as seat time and indicated that conversation will continue.

Chair Davis asked how this would impact other high schools. He said it should allow for more opportunities for other schools to get involved in JROTC (for example) and other areas.

Dr. Truman said they may be asked by the public why the high school changed before and why are you going back to block scheduling now. Mr. Murphy said (before) he was told students were not as academically prepared to operate and be successful on a block schedule and teachers' skills were not high enough to teach on a block schedule. He said (now) students and teachers are prepared. He further stated students are getting stronger academically and he thinks that has to do with the literacy skills and teachers have the tools, resources and training to be successful. He added that his entire staff (last year) had at least 40 hours of on-site staff development and that does not include off-site training.

Dr. Truman said it seems like it empowers students to have more choices, to take more honors courses and participate in more opportunities. Carol Ann Gibson chimed in and said she feels the same way.

Russell Sikes said he is excited but thinks it will throw a load on the staff but if the staff is willing to do it then congratulations to them. Mr. Murphy said each year (even with the former superintendent) he has had the conversation about students and staff being ready, and is it time, etc. Chair Davis chimed in and said even though Mr. Freeman is not present she indicated he was in support of block scheduling.

Upon a motion by George Truman, seconded by Mike Turner, the board unanimously voted to endorse Anson High School transitioning to block schedule beginning with the 2013-2014 school year.

Chair Davis said she appreciates the high school staff and Mr. Murphy for attending the meeting.

I. New Business

Resolution:

- Upon a motion by George Truman, seconded by Mike Turner, the board voted to support the resolution in opposition to school property transfer from local school boards to county commissioners. Motion carried.

Results Based Systems Contract:

- George Truman made a motion to stop action or rescind the agreement that was made with Results Based Systems on December 17 requesting an organizational assessment for our system. Dr. Truman said simply because we changed superintendents since the contract was approved and doing an organizational assessment now on our current organization would be entirely different by the time our new administration takes over. He said he would like to authorize our board attorney to be in contact with Results Based Systems to stop and break contract. Mike Turner seconded motion. All members were in favor. Motion carried.

I. Closed Session

- Matters Related To Personnel

Chair Davis entertained a motion that the Board go into closed session for the purpose of considering a personnel action that involves an officer or employee of this Board pursuant to North Carolina General Statute 143.318.11(a) (6). This motion was made by George Truman, seconded by Mike Turner and unanimously approved by the board.

The Board went into closed session
at 6:24 p.m.

I. Adjourn

A motion to adjourn was made by Frank Liles, seconded by Carol Gibson.

There was no discussion. The motion carried. The meeting adjourned at 6:39 p.m.

Lisa G. Davis, Chairperson

Mr. Michael Freeman, Secretary