

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES
November 3, 2014**

The Montgomery County Board of Education convened in its regular monthly meeting on Monday, November 3, 2014, at 6:30 p.m. Board members present were as follows:

Steven W. DeBerry, Chair
Tommy Blake, Vice Chair
Bryan Dozier
Shirley Threadgill
Jesse Hill
Ann Long
Sandra Miller

Chairman DeBerry called the meeting to order and moved to adopt the agenda as shown. With a motion by Sandra Miller and a second from Shirley Threadgill, the agenda was adopted with unanimous approval from the board.

Chairman DeBerry opened the meeting with a devotional on learning from your failures. An example of a person who learned from failure is Thomas Edison. Edison is best known for inventing the lightbulb, but did so after many failed attempts. Sometimes the filaments were too thick and the lightbulb exploded. Other times it was too thin and it wouldn't light up. After each failed experiment, he learned what not to do, until he finally discovered the perfect combination. Failure is not final; failure brings a great opportunity for us to learn and grow. Falling down doesn't mean failure; staying down does.

West Middle school students Alexa Cranford and Julius Wilson led the Pledge of Allegiance to the Flag of the United States of America, along with West Montgomery ROTC students Zach Allen and Augusta Vang.

Chairman DeBerry presented the family of Phebie Ewing Bowden, with a Resolution of Esteem. Ms. Bowden was a teacher with Montgomery County Schools for many years. The resolution reads as follows:

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Phebie Ewing Bowden on October 15, 2014 and

WHEREAS, her services as an educator with Montgomery County Schools were a living testimonial of her integrity and skill, and

WHEREAS, her loss will be deeply felt not only by those with whom she served, but also throughout her entire community and county.

NOW, THEREFORE, be it resolved that the Montgomery County Board of Education goes on record in expressing a sense of real loss and regret in her passing; that a copy of this resolution be conveyed to her family as an indication of our deep sympathy; and that a copy of the same be filed as a part of the permanent minutes of the board of education.

Dr. Ellis and Joan Frye, principal at West Middle, presented a certificate to employee Naomi Drake for Classified Employee of the Month. Mrs. Drake is an EC Assistant and bus driver for West Middle. Cynthia Ziccarelli won Certified Employee of the Month, but was unable to attend. Mrs. Ziccarelli is a 7th grade math and science teacher. Mrs. Frye had high praise for both women thanking them for their hard work.

Next, Superintendent Ellis and Star Elementary Principal, Teresa Dunn, awarded Bernie Hill a plaque for 50 years of service to Montgomery County Schools. Mr. Hill is a custodian at Star Elementary. Last month, students, staff members, family and friends of Mr. Hill honored him by celebrating his years of service with an assembly at the school where he was presented the Order of the Longleaf Pine. Mrs. Dunn said Mr. Hill “always comes to work with a smile. Mr. Hill loves the kids and they love him. He is very much appreciated at Star”.

Dr. Ellis presented banners to the schools that met or exceeded growth last year on End of Grade tests. Principals were on hand to accept the banners. The schools who exceeded growth were East Montgomery High and Page Street Elementary. The schools who met growth were East Middle, Green Ridge Elementary, Star Elementary, Mt. Gilead Elementary and Montgomery Learning Academy.

Dr. Ellis then presented West Montgomery's Athletic Director Seth Dunlap and Principal, Benjie Brown with a certificate. The school received the 2013 Sportsmanship Award for exemplary sportsmanship by receiving no ejections by the North Carolina High School Athletic Association. According to NCHSAA, the sportsmanship honor is designed to recognize a school that has been ejection free, has a plan to promote and implement good sportsmanship, is welcoming to visiting fans, makes appropriate accommodations for officials and fans demonstrate good sportsmanship. Dr. Ellis congratulated Mr. Brown and Mr. Dunlap on a job well done.

Chairman DeBerry asked that the consent agenda be held until closed session. The board unanimously agreed.

Next, Superintendent Ellis discussed A-F School Performance Grades legislation. Schools will be “graded” on student achievement by a letter grading system. These systems measure the performance of individual schools and school districts through the same A-F letter grading scales that are used for student report cards, with various test data ranges translating to certain letter grades. Student growth levels are notably absent from the criteria to be considered in assigning these new letter grades to a school and school district. Most educators recognize that student learning levels at a school are most appropriately gauged through both the portion of the school's students attaining proficiency (scoring at or above grade level) and the levels of learning growth students are experiencing. Evaluating student learning through these two factors accounts for the fact that end of year composite scores are narrow snapshots in time; they fail to capture how much students are actually learning from year to year. Dr. Ellis stated that the new system would be frustrating for administration, teachers and parents. The system is expected to be released February 5, 2015.

Jeff James, Takeda LeGrand, Phillip Brown and Deidra Steed, Curriculum Staff, discussed testing results and implications. The group presented proficiency and school performance data. The data compared Montgomery County to surrounding counties including Moore, Randolph, Anson and Bladen. Analysis of the data concluded that Montgomery County Schools met the attendance, Cohort Graduation and Math Course Rigor rate; met sixty-four percent AMOs; seven schools met or exceeded expected growth and seventy percent of our schools met or exceeded growth (a thirty percent increase from forty percent in 2012-13). The Curriculum Department will continue to work to improve reading and math proficiency of ALL students to meet state AMO targets in grades Kindergarten through twelve, using programs such as Letterland, iReady, Georgia Units, and lesson/unit planning.

Alisha Ellis, Director of Curriculum Support, requests the Board's permission to submit a waiver request to the North Carolina Analysis of Student Work (ASW). The rationale for this request is to provide ample time for professional development on the ASW process with teachers, as well as school and district administrators. The waiver would be for a period of one

year to allow teachers in our district time to learn about the specifics of the process, share strategies for implementation in their schools and have an opportunity to participate in district collaborative teams to understand the expectations of the process. The board unanimously approved the request to submit the waiver to ASW.

Kathy Wright, WMHS and Kim Turner, WMS, introduced a new STEM course: New Technology Design and Innovations. The curriculum is delivered through Montgomery Virtual Environment and has three units: What is Technology?, System Design: What Every Technology Needs, and Transforming Resources: From Production to You. In What is Technology?, students come to understand their roles in developing individually and collectively. The System Design unit teaches students to use their creativity to use technology to their advantage. The final section lets students produce their own product. Will Haywood demonstrated for the Board a lego robot made in class.

Dr. Lancaster presented several policy codes for first reading to be approved at the December board meeting.

Dr. Ellis asked for approval of the School Improvement Plan, which is viewable online. Ann Long made the motion to approve the plan with Sandra Miller seconding. The Board approved the plan unanimously.

Dr. Pokie Noland, Exceptional Children Director, discussed the EC Compliance Update. Beginning January 2014, an extensive audit and compliance review began on all active EC folders. Five hundred, sixty-four folders were audited between January 9th and June 10th. Out of all folders audited, zero folders involved issues that cost the EC department any money. All deficits found were those that, if audited by the state, would require additional staff development and training, but no money lost. EC is now in the process of extensive staff development related to errors found in EC paperwork. A strict auditing process has now been put in place. EC folders, including all meeting documentation, are to come to the EC department for compliance review anytime a meeting takes place on an EC student. To decrease missing information, at least one time per year, all EC folders will come through the department for some form of audit. All EC personnel have worked hard together to complete deficits in folders.

Superintendent Ellis asked to hold the Student Advisory Meeting notes until the December meeting, and instead introduced Mitch Taylor. Mr. Taylor is Montgomery County Schools new Chief Financial Officer. Dr. Ellis and the Board welcomed Mr. Taylor to the school system.

Chairman DeBerry then asked for a motion to adjourn and move into closed session. With a motion from Bryan Dozier, along with a second from Jesse Hill, the board unanimously approved going into closed session to discuss personnel.

During closed session, the Board approved the following consent agenda items with a motion by Bryan Dozier and a second from Tommy Blake. The Board unanimously approved the motion.

1. Minutes from the Board Meetings dated October 6, 2014.
2. Personnel and Auxillary Reports as follows:

- a. Upon the recommendation of the principal, approval of the following additions to the substitute teacher list:

Noncertified

Recommended By

Record Check

1) Wanda Beal	Kevin Lancaster	Yes
2) April Cesaro	Donna Kennedy	Yes
3) Kimberly Goodwin	Donna Kennedy	Yes
4) Lewis Smith	John Beard	Yes
5) Shykendra Steele	Angie Tofflemeyer	Yes
6) Corina Hill	Angie Tofflemeyer	Yes
7) Rosa Reynosa	Heather Seawell	Yes
8) Nikimia Ratliff	Donna Kennedy	Yes
9) Erika Turner	Beth Lancaster	Pending
10) Louise Little	Donnie Lynthacum	Yes
11) Mirell Lilly	Beth Lancaster	Yes
12) Rosa Jeringan	Angie Tofflemeyer	Yes
13) Vanessa Carpenter	Jack Cagle	Yes
14) Chad Thompson	Joan Frye	Pending

b. Superintendent reports the acceptance of the following resignations/retirements:

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Patricia Harris Retirement	Troy Elementary Elementary Teacher	October 30, 2014
2) Jessica Grooms Resignation	West Middle School Health/PE Teacher	November 27, 2014

c. Upon recommendation, approval of the following probationary contracts for the 2014-2015 school year as provided by General Statute 115C-325:

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Dana Glenn 11/17/2014	West Middle School Math Teacher	Yes	Dan Jones
2) Sharon Romero 11/03/2014	West Middle School Social Studies Teacher	Yes	Teresa O'Connor
3) Alison Wilson	East Middle School ESL Teacher	Yes	Matt Smith
4) Catherine Monroe 11/10/2014	Star Elementary 1 st Grade Teacher	Yes	Natalie Mauldin

d. Upon recommendation of the superintendent, approval of recommendation for employment of the following non-certified personnel:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Mac Simmons 10/13/2014	Green Ridge Elem. Interim EC Support	Yes	
2) Roneisha Edwards 10/20/2014	West Montgomery Interim EC One-on-One	Yes	
3) LaShonda Douglas 10/28/2014	Green Ridge Elem. Part-time Site Coordinator 21 st Century Grant	Yes	

- | | | |
|---------------------------------|---|-----|
| 4) Brandy Furr
10/28/2014 | Candor Elementary
Part-time Site Coordinator
21 st Century Grant | Yes |
| 5) Kayla Lee
10/28/2014 | Mt. Gilead Elementary
Part-time Site Coordinator
21 st Century Grant | Yes |
| 6) Jessica Batten
10/28/2014 | Green Ridge Elementary
Interim Kindergarten Support | Yes |

e. Upon recommendation of the superintendent, approval of recommendation for employment of the following bus driver/sub drivers for the 2014-2015 school year that are not dual employees:

Eric Litaker	James Marshall	Darrell Reeves	Dale Watkins
Tangelar Young – Background Pending			

f. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Deborah Haywood 10/06/2014	Candor Elementary Child Nutrition Sub	Candor Elementary Child Nutrition P/T	Kristy Holder
2) Shirley Harris	Central Office Receptionist	Central Office Auxiliary Services Office Support	Charlotte Burris

g. Upon recommendation, approval of the following coaches for the fall 2014 sports season:

East Montgomery High School

<u>Coach</u>	<u>Sport</u>
Julie Estes	Girls Soccer

h. Upon recommendation, approval of the following coaches for the winter 2014 sports season:

West Montgomery High School

<u>Coach</u>	<u>Sport</u>
Earle Poole	Swimming
Cathy Haithcock	Swimming
Jerimy Rinker	Wrestling
Daniel Coggins	Wrestling
Ben Misenheimer	Basketball
Jamie Smith	Basketball
Henry Panzer	Basketball
Stefanie Panzer	Basketball
Tanisha Bowden	Basketball
Claudette Cuthrell	Cheerleading
Rikki Baldwin	Cheerleading

After closed session, Chairman DeBerry asked for a motion to adjourn. With a motion by Bryan Dozier and a second from Jesse Hill, the meeting was duly adjourned.

The next regular meeting will be held on Monday, December 8, 2014.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary