

A regular meeting of the Charleston County School District Board of Trustees of the was held on Monday, January 27, 2014, in the Board Room at 75 Calhoun Street with the following members of the Board present: Mrs. Cindy Bohn Coats – Chair, Mr. Tom Ducker - Vice Chair, Mr. Craig Ascue, Rev. Chris Collins, Mr. Chris Fraser, Mr. Todd Garrett, Mr. Michael Miller, Mrs. Elizabeth Moffly, Mr. Emerson Tripp Wiles, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary.

Staff members Mr. Michael Bobby, Mr. Bill Briggman, Mr. John Emerson, Mrs. Michele English Watson, Dr. Lisa Herring, Mrs. Audrey Lane, Mr. Bill Lewis, Mr. Louis Martin, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Terri Nichols, Mr. Paul Padron, Mrs. Erica Taylor, Mrs. Latisha Vaughn-Brandon, and Dr. James Winbush were also in attendance.

The news media was duly notified of the meeting. Media representatives were present.

EXECUTIVE SESSION

4:00 p.m.

Mrs. Moffly moved, seconded by Mr. Garrett, to go into Executive session at 4:00 pm to discuss Executive Session items listed below. Mrs. Moffly requested the Superintendent's Evaluation Tool be pulled from the agenda. Mr. Garrett suggested placing agenda item 10.3B before agenda item 7.3 to vote on all action items at the same time. Also, Mrs. Coats said agenda 1.1 would change to an Information item.

**1.1: Contractual Matter – Mr. John Emerson, General Counsel
Project Lift Off – The Meeting Street Group**

1.2: Legal Matters – Mr. John Emerson, General Counsel

1.3: Superintendent's Annual Evaluation Tool

OPEN SESSION

5:15 p.m.

II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE

Mrs. Coats called the meeting to order. Then she called for a Moment of Silence followed by the Pledge of Allegiance.

III. ADOPTION OF AGENDA

Mrs. Moffly moved, seconded by Mr. Garrett, to adopt the agenda of January 27, 2014 agenda with the following modifications. The vote was 9-0.

-Agenda item 1.3 was pulled from the agenda.

-Agenda item 10.3B was moved up on the agenda and would be immediately after agenda item 7.3.

IV. SPECIAL RECOGNITIONS (15 minutes) – Mrs. Erica Taylor, Executive Director of Strategy & Communications

4.1: A. Wando Teacher Cadets

The Board recognized Teacher Cadets from Wando HS.

V. SUPERINTENDENT'S REPORT – Dr. Nancy J. McGinley, Superintendent of Schools

The Superintendent shared the following:

- Inclement weather is expected on Tuesday and Wednesday. On Tuesday CCSD schools will close after four hours to get school buses off the street before the weather arrives. Jane Edwards ES will be closed all day Tuesday due to weather conditions in that area. A decision will be made mid-day Tuesday about school opening or closure on Wednesday. A ParentLink call was made early today to notify parents of the early closure on Tuesday. A second call will go out tonight about the same.
- Parents, students and others attended the annual Boyz to Men Summit at West Ashley High School. Events like this inspire African American and Hispanic communities. Dr. McGinley thanked Mr. Michael Miller for bringing greetings at the annual event. Dr. Brenda Nelson and her staff and volunteers were also commended for planning the summit. Business partners were also thanked for donating resources for the event.
- Last week, DaVita Rx, a full service pharmacy specializing in kidney care, devoted a whole day of service to Burns Elementary. The DaVita Rx team service project allowed its employees to participate in a school-wide read-a-thon and painting of hallways and classrooms, and help with homework after school

at Burns ES. The business partner's relationship with Burns ES will continue beyond the service provided at that time. Dr. McGinley commended the DaVita Rx team for stepping up and making the difference.

- Ms. Rebecca Lebron, the librarian at Moultrie Middle School, was congratulated for receiving the January Teacher of the Month award.
- Emory Naylor, a fifth grade student at Stiles Point Elementary who won the 2014 CCSD Spelling Bee was congratulated. Emory and seventeen other students will advance to the Regional Spelling Bee on March 11th.
- Organizers and volunteers for the Charleston Marathon held January 18th were thanked for their services. The money raised at the event will go to expand the arts program in Charleston County. Approximately \$90,000 was raised this year. Mr. Jim Braunreuther, CCSD's Fine Arts director and his assistant Ms. Zoe Roth were commended for planning the event.
- Dr. McGinley commented on the teacher accountability opinions and thoughts about how teachers are evaluated that were expressed by speakers that addressed Board earlier. She suggested the individuals opposing the Common Core Curriculum seek facts beforehand. Dr. McGinley spoke about the Federal Government and district roles as it relate to Teacher Incentive Fund grant decisions.
- Finally, the District's Teacher Recruitment Video was presented to everyone.

Mrs. Moffly said she discovered while reading the Teacher Incentive Fund grant that the United States Department of Education was targeting the lowest performing schools. However, Charleston Promise Neighborhood has changed the way they were doing it. She said putting teachers' pay and student performance would create animosity. She suggested the board revisit it.

Mr. Miller congratulated the district on the wonderful Teacher Recruitment video.

VI. VISITORS, PUBLIC COMMUNICATION

1. Ms. Cathie Middleton, Ms. Jane Ellicott and Ms. Robin Berlinsky thanked the Board for funding CCSD's art programs. Ashley River ES is approaching its 30th year anniversary. On January 16th schools with art programs in the district came together to discuss art integration.
2. Mr. Ron Steele asked if the board had taken a position on Common Core and the purpose of the input sessions. He spoke about House Bills 3893 and 3943 and suggested that they could have an impact on the Common Core Standards. Also, he said Senate Bill S300, introduced by Senator Larry Grooms, is scheduled to be introduced on Wednesday morning.
3. Ms. Sharon Mazell addressed the Board about the middle school proposal for West Ashley. She said while middle school students have an option of attending St. Andrews MS or West Ashley MS, both schools were graded "D" on their report cards. Students opting to attend other schools must travel to attend a good school and be subjected to a lottery. She suggested a new middle school for the West Ashley area.
4. Mr. Tony Lewis addressed the County Board about a recent news article highlighting concerns about the County Board's inability to get a quorum of Board members to hear Teacher Appeals. He reminded board members of the oath they took prior to taking office and suggested they make time to hear teacher appeals.
5. Mr. David C. Wagenbrenner addressed the Board about the Middle School merger. He said Orange Grove would probably be interested in purchasing a school facility if a decision is made to close St. Andrews MS or West Ashley MS. He urged the Board to make time to hear teacher appeals.
6. Ms. Myrtice Brown addressed the Board about Hursey ES. She urged the Board to keep Hursey as a neighborhood school with the Montessori and traditional program. She suggested the relocation of four grade levels at the school impacted the school's enrollment. She suggested a dual program at Hursey with a Montessori and Traditional program. An alternative would be to move the Montessori program to a new location.
7. Ms. Sarah Hakim, a teacher at Morningside MS, addressed the Board in support of the BRIDGE Program. She spoke about the Professional Development experience, reward for hard working teachers, and positive effort to make teachers accountable.
8. Ms. Lindsay Egloff expressed concerns to the Board about merit pay for student achievement. She cited programs that failed in Nashville, Texas and the CPN program in Charleston. She said value added scores should not be considered.
9. Ms. Bernadette Hampton, vice president of the South Carolina Education Association, addressed the Board about the BRIDGE Program. She said the program should be developed with teachers. Also, she said teachers should be allowed to appeal the results. She spoke about the instability of using value added scores.
10. Mr. Patrick Hayes addressed the Board about the BRIDGE Program. He said CCSD teachers are not ineffective. BRIDGE attempts to use the incentive to pose as a threat. Mr. Hayes urged the district to shut bridge down.

11. Ms. Dianne Benton, principal at Pinehurst ES, addressed the Board in support of the BRIDGE Program. She said the program offers a personal mastery and it is a “win-win” for everyone.
12. Ms. Jeneane Gatewood, a teacher at Pinehurst ES, addressed the Board in support of the BRIDGE Program. She said the Professional Development Coordinator is an asset. She spoke about the benefits of the BRIDGE Program and said they were more beneficial than the monetary rewards.
13. Mr. Ian James, the AP at Pinehurst ES, addressed the Board in support of the BRIDGE Program. He said it is beneficial to students at the school. BRIDGE is needed to help teachers and students become better equipped.
14. Ms. Sarah Johnson expressed concerns about the BRIDGE Program. She said the program was based on false premises, dangerous, and focused on the scores of standardized test scores.
15. Ms. Erin Cymrot addressed the Board in support of the BRIDGE Program. She also suggested individuals opposing the program should look at factual data.
16. Ms. Amanda Hobson addressed the Board in support of the BRIDGE Program.
17. Ms. Lisa Trott, a teacher at Ashley River ES and CCSD Teacher of the Year, addressed the Board in support of the BRIDGE Program. She said the program is transparent and clear. She said the change has created fear. However, CCSD teachers are the best teachers in the state.
18. Mr. Kent Riddle, the Charleston County Teacher Alliance president and a teacher at Angel Oak ES, expressed concerns about the BRIDGE Program.
19. Ms. Samantha Blake, a CCSD teacher, addressed the Board in support of the BRIDGE Program. She spoke about the adjustments that were made to the evaluation system and input received from teachers. She encouraged the Board to individually research the information.
20. Ms. Amanda Nairn, a Stono Park teacher, expressed concerns about Early Childhood. She encouraged the District to continue investing in its youngest learners.
21. Ms. Lynn Carroll expressed concerns about the BRIDGE Program and variables that impact test scores of students.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

7.1: Open Session Minutes of January 13, 2014

Mr. Garrett moved, seconded by Mr. Miller, to approve the open session minutes of January 13, 2014. The vote was 9-0.

7.2: Executive Session Action Items of January 27, 2014

The Board acted on the following executive session action items of January 27, 2014.

1.1: Contractual Matter – Mr. John Emerson, General Counsel

Project Lift Off – The Meeting Street Group

The Board discussed a contractual matter. No action was taken.

1.2: Legal Matters – Mr. John Emerson, General Counsel –

Mr. Garrett moved, seconded by Mr. Ascue, to approve staff and counsel recommendation. The vote was 9-0.

1.3: Superintendent’s Annual Evaluation Tool

This item was pulled from the agenda. Therefore, no action was taken.

7.3: Financial Minutes of January 13, 2014

Mr. Fraser moved, seconded by Mr. Garrett, to approve the financial minutes of January 13, 2014. The vote was 9-0.

Mr. Ducker suggested the minutes include the words “to solicit (3) proposals.” Mr. Bobby also said an audit would be done now and one during the close of the year.

VIII. CAE UPDATE

8.1: A. Charleston Promise Neighborhood – Mrs. LaTisha Vaughn-Brandon

- Mrs. LaTisha Vaughn-Brandon, Mr. Bill Hewitt, and Ms. Sherry Snipes Williams presented information to the Board on the Charleston Promise Neighborhood (CPN) schools—Chicora School of Communications, James Simons ES, Mary Ford ES, and Sanders Clyde ES.
- Mrs. Snipes Williams shared short term and long term visions for CPN. Then Ms. Snipes shared the six strands of focus stating that currently they are only focusing on the first four—Education, Healthcare, Parenting, and Community.
- Mrs. Vaughn-Brandon highlighted information on the major academic initiatives—Common Data Collection (Text Reading and MAP), Common Process for Data Analysis, and Instructional Learning Walks.
- CPN Learning Center and Vision 2016 Progress were highlighted.
- CPN’s decision to end the Teacher Incentive Pay--As of the 2012 school year \$220,000 was

paid out to invest in teachers. The decision process included analyzed data and meeting with principals.

- Mr. Bill Hewitt addressed the Board about Leveraging CCSD's Investment. He said there was just not enough time to make it work Teacher Incentive Plan work. The district gets back five times its cash investment in CPN.
- Mr. Hewitt noted an article in the state newspaper spoke about Health and Human Services using CPN's four school-based health clinics as a model.

Mr. Ascue asked about the impact CPN has had on employment. Mr. Hewitt said Employment and Housing have not been addressed at this time. Mr. Ascue asked how teachers felt about adjustments to the incentive plan. Mr. Hewitt said while a very large percentage of teachers received incentive pay, it was determined that the money could be better used elsewhere. Mrs. Vaughn-Brandon said she delivered the news to teachers about them not receiving incentive pay. Also, she said they could make more money teaching in afterschool programs. Mr. Ascue requested the information to review.

Mr. Ducker asked for confirmation on the two areas not addressed at this time. Mrs. Vaughn-Brandon said staff no longer used the evaluation tool for pay because of the pay tool the district already has in place. However, the district's observation tool was used to provide feedback to teachers for incentive pay.

Rev. Collins asked about the work in CPN schools and their grade levels. Mrs. Vaughn-Brandon said they work with all grades. She spoke about efforts to replicate the success at Sanders Clyde ES. CPN schools as an incubator for other schools.

Mr. Ascue asked about the number of CPN teachers. Mrs. Vaughn-Brandon said there were 200 CPN teachers.

Mr. Miller asked if all teachers received incentives. Also, he asked about teachers that would participate in the afterschool tutoring. Mrs. Vaughn-Brandon said she had individual conversations with principals to identify those that will do the work. Mr. Miller asked about the number of programs at S. Clyde ES being lower than the number of programs at Mary Ford ES. It was because they already had afterschool programs in place. Conversations are taking place about afterschool programs since there aren't enough funds for a full summer program. Also, it was determined that a large portion of CPN's budget was used for teacher pay and transportation services. Teacher incentive funds are now used to fund after school programs.

B. Middle School Learning Collaborative – Mr. Paul Padron

Mr. Paul Padron, the Assistant Associate Superintendent shared data on the Middle Schools he supervised—Haut Gap MS, Northwoods MS, St. Andrews MS, West Ashley MS, and Zucker MS and details about their collaboration.

Mr. Padron highlighted the following areas:

- Overview of School Ratings
- School Report Cards
- Focus and Strategy for the Learning Community
 - Literacy Improvement
 - Rigorous Instruction
 - School Safety & MTSS (cost of consumables)
 - Climate – Student Engagement – PBIS (Free of cost).
- Major Learning Community Issues
 - SpringBoard – All 5 Schools
 - PBIS – All 5 Schools
 - Race to the Top – 3 Schools (HGM, NWM, ZMS)

Questions:

Mr. Ascue asked about the children participating in the Spring Board program and what checks and balances were in place to reduce the number of mistakes that are made.

Mr. Miller asked Mr. Padron to present additional information on efforts to address academic

performance of students.

C. BRIDGE – Mrs. Audrey Lane & Mr. Michael Ard

Mrs. Lane said the BRIDGE information sent electronically to Board Members on Friday included a link to the BRIDGE portal.

The BRIDGE work aligns with Vision 2016 Educator effectiveness to promote, recognize and reward effective teachers and leadership. Mrs. Lane highlighted information in the following areas:

- Teacher Incentive Fund's alignment to Vision 2016
- Goals of the Update
- BRIDGE Foundation
- Educator Effectiveness Cycle

Mr. Ard shared information on the following:

- Bridge Components
- Early Successes
- Staffing Funded by Grant
- Partnerships
- Professional Development
- Educator Evaluation Models for Principals and Teachers
- Compensation Model and the appeals process subject to Board approval
- Recent Developments - (amendment to the grant) – Manipulate the timeline to roll out the Value Added Measure to schools in 2014-15) and the USDE response to the request.
- Student Growth Measures.
- Student Learning Objectives
- Compatibility of data with SCDE--ADEPT, Individual Value-Added, Student Learning Objectives. CCSD does more observation in addition to ADEPT. Also note, there was a correction on the Compatibility with SCDE. The State has 50/50 on ADEPT.
- Next Steps

Mr. Ard shared information from the US Department of Education regarding opposition to BRIDGE program. The BRIDGE goal is to change student achievement by personally developing and giving them the tools to get the work done. The money is an incentive for student achievement.

The grant targets the fourteen schools initially. However, grant is written to include implementation in other schools.

Dr. McGinley said the calibration and training on classroom observation is the result of the BRIDGE effort.

Ms. Anita Huggins spoke about the classroom management efforts and the improvement of principals' efficacy.

Mrs. Coats urged board members to read the grant. Also, she asked if the application was accepted verbatim or was it revised. Mrs. Lane said it was accepted verbatim. Mrs. Lane said they spoke with others that have been in Cohort 1-3. Only one major amendment was made since the original grant was submitted. Also, she said there was a minor change in the project manager.

Mr. Ascue asked for an update on the Management System. Mrs. Lane spoke about classroom observations and the use of iPads to provide timely information and the integration of the PALMS system. The same system is used in the CPN schools and some schools supervised by Mrs. Terri Nichols. The Classroom Observation tool aligns with the ADEPT standards.

Mr. Ascue asked about funding positions when the grant runs out. Mr. Ard said he hopes to bring such good data that the Board would want to consider funding it when the grant ends. Dr. McGinley said a step down from the 14 PDC was built in to the grant. Mr. Ard said the district is in year two of the grant, year one ended September 2013. Mr. Ascue said not having funds for the 14 Instructional Coach would be frightening. Mr. Ard said the PDCs could be extended for an additional year since they weren't used the first year. Also he said master teachers will be trained to take over.

Mrs. Coats asked staff to be available to answer questions via email over the next week.

Mr. Ducker asked when staff will come before the Board to say what they will implement next year. Mr. Ard said a meeting is scheduled January 30th to finalize the roll-out plan. Mrs. Coats asked if that's the final project. Dr. McGinley said the grant does not change the state evaluation system or the teacher record that is the ADEPT. Steps are not being eliminated and nothing is being taken away. Nothing has changed. This was also confirmed by Mrs. Anita Huggins. Mr. Ard said it would continue to be a pilot. The intent is to continue the work and make changes until it is finalized.

Mr. Ducker asked when information that says when staff will receive incentives would come back before the Board. Mr. Ard said the information staff rolled out tonight will be used.

Mrs. Moffly asked how many teachers were recommended for non-renewal annually. Dr. McGinley said there is a lengthy report of individuals not recommended for renewal.

Mrs. Coats asked about the form used by the evaluator. Mrs. Lane said it is an observation form. Mrs. Coats requested a copy. Mr. Ard said it aligns with ADEPT.

IX. MANAGEMENT REPORT(S)

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee

A. Audit & Finance Committee Update

The Committee will provide information and receive input from Board members on the following:
-Items that are currently before the committee that have not been brought forward to the Board;
-Future topics the committee plans to bring forward; and
-What is needed to move the item forward?

10.2: Policy Committee – Mr. Chris Fraser

A. Policy Committee Update

The Committee will provide information and receive input from Board members on the following:
-Items that are currently before the committee that have not been brought forward to the Board;
-Future topics the committee plans to bring forward; and
-What is needed to move the item forward?

10.3: Strategic Education Committee – Mr. Michael Miller

A. Strategic Education Committee Update

The Committee will provide information and receive input from Board members on the following:
-Items that are currently before the committee that have not been brought forward to the Board;
-Future topics the committee plans to bring forward; and
-What is needed to move the item forward?

B. Common Core Standards - Parent Information Sessions

Mr. Miller moved, seconded by Mr. Fraser, to approve a recommendation to conduct town hall meetings related to the Common Core Standards. Mr. Miller suggested amending the motion to pull the billboard and direct mail to reduce the cost and increasing the parent link calls to two calls a week. The vote was 9-0.

Dr. Herring announced the presentation of Common Core Standards February 10th through February 14th. Board members received a list of schools and presenters. The estimated cost of \$15,504 includes posting of ads, direct mail, Parentlink calls and email. The goal is to have a representative from the Academic Division facilitate sessions to share information on Common Core Standards. Questions will be entertained. However, there will not be a debate.

Mr. Miller said the effort is to inform parents what is to come. The Board is taking its directions from the state. The community sessions suggestion came from Mr. Ducker.

Mr. Ducker requested the sessions be a town hall type environment allowing individuals to ask questions. However, he said he is not looking for a debate.

Mr. Ascue said he attended a good Common Core meeting East of the Cooper. The principal and lead teachers did a good job talking about the Common Core Curriculum work at their school. He suggested involvement of principals and lead teachers. Dr. Herring said many principals held sessions at their schools and many will help with the upcoming sessions which are in addition to what has already been done. Dr. Herring said principals were asked to be present. Mr. Wilson will not be present because he will receive an award on the night it's planned at his school.

Mr. Miller suggested Board members attend the Common Core meetings. Then, Mr. Miller suggested the billboard and direct mail be pulled to reduce the cost and the parent link calls be increased to two calls a week.

NOTE: Mr. Fraser left the meeting at 6:43pm. Before the Charleston Achieving Excellence presentations.

XI. POTENTIAL CONSENT AGENDA ITEMS

Rev. Collins moved, seconded by Mr. Garrett to adjourn the meeting at 8:24 pm.

Mrs. Coats also announced the cancellation of the teacher appeal scheduled for Tuesday afternoon. The appeal hearing on Wednesday has not been cancelled at this time. However, it may be due to weather conditions.