

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

**Thursday, September 6, 2018**

The Montgomery County Board of Education convened the End of the Year Strategic Plan Review on Tuesday, August 22, 2017 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 and Shirley Threadgill. Ann Long was absent. Staff members present included Dr. Dale Ellis, Dr. Kevin Lancaster, Dr. Takeda Legrand, Dr. Tracy Grit, Mitch Taylor, Katie Hursey and Pam Cameron.

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, the board 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 is 2017-2018. 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.

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 89.8% to 90%, remaining above the state and region. Parent communication, community liaison and social workers, differentiated diplomas at Montgomery Learning Academy (MLA) and the high schools, Career and Technical Education (CTE), the work of student assistant teams and closely monitoring attendance are credited with the stable rate. Numbers are expected to continue an upward climb. College and Career Ready saw an increase of two percent, concentrating on ACT/Workkeys test preparation. As for Ready Expected Growth, eight of nine schools met or exceeded growth. Schools that met growth include Candor, Page, Star, West Middle and West Montgomery while Mt. Gilead, Green Ridge, East Middle and Montgomery County Early College exceeded growth. 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.

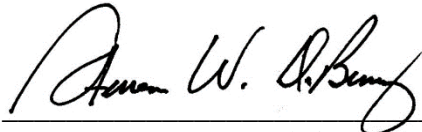
Dr. Kevin Lancaster gave an update of 21<sup>st</sup> Century Professionals, Healthy, and Responsible Students. This section includes goals for teacher satisfaction and attendance, ethical violations, teacher retention, and Out of School (OSS) suspension rate. The teacher attendance rate dropped from 92.7% to 91.8% last year. Keys to improvement include schools and district providing incentives and certificates to recognize perfect attendance. Weaknesses include younger teaching populations leading to more maternity leave days, snow days and less workdays in the spring, teacher pay and new teachers having more choices in school districts. Beginning teacher retention improved from fifty percent to sixty-seven percent. This year, we had one dismissal due to an ethical violation. Ethics trainings continue for all staff members twice per year and an updated video is complete.

Katie Hursey updated the Board on the Leadership Guides Innovation portion, including grants and digital instruction. MCS received \$600,000 in grants for the 2017-18 school year. The goal is to continue to obtain grants that benefit all grade levels, creating new resources for our students. The digital instruction goal was well exceeded by five times. We increased teacher knowledge through Ambassadors and Diplomats training, although teacher turnover means we have to do the same base levels of training all over again. Next steps for improvement include finding more time for 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 very 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. Weaknesses stem from enrollment remaining down due to charter school growth, contract service prices increasing and less flexibility in the use of state funds. Concerning facilities, FirstHealth Dental Centers are operating successfully, Montgomery Early College had an exceptional first year, the East Middle wing is in use and sales tax revenue is meeting, and in some cases exceeding, expectations.

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

The next regular meeting will be held on Monday, October 8, 2018 at 6:30 pm.



Steven W. DeBerry, Chairman



Dale Ellis, Ed. D., Secretary