

Minutes
Anson County Board of Education
Regular Meeting
Monday, September 26, 2016, 5:30 p.m.
Anson County Schools' Administrative Office Board Room

The Anson County Board of Education met in regular session on Monday, September 26, 2016. All members were present. Others in attendance were Michael Freeman (Superintendent), Howard McLean (Associate Superintendent), Marty Godwin (Assistant Superintendent), Holly Berry (Chief Finance Officer), Mike Flake (Board Attorney) and Anne Hyatt (Board Clerk).

I. Call to Order

Chair Bobbie Little opened the meeting and welcomed all visitors.

II. Invocation

Frank Liles gave the Invocation.

III. Conflict of Interest Statement

In compliance with the requirements of Chapter 138A-15(e) of the State Government Ethics Act, Chair Little 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 Little 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.

IV. Adopt Agenda

Carol Gibson made a motion to approve the agenda. Mike Turner seconded the motion and the agenda was unanimously adopted by the Board. Motion carried.

V. Approve Minutes

(Regular Meeting 08-29-16)

A motion was made by Frank Liles to approve the regular meeting minutes of August 29, 2016. The motion was seconded by George Truman and approved by the board. Motion carried.

VI. Closed Session

- Matters Related To Personnel

Chair Little 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 Lisa Davis, seconded by Frank Liles and unanimously approved by the board. The Board went into closed session at 5:36 p.m.

There was no action taken.

VII. Reconvene Open Session

- The Board returned to open session at 6:30 p.m. upon a motion by Mike Turner, seconded by Carol Gibson. Motion carried.

VIII. Public Comment

Kim Hargett introduced herself as a 25 year teacher from Union County and began to speak about state level public education decisions. She started by saying she attended the Anson game on September 23 and how impressed she was with the young students at the game. She explained how polite the students were and she asked the board to pass her comments along to the principal. Ms. Hargett then stated in 2011 the state eliminated the 100 school limit for charter schools. She further commented in 2012, the state implemented the A-F grading system because it was said the public school system needed to be held accountable. She said as a teacher, she feels it was about shaming the public schools and not about accountability. Ms. Hargett expressed how she believes the rating system exploits every weakness the school has and especially the socio-economic status of public schools. Furthermore, she stated eventually a tax shift occurred and she said the board may have heard it was a tax cut; but, it really was a tax shift. Ms. Hargett said this hit the lower and middle income families the most. She stated how (in her Union County community) this tore apart the community and most of this came due to decisions made at the state level. She said in 2014-2015, NC spent 100 million dollars less on public education while adding 150,000 more students. She commented how the budget deficits really hit hard in the community. Ms. Hargett then mentioned how the very same voices that were railing that public schools were not being held accountable are now swinging the door wide open for public funds to be diverted from public schools. She said in regards to her first statement about how the state eliminated the 100 charter school limit in 2011; right now, there are 167 charter schools in NC, 8 more will be added in 2017 and there are 38 applications for 2018. She confirmed in 7 years, the state of NC could go from 100 charter schools to 213 charter schools. Ms. Hargett stated that charter schools do not have to provide transportation, they do not have to provide meals and they do not have to have certified teachers. She explained they have a charter school in Union County that is run by a management group out of Florida and their administrative costs run about 13 percent whereas public school administrative costs run about 6 percent. She said public dollars are being spent on extra bureaucracy in charter schools. She commented that not every charter school is run by a for-profit management company but she wanted to let this community have an idea of what questions to ask. She said she thinks the charter that is being proposed in Anson is a sister school to one in Union County. Additionally, she added that if transportation is provided, it will be one long bus route. Ms. Hargett indicated it has always been said that charter schools have to be more accountable than public schools; however, she explained how HB42 (House Bill 42) actually goes a long way to disprove that statement. She said HB42 now says a charter school only has to be reviewed every 10 years instead of every 5 years. In closing, she explained how she believes in public education and the state cannot afford to turn their backs on public schools. Ms. Hargett stated if there is a need and a want to have more charter schools, it should not take funding away from public schools and that is what is happening. She said it is very frustrating to be out begging and asking for funding and to have people come in that are not helping ask for the funding and they are not making sure every single child has a chance at a quality public education. Ms. Hargett ended her comments by saying (with full disclosure) she is also a candidate for the NC House which

covers some of Union County and all of Anson County. She thanked the board for the work they are doing and said we must not turn our backs on public education.

IX. Board Chair's Report

Public Engagement: Several board members discussed schools they have recently visited and events and activities they have participated in at the schools and within the community.

Voting Delegates: Carol Gibson, Bobbie Little, Mike Turner, Marilyn Bennett agreed to serve as delegates at the NCSBA Annual Conference in November. Frank Liles agreed to serve as the alternate delegate.

United Way: Dr. Little reminded members to submit United Way forms to Anne if they plan to participate.

X. Superintendent's Report

Mr. Freeman gave a report on Budget, Human Resources, Current Job Postings, Current Projects, Community Use of Facilities, and Instructional Programs (School and District Performance Data).

Current Projects Update/Letter from Concerned Citizens of Anson: Mr. Freeman explained he wanted to review a letter that was recently sent to board members, county commissioners, the superintendent and principals where the letter addresses concerns with some of the school system's facilities. He said the letter is from a group called "Concerned Citizens of Anson" and explained how he was certain this was not the same concerned citizens group that he has previously worked with since they would always call and want to meet to attend board meetings to discuss their concerns. Mr. Freeman said fortunately for the board of education, most of the topics in the letter are ones administration and the board has been talking about. Mr. Freeman said he shares the same level of concerns in many of the areas pointed out in the letter. He then emphasized as a reminder to the board, the school system can only do projects within the financial means where there is funding. He explained the rubric used when he collaborates with the finance officer, facility director and the associate superintendent on the projects is safety first and then the need begins to be prioritized in that respect. He stated after safety, they look at providing equal services and levels of comfort across the district with all of our schools. Mr. Freeman mentioned (as an example) one of the projects the board will hear about in the next few weeks that he mentioned to the board last month (and he is getting quotes on now) is the need to totally redo the air conditioning system at Wadesboro Elementary School. He said this will need to be done and it will carry a huge price tag but they cannot allow a school (in 2016) that has had climate control since the day it opened to sit there without an air conditioning system. Mr. Freeman commented about another area of repairs and or replacement the board will hear about is the gym floors at Anson Middle and Anson High School and that is a safety issue. He said (due to various factors) the floor is buckling up at both of those schools. Mr. Freeman said, fortunately, as of this afternoon, those areas were not interfering with the playing court of athletics but they were in the parameters that could be of danger as someone tries to walk across those areas of concern. He said they even have more damage to the floors at the high school that occurred over the weekend and they must get to the root cause of the damage. Mr. Freeman explained if they end up doing a major project to one of the gyms, they will be required to have an engineer to certify the work. He said

Mrs. Berry is in the process of developing a request for proposals for engineering services while following all the legal statutes that must be met in order to do business with the companies in order to address the needs. Mr. Freeman explained he has made it clear to the principals at both schools that if at any point in time the floors are unsafe to the point they should not be used for physical education or athletic events, he will identify another gymnasium in the county for the students to use. He said they do have the Wadesboro Elementary School gym and the Peachland-Polkton Elementary School gym that are both the right size for high school and middle school competition. He mentioned alternatives are being sought out if they have to do repairs and the gyms must be closed for a period of time while repair work is taking place. Mr. Freeman stated they had a gentlemen scheduled to be here today to share a quote but he had to reschedule due to conflicts and is scheduled to return on Wednesday. He said there could be a \$10,000 repair or over a \$100,000 repair depending on the final decision of the repairs needed. Mr. Freeman explained some of the information in the letter (in his opinion) addresses convenience such as location of an ice machine. Mr. Freeman said, fortunately, there are more ice machines on the high school campus now than they have ever had previously. He said there is a nice ice machine in the field house, one in the cafeteria and one in the commons area. Mr. Freeman shared his understanding of this request, but explained the ice machines are close enough to be used. He clarified staff may have to walk a few extra feet to get to them but it's much closer than it's ever been based on where the additional machines were placed. Mr. Freeman said as far as issues with Anson New Tech, as the board already knows, the infrastructure was upgraded when the school was moved to the current building and they have had no reports of students struggling with technology use. He said he does know it is an outdated building with water spots that has leaked in the past and they are working on those issues. Mr. Freeman explained they have had people in to certify there is not a major mold or mildew problem in that building and they have had people from the state and local level to evaluate the status of the building to ensure it is clear. Mr. Freeman said in the area of lighting outside the field house, it is simply that the light had burned out and the electrical company was contacted and they are scheduled to repair the light. However, he did explain there are other lights that are working in the same area that makes it safe for people to be moving about in those areas. Furthermore, Mr. Freeman stated there are issues with the field house involving the possibility of the foundation having problems on one end where the soil doesn't seem to be steady. He mentioned if anyone was at the game on Friday night, there were barricades around a couple areas at the end of the football field because of the beginnings of a sink hole. He clarified that repairs are taking place and they are receiving guidance to make sure the area is handled and every step is being taken to put safety as top priority for students, staff and visitors. Mr. Freeman said several board members may recall a few years ago when they had to spend over \$100,000 due to soil washing away on the visitors side behind the stands and it was all due to a storm. Additionally, he mentioned in the area of the small gym, it is an area of concern but the flooring is not old and it was replaced less than 10 years ago and still has a good life expectancy. He said it does have the look of dust but that is due to the design of the floor. He described the floor as a rubbery matting that is designed for that type of room and the only way to clean it thoroughly is to remove the flooring completely. Mr. Freeman explained administration is doing everything they can to maintain and clean the floor while it's installed until they find out where they are headed with that particular building. He made clear as far as it being a health hazard, they don't see that and there have been no reports of anything involving medical conditions as a result of athletes or students being taught in that facility. He explained how many of these

buildings were built in the 1950s, 1970s and some were built in the 1990s and an old building is an old building. Mr. Freeman confirmed they would take pride in the cleanliness of the floors and will do their best to keep them clean. He said one thing that has hurt them is, some point along the way, approximately 8 years ago, someone (in either our general assembly or the prison division) stopped allowing prisoners to come out and paint inside schools. He mentioned prior to that and during summer months, Christmas holidays and teacher work days they always had prison crews from the Polkton prison who came and they did a phenomenal job of painting the facilities which kept them nice looking in appearance. Mr. Freeman explained how he would like to one day see that program reinstated so when students are not in session, the prisoners could come to the schools and paint. He mentioned in addition to the painting, the prisoners helped with landscaping needs and did a marvelous job which helped with the presentation of facilities. Mr. Freeman said in the area of the Anson High School track (and as the board knows), administration has been looking at this need and they actually have a team working on getting estimates to work on the track. However, Mr. Freeman expressed how this area of need goes deeper than the track surface. He explained if you go out and walk the track and where the top layer is coming up is where water constantly runs over the track. He said they thought the last time they resurfaced the track, the problems were corrected. Mr. Freeman stated how they just discovered on Friday that water is coming from the back side of K building under the home side stadium bleachers and going under the track to the football field which is causing another area of alarm. He further mentioned this is another reason he tells people when the facility is rented they cannot drive on the track because it's made for walking. Mr. Freeman stated they are on alert now because that area could be a potential sink hole and there is staff working on the area this week. Mr. Freeman said you can imagine the types of expenses involved with those repairs. He explained, all in all, one of the things school people do (and they do well), is how they dress up a facility with band-aids and they make it look nice because it's the right thing to do for the children. He said they want them to have a warm, welcoming climate to learn. He stated one of the challenges they are faced with in Anson County (he shared this with the county manager and the county finance director this morning along with Ms. Berry and Mr. McLean) is how they have excelled (for over 30 years), at putting band-aids on projects that need to be done because of the lack of funding. Mr. Freeman said they are now at a point where the band-aids are not going to work and they must go deep with either major construction or major renovations. He explained if they were to go out tomorrow and do a limited number of projects, those expenses would be an estimated 4 million dollars and that is just to put more band-aids on some of the needs. Mr. Freeman said other things they emphasized to the county manager during their meeting this morning was how they proudly go around and talk about the elementary schools. He said his staff has done a marvelous job enjoying and trying to take care of the elementary schools that are called new but those new elementary schools are over 20 years old now. He said if they don't invest in those buildings within the next 10-15 years, they will be in the same shape as the middle and high school buildings. He said the life expectancy (as shared from the facilities review) is about 50 years for these buildings. He said they have surpassed that life expectancy with the original high school campus and they are right there at the 50 years with the middle school campus that hasn't held up near as well as the original high school campus for various reasons. Mr. Freeman said just to mention some projects that are in the wings that concerned citizens were not aware of are the need for new boilers and chillers at the newer schools because they are on their last leg. He stated those are going to be big price tag items. Mr. Freeman further explained the need for roof

repairs on several buildings that are going to be expensive projects as well. He said there are heating and cooling needs at schools in addition to Wadesboro Elementary School that will be in the \$400,000 to \$500,000 price range. Mr. Freeman said parking lot repairs are needed and the list just goes on and on and none of these repairs and projects are cosmetic but they are basic needs. He said there are piping needs at the high school and middle school, sewer needs at the middle school, carpeting that have been in some of the buildings many more years than they should have that need to be replaced. He said he must commend the board because he feels they have done a great job over the years of putting the band-aids on and making it happen. He said the PTO groups, the businesses that have made donations and volunteers that have made it a community effort to keep buildings looking nice. Mr. Freeman said (currently) he told the board if they were to go out tomorrow and bid the projects discussed that are quickly in need, he would be talking around the 4 million range not counting new construction. Mr. Freeman said there is a balance of \$475,000 in the lottery funds that will be pulled down and used. He explained they have a little over 2 million dollars in the public school capital outlay reserve money. Mr. Freeman stated the people who composed the letter view that as a lot of money and it is but he explained that he just spent it a couple of times in this one conversation. He further explained the scary thought is they may end up using this money the next few months but then if Hugo decides to visit again like it did many years ago, they have roof damage at a few buildings and other types of damage, there has to be money to make repairs quickly to keep students and staff in a secure and safe building. He stated when the reserve money is depleted (as he reminded the county manager this morning), it's totally on the commissioners to step in and have funds available to assist the school system because it is their duty to provide the facilities. He said he believes the county commissioners genuinely want to do and they recognize there is help that is needed with the facilities. Mr. Freeman commented that his hope is the meeting with the county manager is one of several meetings that will occur in the immediate future so that a plan of action can be developed. He mentioned to the board that he told the county manager his staff will continue to make a list of needs. Mr. Freeman said he thinks it is at a point where this data should be shared in a joint meeting or through him and others representing the board at a county commissioner's meeting with the examples of the work projects that need to be done at this point. Mr. Freeman said he also reminded the county manager the board realizes there is only one project outstanding in debt service which is a QZAB debt from the renovations that was done years ago on Ashe Street where Anson Academy is located. He explained that payment that is made annually is a little over \$12,000 and it will be paid up in 2019-2020. Mr. Freeman said he and Mrs. Berry suggested the county may want to consider clearing that debt out if it could be done because it's gotten so low at this point which would start framing directions for other types of help. Mr. Freeman said he also gave the county manager and county finance director a little bit of history about the days when some people in the room convinced the voters to vote yes for a school bond that was used for the primary construction of Morven Elementary School, Peachland-Polkton Elementary School and Ansonville Elementary School. He said keep in mind that Lilesville Elementary School was predominately funded by state dollars which we were very gracious to receive. He said the next three new schools came about with the local bond that was successful in passing. Mr. Freeman stated at that time the speaker's bureau (with the support of the county commissioner's board) told voters and county citizens when the debt service was paid for, the money would be settled from the standpoint that most likely (as he recalled) there would be a reduction in their property taxes. Mr. Freeman said that debt service was paid

off in 2012 so they have questioned and are making the assumption since the property taxes have not decreased, that money is in an account somewhere from the following years and they are assuming it is designated for public schools. He stated they have not been told their assumption is inaccurate. Mr. Freeman said he asked the county manager and county finance officer to look at that money and verify for them the amounts we show align with what the county shows. Mr. Freeman said he also shared another thought they (Mrs. Berry and Mr. McLean) felt would be to the advantage of Anson County if they would entertain the idea to bid out some of the projects mentioned and use portions of the money the county should be holding. He explained it won't be enough but it will be a start and the county could pay the vouchers for the services then they could re-coop 100% of the sales tax on those projects. He said if the school system pays it through our finance department, they cannot re-coop 100% of the sales tax paid on the projects. He stated at the end of the day and for every \$100,000 spent, they could save \$4,000 by giving the sales tax money back to the county. Mr. Freeman said the county manager and county finance director were very receptive to that conversation and it will be a matter of developing a procedure that Mrs. Berry's office would handle and authorize. He explained if the county agrees to do this, we would simply submit the vouchers to them and they would write the check to the vendors that do the work which would stretch the dollars to do even more projects. Mr. Freeman asked Mrs. Berry to pull the tax history information for anyone that would be interested in looking at that data. Mr. Freeman said the meeting with the county manager and county finance director was slated even before the concerned citizen's letter was submitted. He mentioned the last thing in reference to the letter pertaining to the high school not being able to host track meets is that the not hosting track meets in the past has nothing to do with the facility. He said it has to do with other required equipment that is needed that would qualify us to host track meets. Mr. Freeman explained he has the athletic director meeting with the track coach and they have given him rough figures where they identified the equipment that would need to be purchased and qualify them to host a track meet. He indicated they are looking at between \$26,000 - \$30,000 in athletic equipment that would be required to host a meet. He said they will put that as a goal and if it is something that needs to be considered in planning for the athletic division, they will look into those options. Mr. Freeman explained the athletic director will get final clarification on quotes and they will decide as team what options are available. He said this has not limited our track team from participating in track meets because they are in a conference with other schools that have what is needed and they have been able to travel and participate in those types of events. Dr. Truman asked if the new flooring we may be considering for the high school would accommodate and eventually allow for an air conditioning system to be implemented. Mr. Freeman said they have reason to believe (based on the facility study) that the actual structure of that gym is very solid. However, he pointed out in order to accommodate climate control in a fashion that would be appropriate and wouldn't do additional damage to the building, the issue may be if the whole building would need to be retrofitted. He said at the end of the day, the biggest decision that must be made is do we need a new middle school more than a new high school, do we need a new high school and a new middle school, or can we salvage K building and the media center along with some of the newer buildings at the high school. Mr. Freeman said there is a lot to be decided and stated that is why engineers will be involved so they can certify what should and should not be done because it is beyond our expertise.

Mr. Freeman explained the second reason he scheduled the meeting with the county manager and county finance officer was to discuss the possibility of a Golden Leaf Foundation grant opportunity. Mr. Freeman said his grant team traveled to Kannapolis to meet with the Golden Leaf Foundation and they have been encouraged and believe the chances of Anson County receiving some Golden Leaf funds over the next year is very favorable. He explained there is a designated amount of money that is going to be spent in our region. Mr. Freeman indicated the part they are navigating through is before they can submit a grant to the Golden Leaf Foundation, the county manager and commissioners must give their approval. He said they let the county manager know his team will be developing a letter of inquiry that will be submitted to her in October and she has a November date that she must get it to Golden Leaf. Mr. Freeman explained if Golden Leaf decides (based on the letter) that there is some merit to what they are proposing, then they will tell them to either move forward or stop with the grant. He mentioned the part they must work out locally is county government, community colleges and school systems can compete for this money. He said when he walked in the meeting with the county manager, he told her the chances of them receiving the money would be greater if they collaborated and did a shared project. Mr. Freeman explained they met with a leadership team at South Piedmont Community College and started framing with them how they may be interested in this collaborative project. He indicated he will keep the board posted and when the letter of inquiry is developed, he will get a copy to the board. Mr. Freeman said the board chair will be asked to endorse the letter and it's not at a point of needing board action at the current time. Mr. Freeman stated they are focusing on something involving middle school and they have some really good initiatives and sustaining programs at the high school level with the early college, youth career connect academy and the new tech program plus the CTE program. He said they have done some things at the elementary school with school improvement grants. Mr. Freeman explained the middle grades (7-8) is probably where there is a need to focus. He said the focus could be something involving STEM and forming that foundation for the high school, it could be on the focus of middle early college and they will be looking for trigger topics that the Golden Leaf Foundation will typically fund. He clarified the going thing is with anything involving economic development and the career areas that we are having to leave our country to fill job vacancies in such as the Science and Math areas.

School and District Performance Data: Mr. Freeman shared a presentation on the 2015-2016 School and District Performance Data (see attached). Dr. Truman asked as the data is being drilled into and there are grade and subject level drops, has this been correlated with staffing changes and certification of teachers. Mr. Freeman said, yes, they have correlated those drops with resignations, retirements, staffing changes and it goes back to talented teachers. He stated we cannot make it without teachers, a strong instructional leader and a team approach. Mr. Freeman explained it doesn't necessarily go back to a weakness; you can take the most talented teacher there is and put them in a new role the next year but if you don't provide the training and resources, they could flounder. He said this is a weakness of our evaluation system that is not good for teachers and it hurts morale tremendously. He stated we must grow our teachers, support our teachers and principals and then we will get the results that show our kids are very capable. Mr. Freeman said in looking at retention rates and a school with a higher retention rate of teachers you will see higher test data because they don't have that revolving door. He mentioned if you look at our schools that struggle the most, they have the highest teacher turnover rate for a number of years and there hasn't been consistency at those schools for a number of reasons.

Ms. Bennett asked if the readiness level of the children has changed over the course of time because that makes a big difference. Mr. Freeman said in his careful observation he has not been given any data that substantiates the readiness level is where it needs to be at right now. He explained for about a year, he, Mr. McLean and some curriculum folks worked with two of the leading groups in the county (Anson County Partnership for Children and Union County Headstart Program) trying to give them data to help share some of that information and he said we are not there yet. Mr. Freeman indicated we may only be touching a small amount of kids whereas we have hundreds and hundreds of children that aren't getting what they need. He said state levels folks have a lot to do and a long way to go to support and programs to help fill in that gap prior to school entrance age. Mr. Freeman said there are Partnership people who have worked hard and Headstart folks that are working hard to make it happen but the challenge is so great. Mr. Freeman mentioned something that could help is for those agencies to use instruments to gauge progress.

XI. **Consent Items**

Upon a motion by Carol Gibson, seconded by Mike Turner, the following Consent Items were approved by the board: Personnel Report and Budget Resolution. Motion carried.

XII. **Adjourn**

A motion to adjourn was made at 6:48 p.m. by Frank Liles, seconded by Carol Gibson. There was no discussion. The motion carried.

Dr. Bobbie Little, Chairperson

Mr. Michael Freeman, Secretary

<div> <div>PENDING</div> <div> PERSONNEL TO BE ADDED Board of Education - Monday, September 26, 2016 </div> </div>					
A.	CERTIFIED				
	NAME	SCHOOL	SUBJECT/GRADE	TYPE OF CONTRACT	DATE EFFECTIVE
B.	CLASSIFIED				
	NAME	SCHOOL	SUBJECT/GRADE	TYPE OF CONTRACT	DATE EFFECTIVE
B-1	LaGwen Bennett	AMS	Science	Full Time Substitute	09/14/16
B-2	Heather Williams	WPS	K-6	Full Time Substitute	08/25/16
B-3	Robert Johnson	CO	Technology Technician		09/06/16
B-4	Areatha Bennett	Transportation	Bus Driver		09/13/16
B-5	Myrletha Leak	Transportation	Bus Driver		09/13/16
B-6	Laura Laney	PPES	Office Support I		09/19/16
B-7	Kristina Watts	PPES	Aide		09/01/16
B-8	Kenjii Boggan	MES	Aide		08/30/16
B-9	Lucy Michael	AHS	Aide - Part Time		09/20/16
C.	SUBSTITUTES — CLASSROOM				
	NAME				
	SUBSTITUTES — CHILD NUTRITION				
	NAME				
D.	TRANSFERS				
	<u>ADMINISTRATION</u>				
	NAME	FROM	TO	POSITION	DATE EFFECTIVE
	<u>CERTIFIED</u>				
	NAME	FROM	TO	POSITION	DATE EFFECTIVE
D-1	Sylvia McLendon	WES	AA	English	09/23/16
	<u>CLASSIFIED</u>				
	NAME	FROM	TO	POSITION	DATE EFFECTIVE
D-2	Linda Powe	AMS Aide	AMS Full Time Substitute	Full Time Substitute	09/21/16
D-3	Latoya McNeil	WPS	LES	Aide	08/22/16
D-4	Tanya Jackson	WPS 50%/WES 50%	WPS 100%	Aide	08/22/16
D-5	Stephana Spencer	AHS 50%/AMS 50%	AHS 100%	Aide	08/22/16
E.	RESIGNATIONS				
	NAME	SCHOOL	POSITION		DATE EFFECTIVE
E-1	Lorie Schnierlein	AHS	Nurse		09/07/16
E-2	Jilinda Freeman	AHS	English		06/10/16
E-3	Sharon Barr	MES	Aide		09/28/16
E-4	Ashton Brown	WPS	Full Time Substitute		09/30/16
E-5	Maddison Teal	WPS	Full Time Substitute		08/26/16
F.	RETIREES				
	NAME	SCHOOL	POSITION		DATE EFFECTIVE
G.	DISMISSED				
	NAME	SCHOOL	POSITION		DATE EFFECTIVE
H.	CHANGE IN STATUS				
	NAME	SCHOOL	POSITION		DATE EFFECTIVE
I.	ADMINISTRATIVE CONTRACT				
	NAME	SCHOOL	POSITION		DATE EFFECTIVE

READY Testing Accountability



ANSON COUNTY SCHOOLS 2015-16

DATA DRILL DOWN



Testing Background

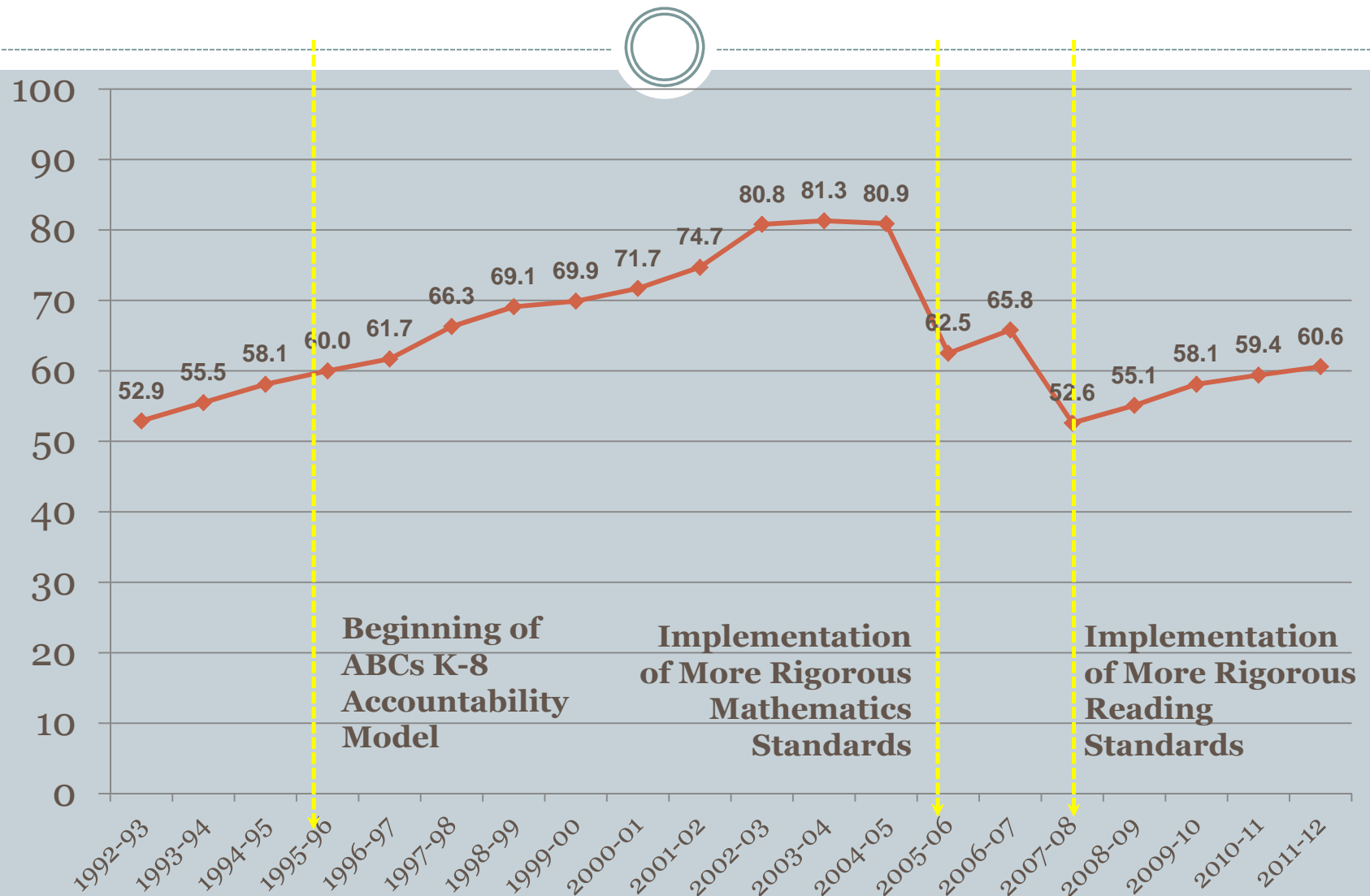


- 1996-97 – Beginning of ABC Accountability Model
(Accountability, the Basics, Control)
- 2005-06 – End of Grade Math Normed
- 2006-07 – End of Course Math Normed
- 2007-08 – EOG & EOC English Language
Arts Normed

Norming – process needed for a test score to be interpreted by indicating the subject's position relative to others in some group. Norms provide a basis for comparing the individual with a group.

In each instance, test scores state-wide declined.

State-wide End of Grade Test Results for Reading and Math



2012-13 Testing Changes



**State Board of Education
Adopted More Rigorous Content Standards
Common Core Essential Standards**



Expectation for Student Performance Increased
From Basic Grade Level Proficiency - To College & Career
Ready



New Testing Format
Multiple Choice, Gridded Response, Constructed Response

Gridded Response Practice Activity

Correct Entries

$$A_{3/2}$$

B
5/10

$$C_{4\frac{1}{2}}$$

D
5,600

E
\$25.99

Question	Answer	Correct Way(s) to Grid	Comments
A	3/2	3/2 1.5	Equal numbers are acceptable.
B	5/10	5/10 1/2 0.5 .5	Equal numbers are acceptable.
C	4 ½	9/2 4.5	Mixed numbers must be changed to an improper fraction or decimal.
D	5,600	5600	Commas are not permitted.
E	\$25.99	25.99	Dollar signs are not permitted.

Additional Information: Grade-level-specific guidelines, practice sheets and examples for math gridded response items can be found at <http://www.ncpublicschools.org/accountability/testing/eog/math/>.

Example Response Space for NC Final Exam Constructed Response Items

This is an example of the response space available on an NC Final Exam Answer sheet for recording an answer to a constructed response item.

[illegible]

Ready Accountability Model

- Participation – 95% required for all subgroups
- Performance
 - 3, 4, 5 – Grade Level Proficient (GLP)
 - 4, 5 – College & Career Ready (CCR)
- Growth – Education Value-Added Assessment System (EVAAS)
- School Performance Grade (SPG)
 - A-F
 - 15 pt. scale



Growth – 20%

Performance Indicators



- **Elem. & Middle Schools** – EOG performance

- ELA & Math 3rd- 8th
- Science 5th & 8th

- **High Schools**

- **EOC performance**

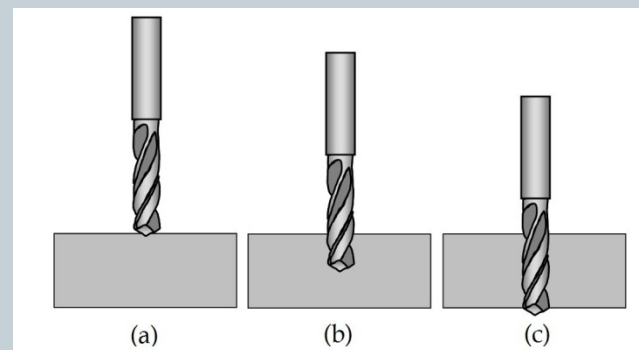
- ✦ Math I, Eng. II, Biology
- ✦ Banked scores

- **ACT** - % with Composite Score ≥ 17

- **ACT WorkKeys** - % earning Silver Certificate or higher


- **Math Course Rigor** – Current graduates earning credit for Math III

- **Cohort Graduation Rate** – 4yr rate



Accountability Reporting

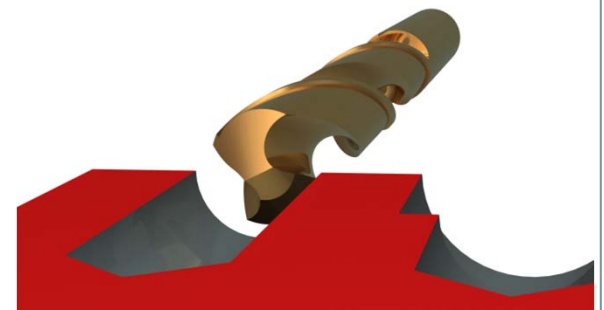


Report	On-Grade-Level Proficiency (Level 3 and above)	College-and-Career Readiness (Level 4 and above)
NC Report Card	✓	✓
READY Accountability	✓	✓
Individual Student Report	✓	✓
Read to Achieve	✓	
School Performance Grades	✓	
Federal AMOs	Annual Measurable Objectives	✓

Data Drill Down Tools



- Accountability Website
<http://www.dpi.state.nc.us/accountability/>
- Achievement Level Descriptors
- Achievement Level Scale Score Ranges
- AMO Targets





Five Achievement Level Descriptors

Revised Achievement Level	Meets On-Grade-Level Proficiency Standard	Meets College-and-Career Readiness Standard
Level 5 denotes Superior Command of knowledge and skills	Yes	Yes
Level 4 denotes Solid Command of knowledge and skills	Yes	Yes
Level 3 denotes Sufficient Command of knowledge and skills	Yes	No
Level 2 denotes Partial Command of knowledge and skills	No	No
Level 1 denotes Limited Command of knowledge and skills	No	No

ELA/Reading Grades 3-8 Achievement Level Ranges (Cut Scores)

Subject	Grade	Level 1	Level 2	Level 3	Level 4	Level 5
English	3	≤431	432-438	439-441	442-451	≥452
Language	4	≤438	439-444	445-447	448-459	≥460
Arts/Reading	5	≤442	443-449	450-452	453-463	≥464
(Starting with	6	≤441	442-450	451-453	454-464	≥465
2013-14 school	7	≤444	445-453	454-456	457-468	≥469
year)	8	≤448	449-457	458-461	462-472	≥473

EOGs

Math Grades 3-8 Achievement Level Ranges (Cut Scores)

Subject	Grade	Level 1	Level 2	Level 3	Level 4	Level 5
Mathematics	3	≤ 439	440-447	448-450	451-459	≥ 460
(Starting with	4	≤ 440	441-448	449-450	451-459	≥ 460
2013-14 school	5	≤ 440	441-448	449-450	451-459	≥ 460
year)	6	≤ 443	444-450	451-452	453-460	≥ 461
	7	≤ 443	444-450	451-452	453-460	≥ 461
	8	≤ 443	444-451	452-453	454-462	≥ 463

Science Grades 5 & 8 Achievement Level Ranges (Cut Scores)

Subject	Grade	Level 1	Level 2	Level 3	Level 4	Level 5
Science	5	≤ 241	242-248	249-251	252-262	≥ 263
(Starting with	8	≤ 240	241-244	245-247	248-259	≥ 260
2013-14 school						
year)						



Math I Achievement Level Ranges (Cut Scores)

Subject	Level 1	Level 2	Level 3	Level 4	Level 5
Math I (Starting with 2013/14 school year)	≤ 243	244-249	250-252	253-263	≥ 264

EOCs

English II Achievement Level Ranges (Cut Scores)

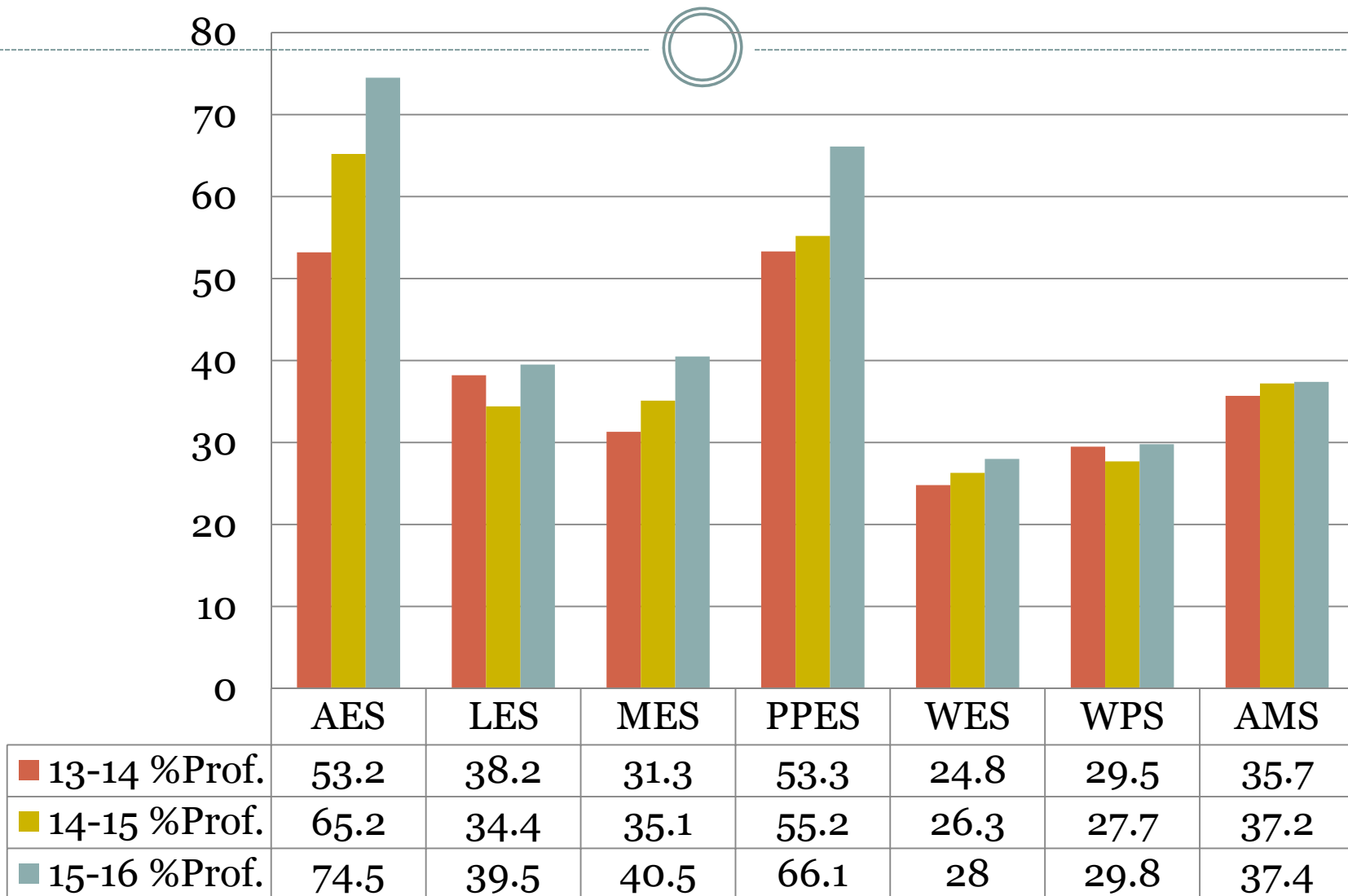
Subject	Level 1	Level 2	Level 3	Level 4	Level 5
English II (Starting with 2013-14 school year)	≤140	141-147	148-150	151-164	≥165

Biology Achievement Level Ranges (Cut Scores)

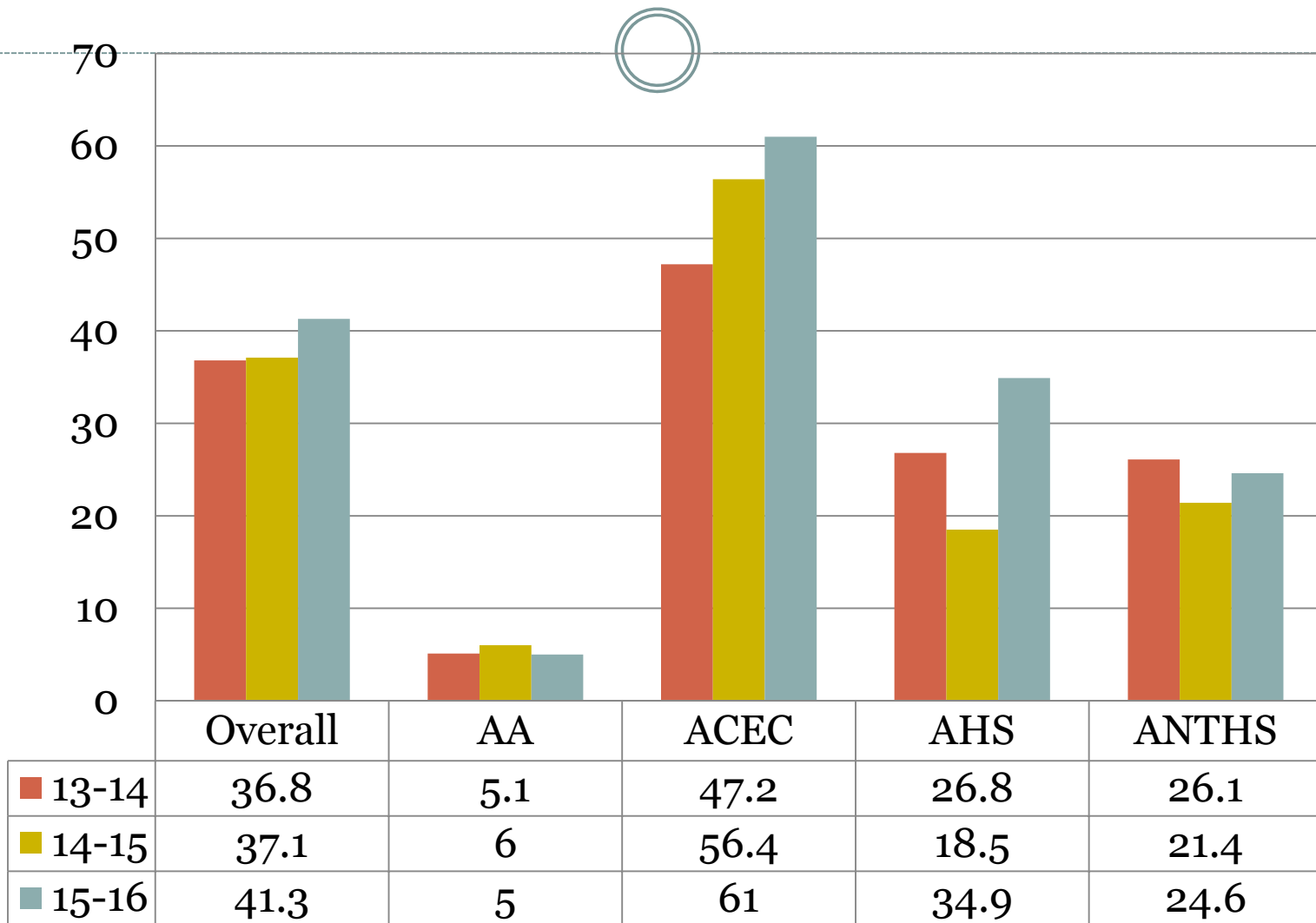
Subject	Level 1	Level 2	Level 3	Level 4	Level 5
Biology (Starting with 2013-14 school year)	≤ 242	243-249	250-251	252-260	≥ 261












Elem. & Middle School Proficiency



High School Proficiency



Elementary & Middle School Performance Grades & Growth

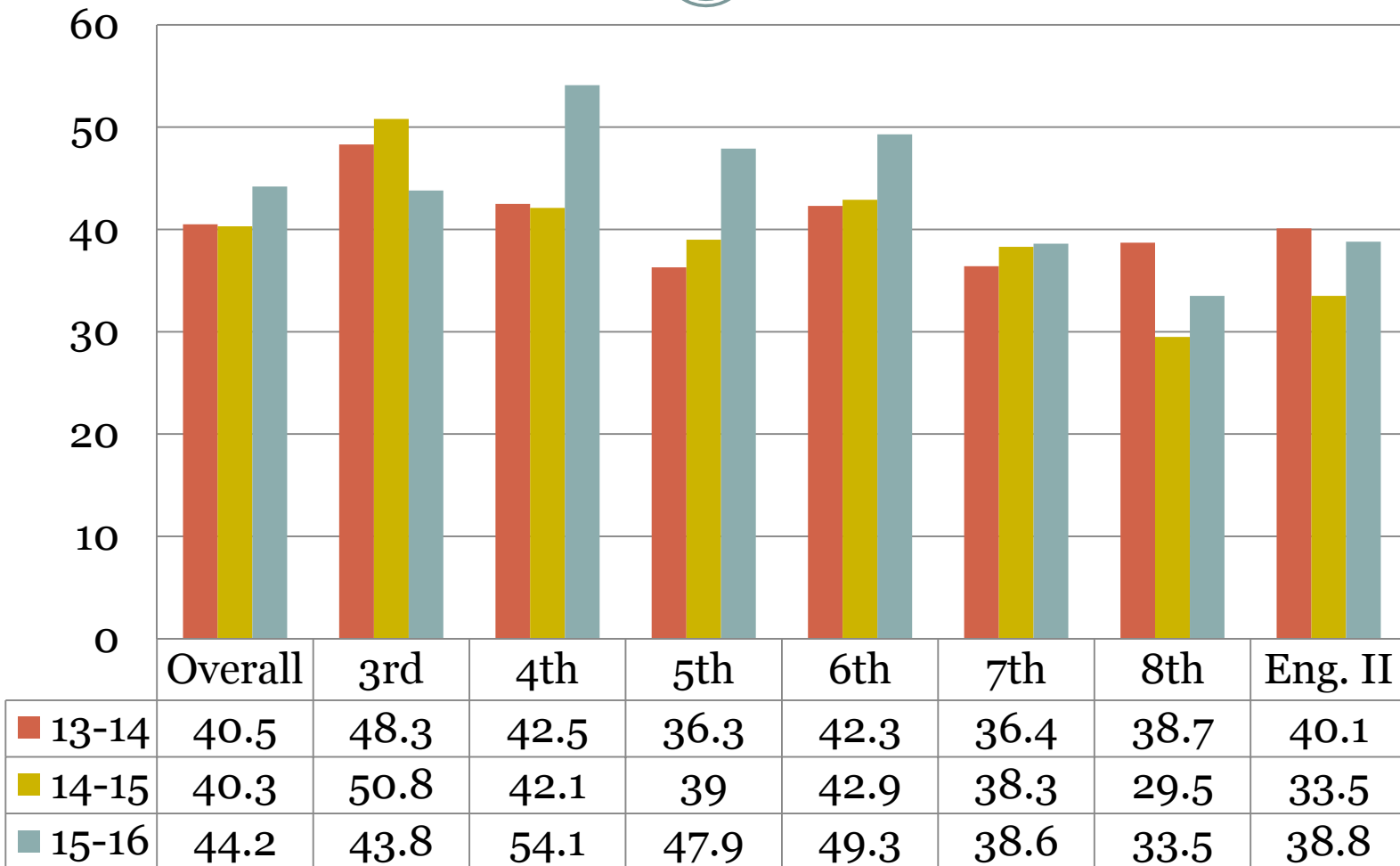
	13-14	14-15	15-16
AES	61/C Exceeds	70/B Exceeds	78/B Exceeds  ✓
LES	49/D Exceeds	43/D Met	50/D Exceeds  
MES	43/D Exceeds	45/D Met	47/D Met  ✓
PPES	60/C Exceeds	59/C Exceeds	71/B Exceeds  ✓
WES	37/F Exceeds	36/F Met	39/F Met  ✓
WPS	35/F Not Met	35/F Not Met	39/F Met  
AMS	40/D Not Met	42/D Not Met	41/D Not Met  ✓

High School School Performance Grades & Growth

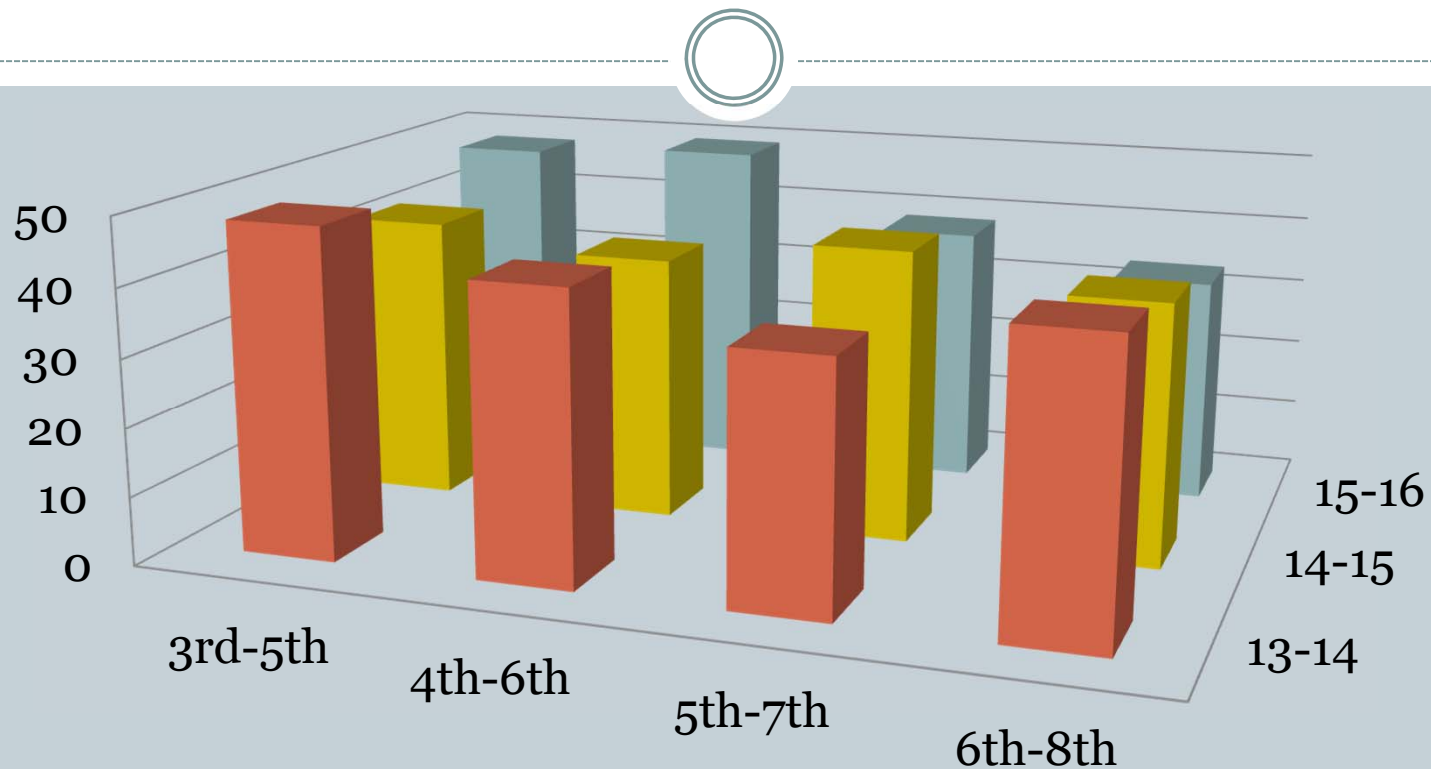


	13-14	14-15	15-16
AA	n/a Not Met	n/a Met	n/a Maintaining ✓
ACEC	65/C Met	70/B Met	72/B Not Met ↑
AHS	55/C Met	50/D Not Met	54/D Met ↑↑
ANTHS	49/D Not Met	46/D Not Met	49/D Not Met ↑

3 Yr. District-wide ELA Data

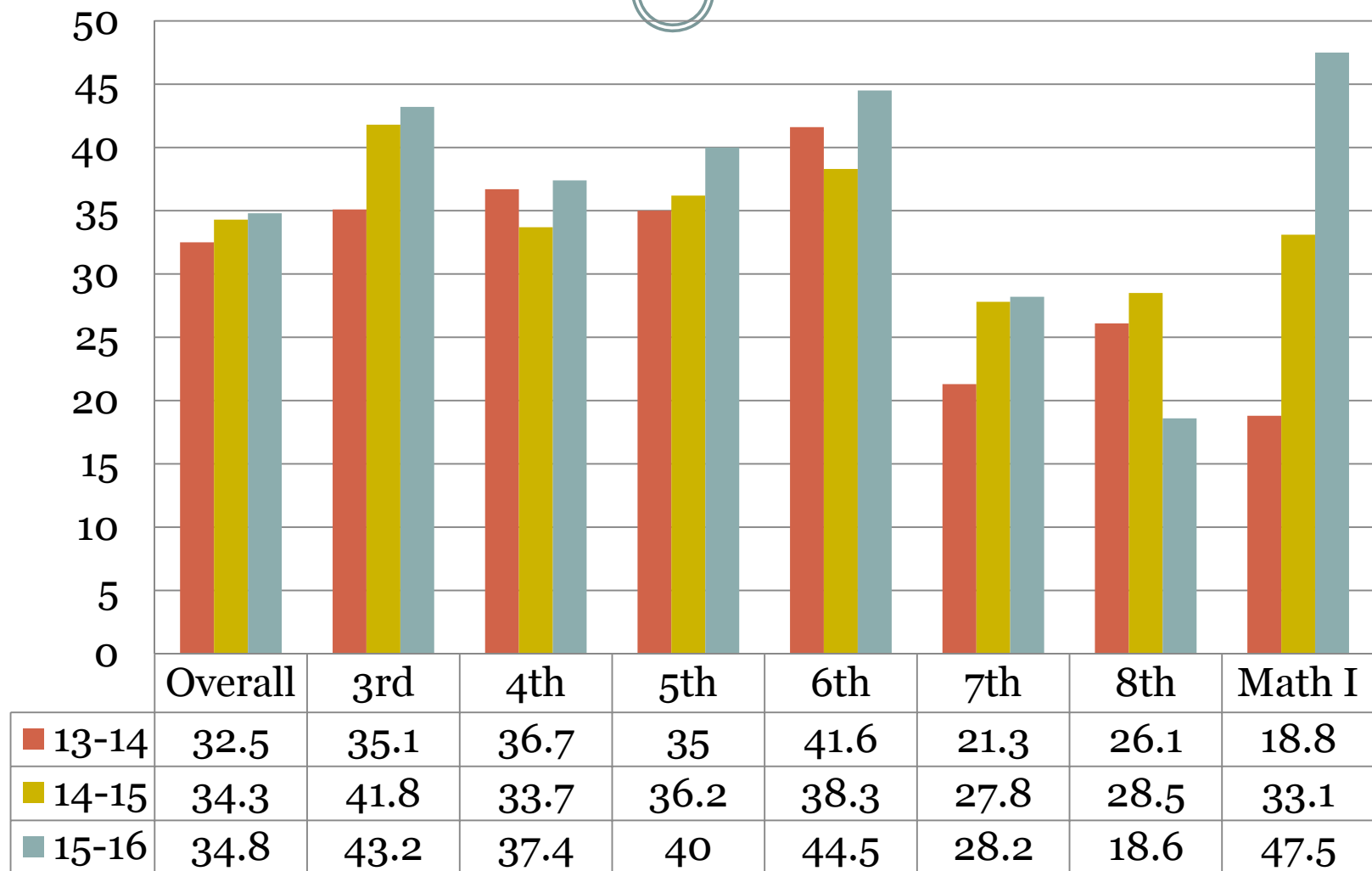


District-wide 3 yr. Cohort ELA Performance

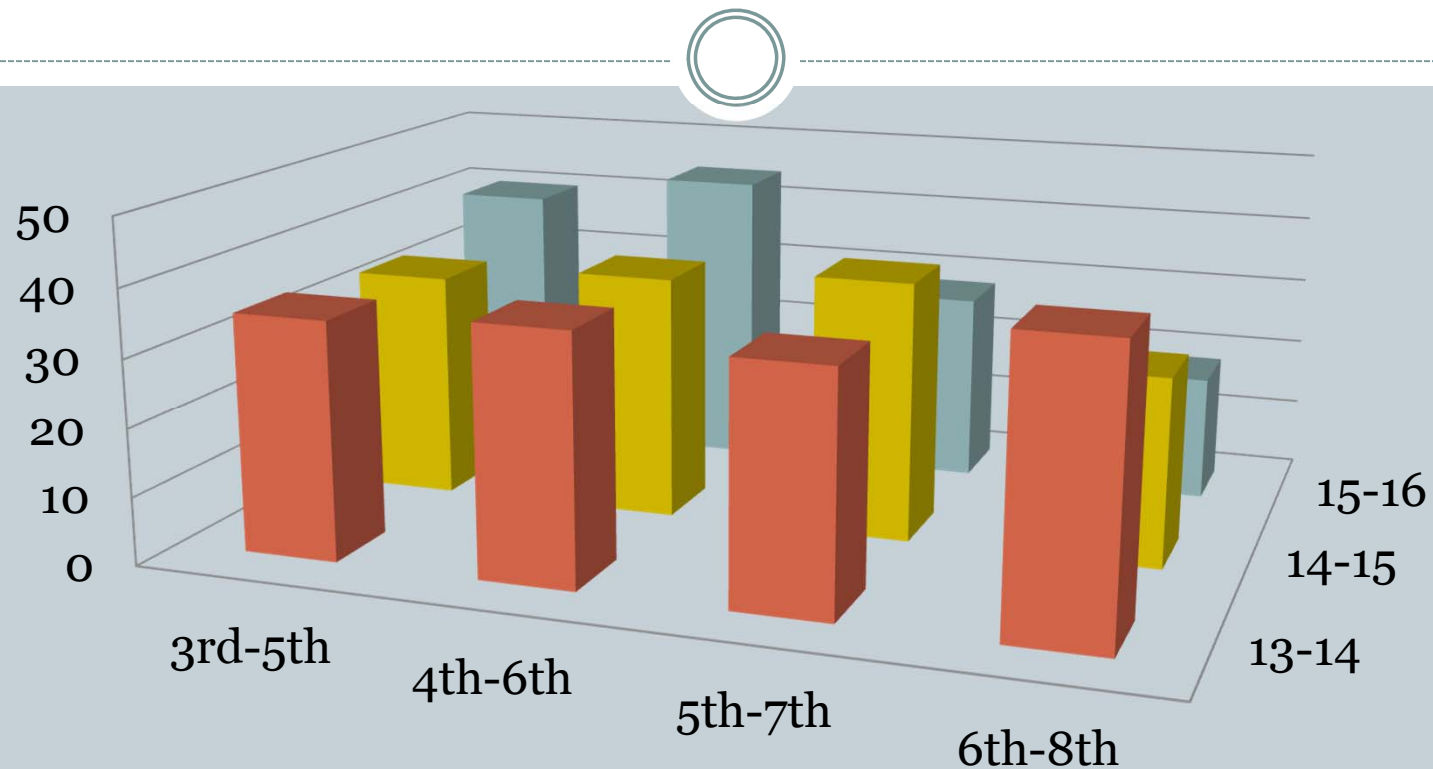


	3rd-5th	4th-6th	5th-7th	6th-8th
13-14	48.3	42.5	36.3	42.3
14-15	42.1	39	42.9	38.3
15-16	47.9	49.3	38.6	33.5

3 Yr. District-wide Math Data

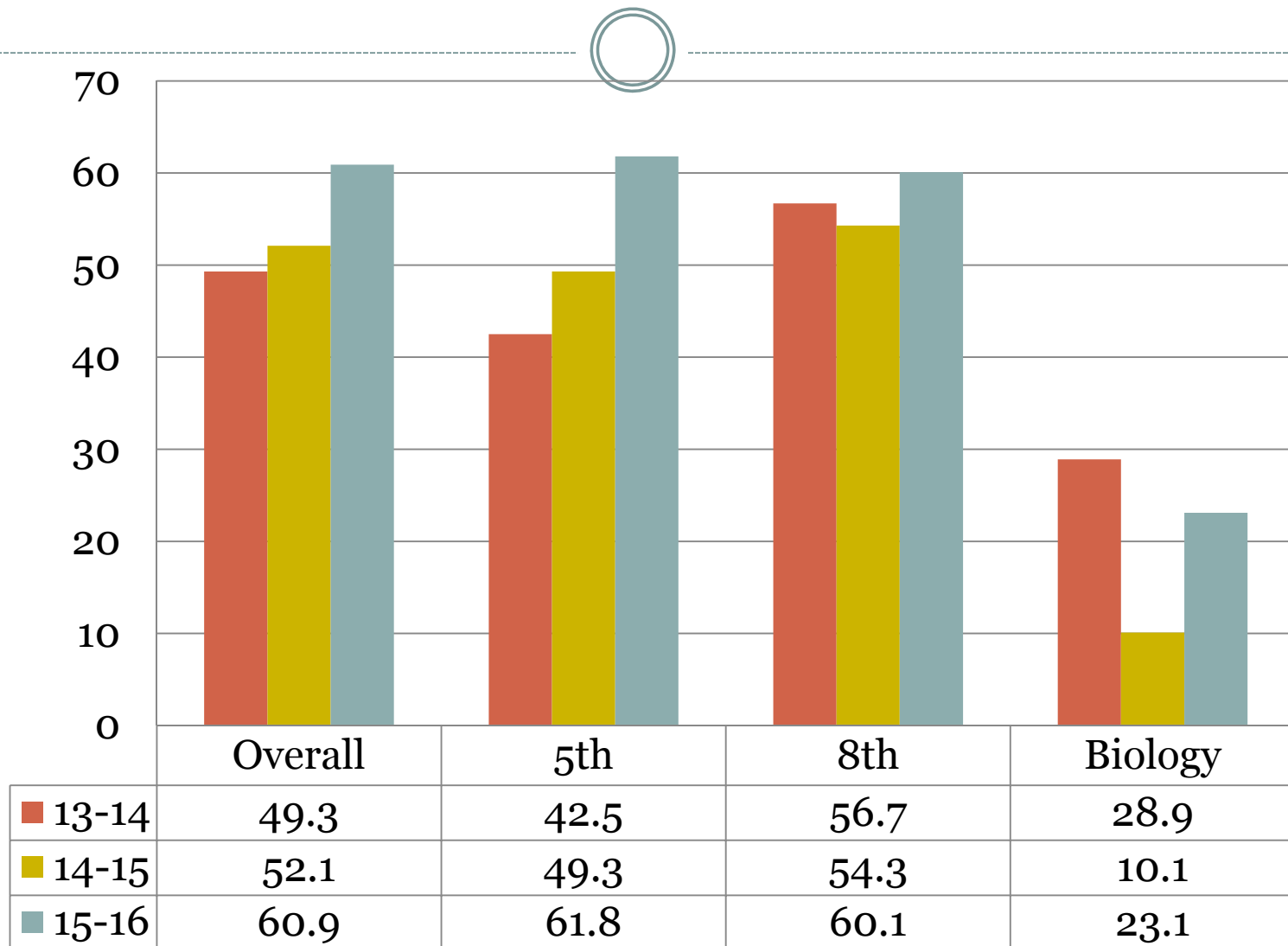


District-wide 3 yr. Cohort Math Performance

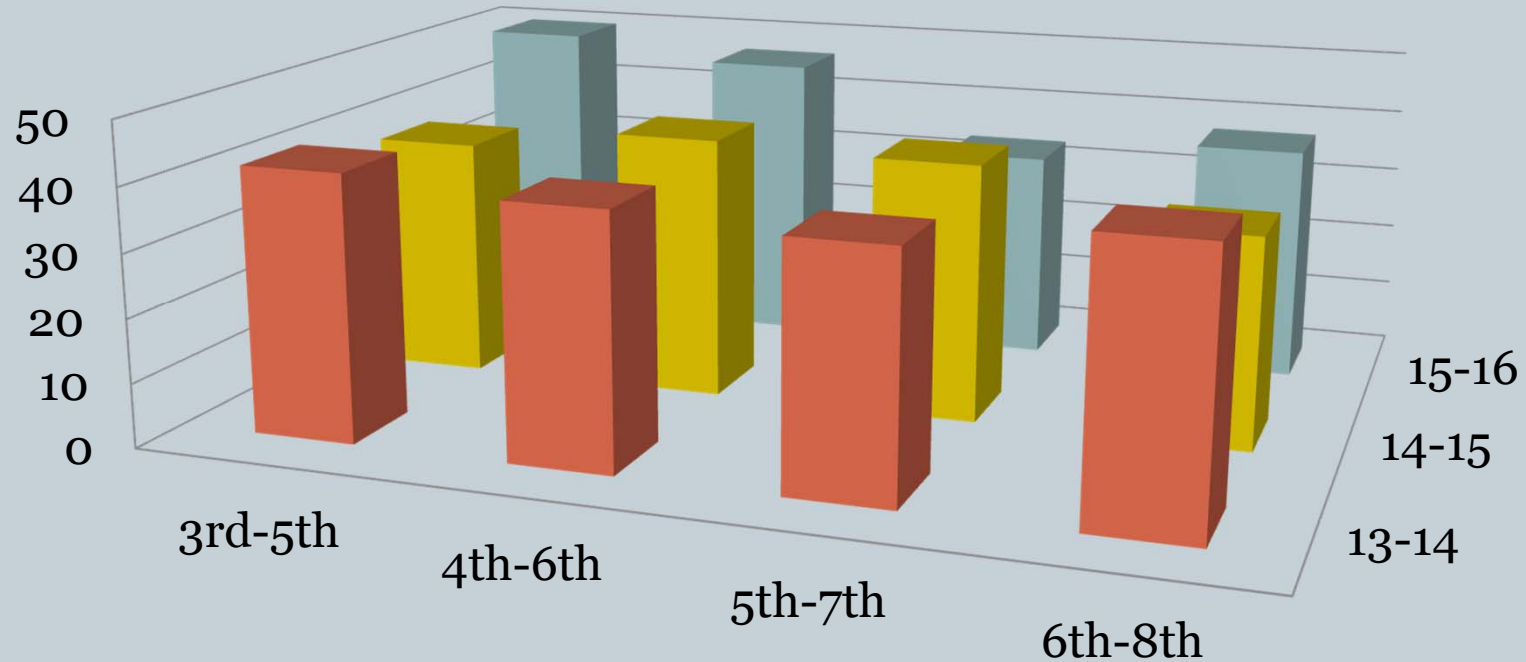


	3rd-5th	4th-6th	5th-7th	6th-8th
13-14	35.1	36.7	35	41.6
14-15	33.7	36.2	38.3	27.8
15-16	40	44.5	28.2	18.6

3 Yr. District-wide Science Data

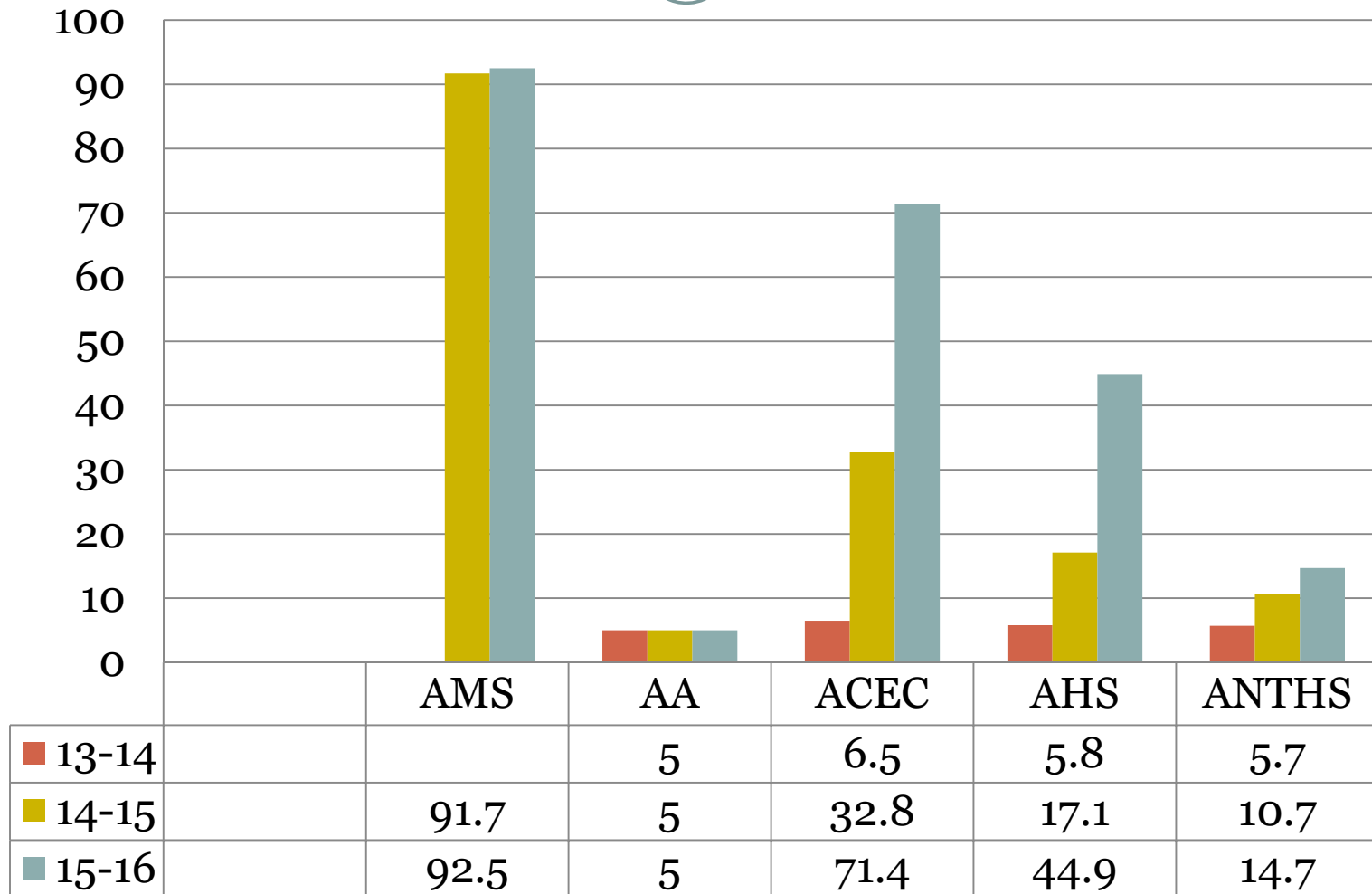


District-wide 3 yr. Cohort Overall Proficiency

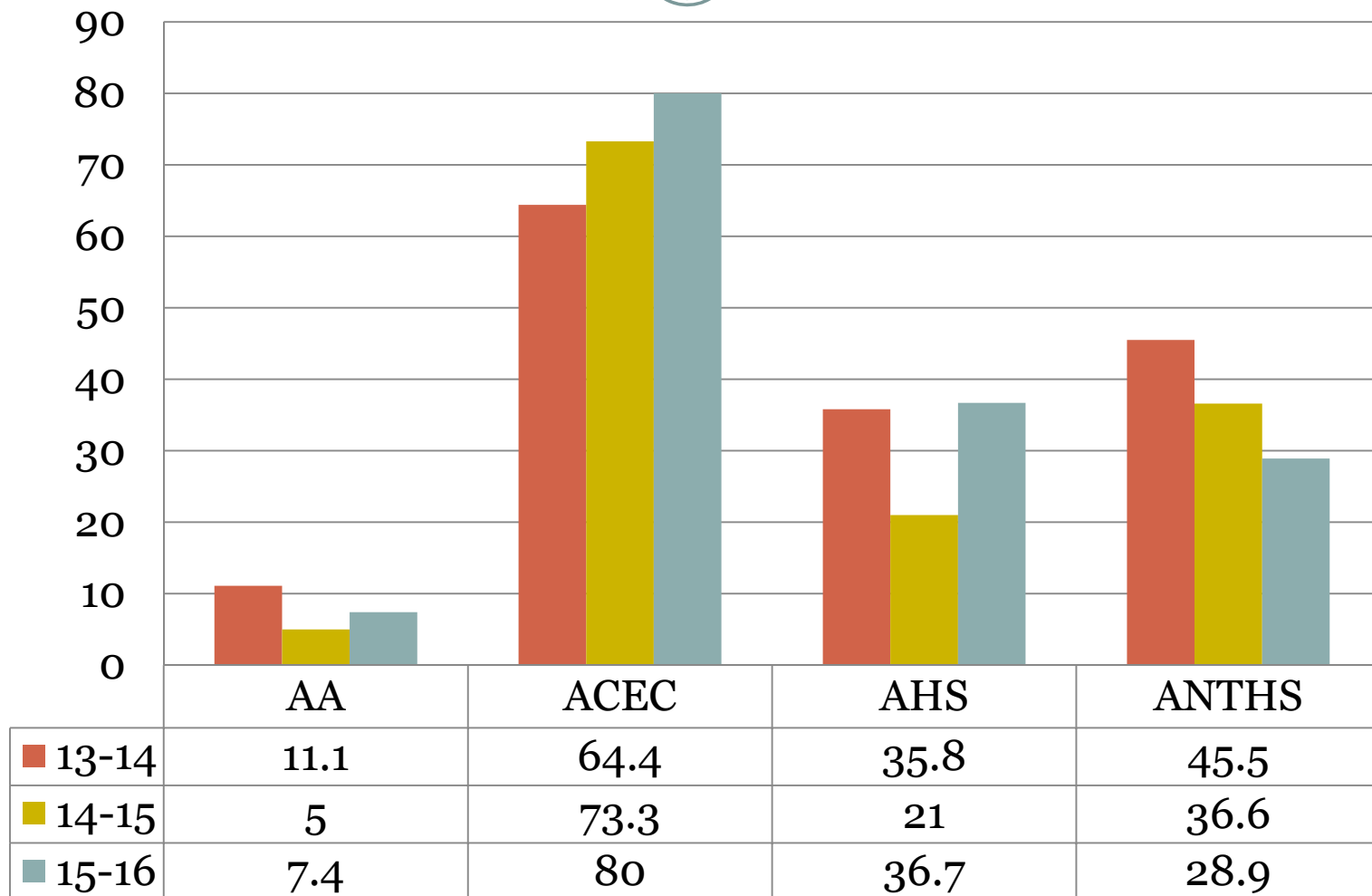


	3rd-5th	4th-6th	5th-7th	6th-8th
13-14	41.7	39.6	37.9	42
14-15	37.9	41.5	40.6	33.1
15-16	49.9	46.6	33.4	37.4

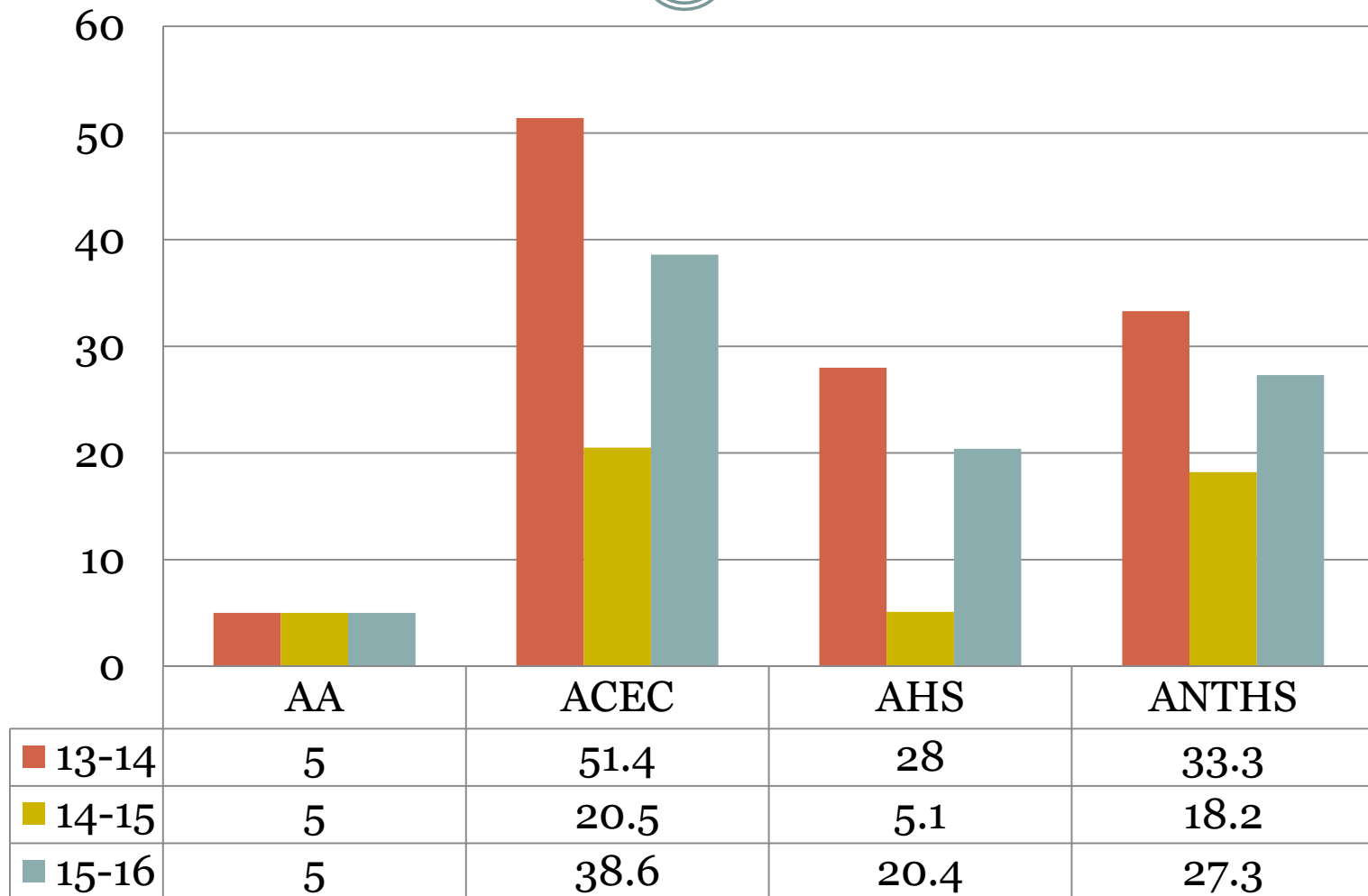
Math I – 3yr. By School



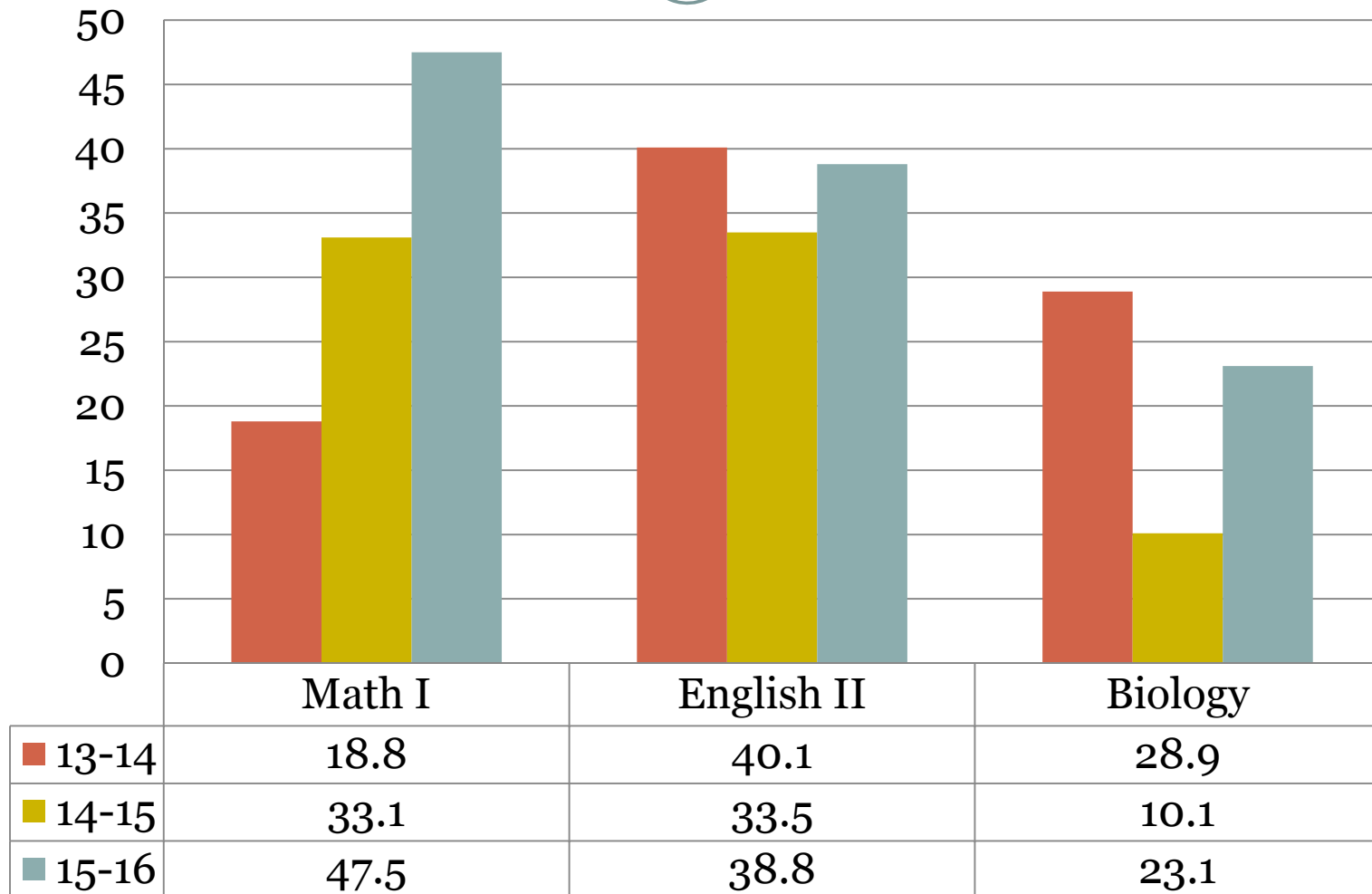
English II – 3yr. By School



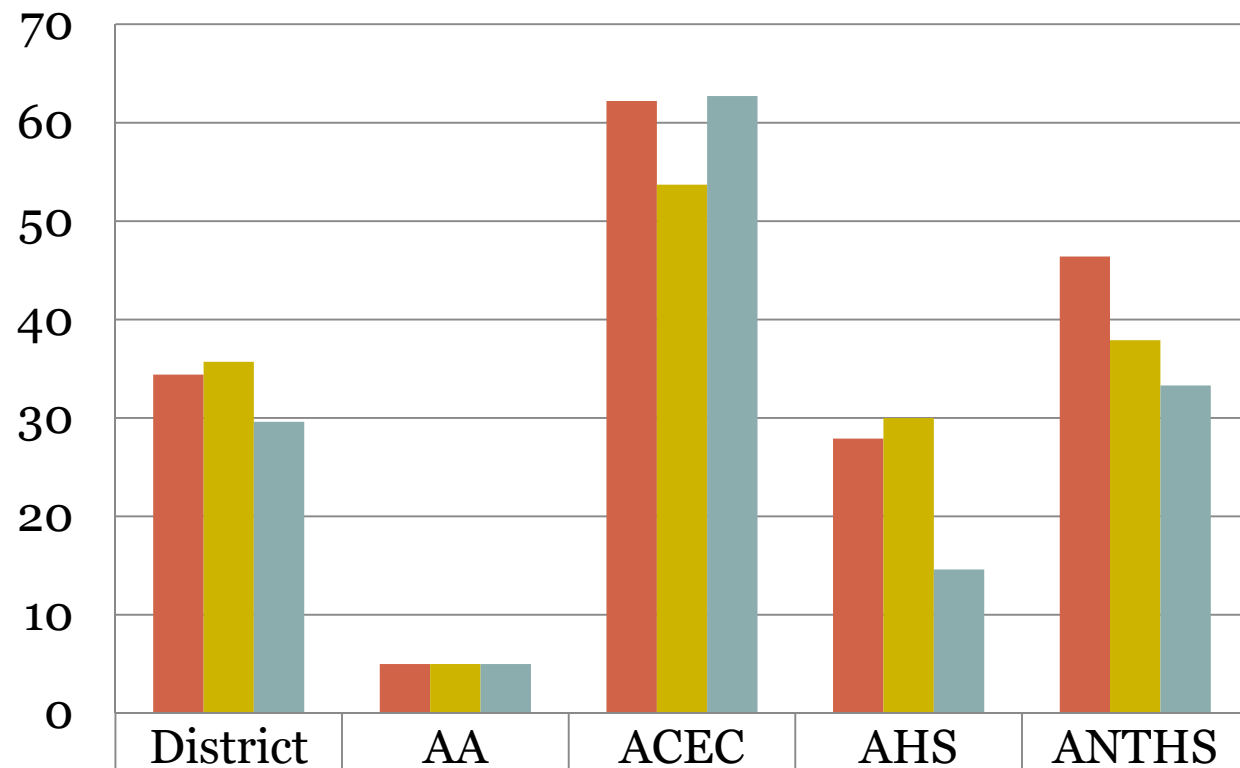
Biology – 3yr. By School



District-wide EOC Indicator – Secondary

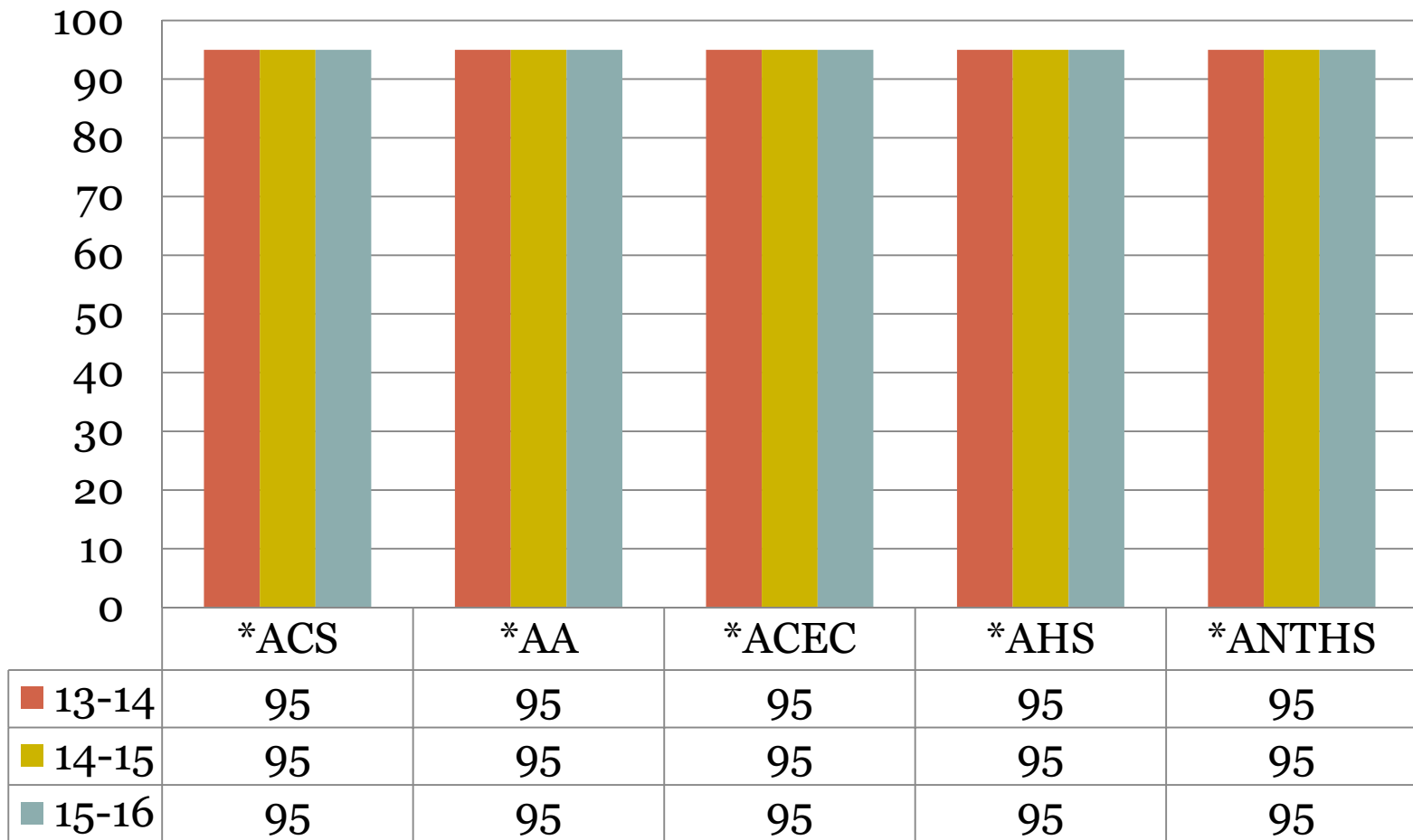


ACT Indicator: % of 11th graders with Composite Score ≥ 17

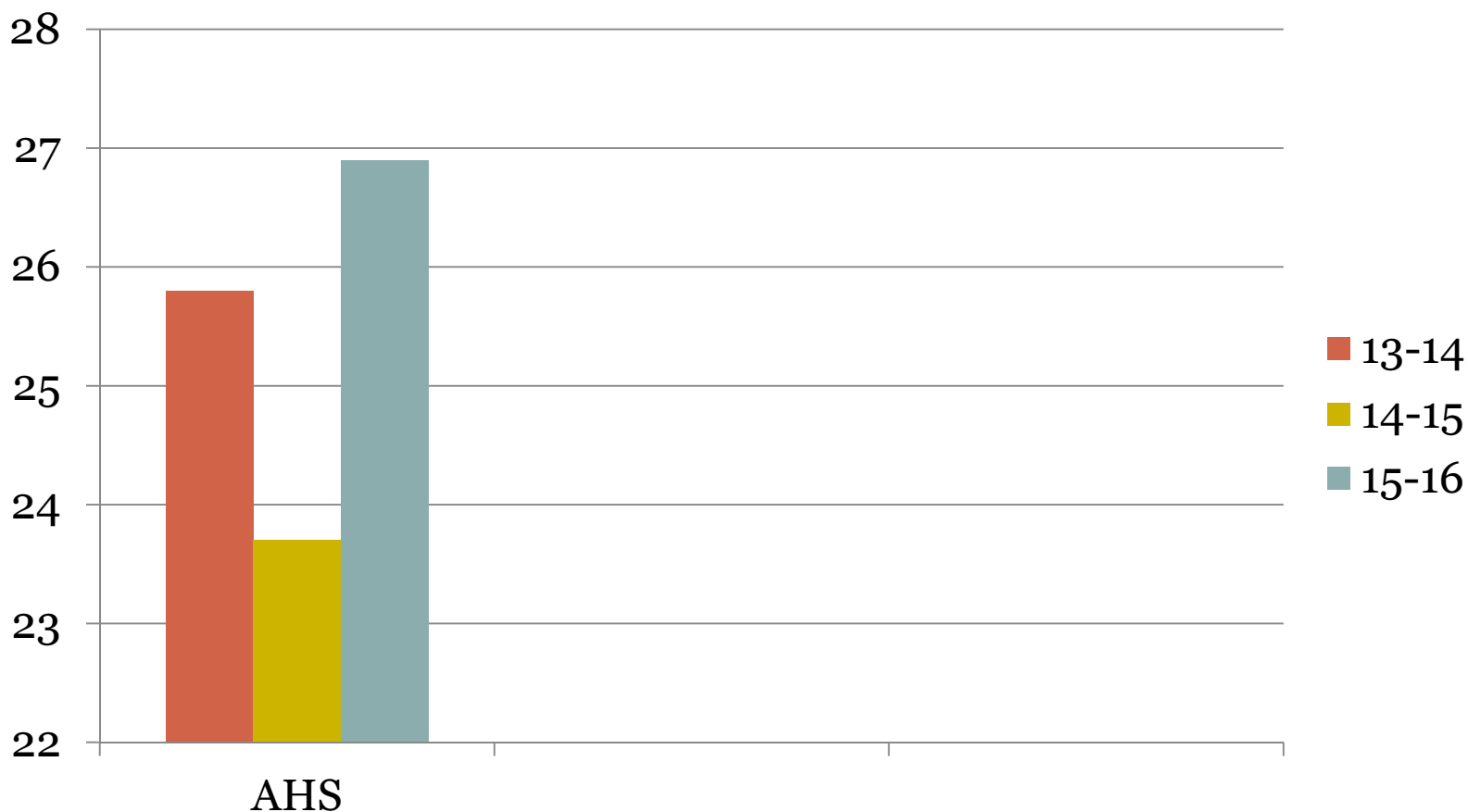


■ 13-14	ACT %	District	34.4	AA	5	ACEC	62.2	AHS	27.9	ANTHS	46.4
■ 14-15	ACT %2	District	35.7	AA	5	ACEC	53.7	AHS	30	ANTHS	37.9
■ 15-16	ACT %	District	29.6	AA	5	ACEC	62.7	AHS	14.6	ANTHS	33.3

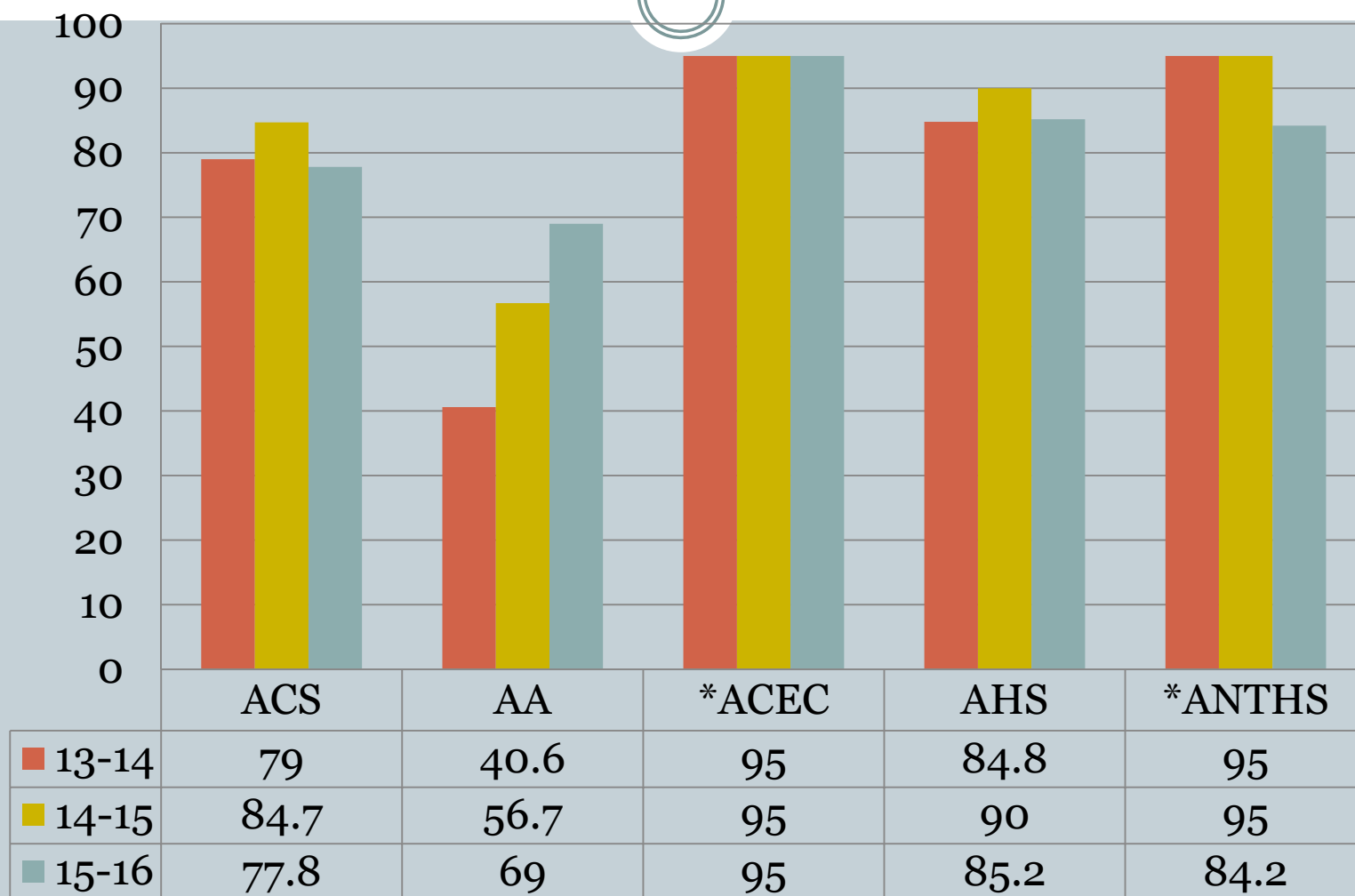
Math Course Rigor Indicator: % Current Graduates Earning Credit in Math III



ACT WorkKeys Indicator: CTE Graduating Completers % Earning Silver Certificate or Higher

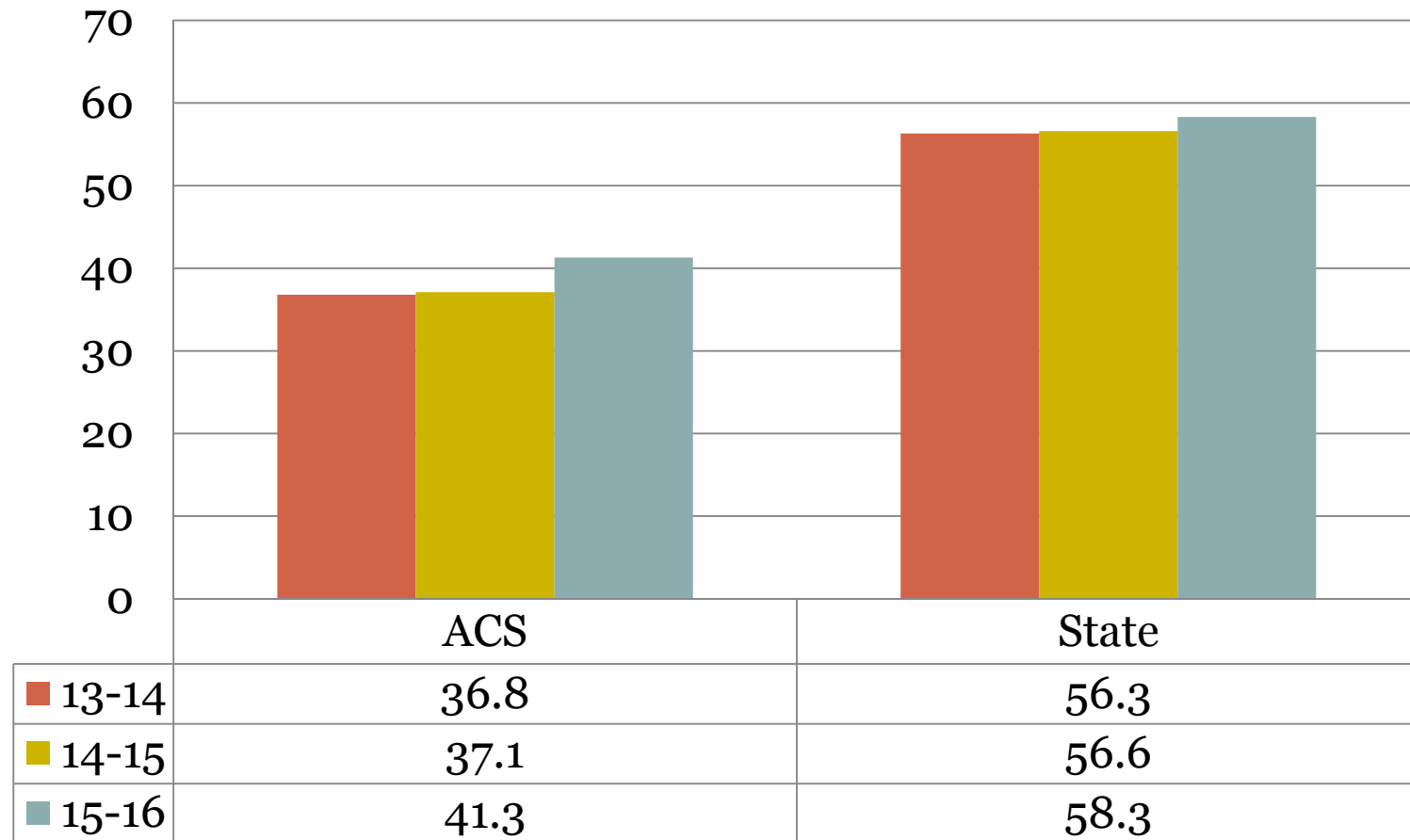


4yr. Cohort Graduation % Rate Indicator



*Rates of 95 are actually >95%

Overall District & State-wide Proficiency



Anson County Schools is committed



- To drilling into our data
- To developing rock solid core instruction
- To polishing the students' minds with strong content & strategies
- To utilizing necessary tools to meet the variety of student needs
- To buffing out rough practices
- To refining the students into grade level and/or college & career ready citizens

