

**MONTGOMERY COUNTY BOARD OF EDUCATION**  
**END OF THE YEAR REVIEW**  
**MINUTES**

**Tuesday, August 27, 2019**

The Montgomery County Board of Education convened the End of the Year Strategic Plan Review on Tuesday, August 27, 2019 at 5:30 p.m. Board members present were as follows: Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill, Sandra Miller, Shirley Threadgill, and Trikena Simmons. Staff members present included Dr. Dale Ellis, Dr. Kevin Lancaster, Dr. Takeda LeGrand, Tracy Grit, Mitch Taylor, Katie Hursey and Shannon Robinson.

Chairman DeBerry called the meeting to order and asked for a motion to accept the agenda as presented. With a motion by Sandra Miller and a second from Bryan Dozier, they unanimously approved the agenda. Chairman DeBerry turned the meeting over to Superintendent Dale Ellis.

Dr. Ellis and his executive team presented the power point “Preparing for Excellence.” The power point reviewed strategic goals and challenges for Montgomery County Schools. The first year in this strategic planning cycle was 2017-2018 making the 2019-2020 the final year of the three year program. All related performance data aligned to the Strategic Plan was presented as part of our focus on accountability, assuring the board and community that we will not hide from data. Several goals were met and surpassed. Montgomery County Schools has much to be proud of in all areas but continues to reevaluate our goals. Dr. Ellis reported that our graduation rate of 91% is the higher than before. The number of students lost to the opening of Tillery Academy was as expected and finance has prepared for the loss of funding.

Tracy Grit gave a review of globally competitive students, which encompasses the graduation rate, Career and College Ready and Ready Expected Growth. The graduation rate continued its upward trend from 90% to 91%. The MOVE program continues to be successful in helping keep students in our school system that might otherwise choose homeschool or charter schools. A transcript review process for sophomores, juniors and seniors has been implemented to ensure that students are meeting graduation requirements. Emphasis is being put on building strong student relationships. Weaknesses that are being encountered are transportation, adult diploma program only allows one MOU. Deena Brown has taken the lead in keeping consistency within the program. Improvements are being made to ensure that academic referrals to MLA are being done earlier before dropout becomes an issue. MLA has been a positive experience for students. In our third year our goal for College and Career Ready Proficiency will be to meet or exceed 50%. Summer school has led to a 3-5% increase in proficiency. Walkthroughs are being conducted to ensure fidelity in our classrooms. Opportunities for improvement include continuing to work on improvement at the middle school level and refining the intervention process to ensure students get the help they need.

Dr. Kevin Lancaster gave an update of 21<sup>st</sup> Century Professionals, Healthy and Responsible Students. This section includes goals for teacher satisfaction and attendance, ethical violations, teacher retention, and Out of School Suspension (OSS) rate. The teacher attendance increased from 91.8% to 93.2%. Goal is to increase teacher attendance by recognition and incentives. This year we will recognize 14 teachers with perfect attendance at our Teacher Banquet. This year the teacher supplement will be increased. Weaknesses include a younger teaching base leading to more maternity leaves. Beginning

teacher turnover continues to be an issue especially in the second year. This year our system had 5 ethical violations. These violations were not sexual or drug related. Ethics training continues for all staff members twice per year with an updated video.

Katie Hursey updated the Board on Leadership Guide Innovation portion, including grants and digital instruction. MCS has a strong relationship with Research Associates for grant writing support. The goal is to continue to obtain grants that benefit all grade levels, creating new resources for our students. New devices have been provided to students and teachers. We are looking into purchasing the old devices at a low cost to cover grades K-2 who are sharing devices. Weakness in this area is that teachers are not applying for school based grants in sufficient numbers. We need to reduce the stigma among parents that free and reduced lunch is negative. More free and reduced completed applications gives us more opportunities for grants. Next steps for improvement include more student collaboration and increasing creativity in the use of technology.

Chief Financial Officer, Mitch Taylor reviewed 21<sup>st</sup> Century Systems, which includes audit findings, goals, maintaining adequate fund balance and adequate facilities. Montgomery County Schools maintains a strong fund balance, particularly for a system of our size due to strong community support and donations, increasing interest rates and the experienced staff in the finance department. The 2018-2019 proved to be the best audit year with seven bookkeepers having perfect audits. Weaknesses continue to be restrictions with the state, loss of funds to charter schools and sky rocketing health costs. The finance department will continue to seek grant opportunities and marketing programs to build enrollment. The Montgomery County Early College/CTE Building and the Montgomery Central High School continue to be our best marketing tools.

In closing Dr. Dale Ellis stated that we are not where we want to be in proficiency and growth but we are working efficiently considering we have less money to work with. Doing what is right for our students and making an impact in our community will continue to be our goal.

After a question and answer session, Chairman DeBerry gave a motion to adjourn. Sandra Miller approved the motion and Jesse Hill seconding. The meeting was adjourned.

The next regular meeting will be Monday, September 9, 2019 at 6:30pm.

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary