

A regular meeting of the Charleston County School District Board of Trustees was held on Monday September 28, 2015 in the Board Room at 75 Calhoun Street. The following members of the Board were present: Mrs. Cindy Bohn Coats - Chair, Mr. Chris Staubes – Vice Chair, Rev. Chris Collins, Mrs. Kate Darby, Mr. Tom Ducker, Mr. Todd Garrett, Rev. Eric Mack, Mr. Michael Miller and Dr. Gerrita Postlewait, Superintendent of Schools and Executive Secretary. Mr. Emerson Tripp Wiles was absent.

Staff members: Mr. Bill Briggman, Dr. Lynda Davis, Mr. John Emerson, Michele English-Watson, Mrs. Anita Huggins, Mr. Ron Kramps, Mr. Lou Martin, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Terri Nichols, Mr. Paul Padron, Mrs. Erica Taylor, Mrs. Ruth Taylor, and Dr. James Winbush were also in attendance.

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

Mrs. Coats called the meeting to order at 4:30p.m. Mr. Miller moved, seconded by Mr. Ducker, to go into Executive Session. The motion was approved by consensus.

**I. EXECUTIVE SESSION**  
**4:30 p.m.**

**1.1: Legal Updates – Mr. John Emerson, General Counsel**  
**-Pending Cases**

**1.2: Staffing Recommendations**  
**-Interim Appointments**  
**-Consultant's Recommendation**

**II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE**  
The Board convened in Open Session at 5:20pm with seven members present. Mrs. Coats asked everyone to remember Karen Hollinshead-Brown, a long term principal that recently passed. 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**  
Mr. Miller moved, seconded by Mrs. Darby, to approve the September 28, 2015 agenda. The vote was 8-0.

**IV. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS**

**4.1: A. Open Session Minutes of September 8, 2015 Special Called Meeting**  
Mr. Miller moved, seconded by Mr. Ducker, to approve the open session minutes of September 8, 2015. The vote was 6-2-0 (Garrett and Mack abstained).

**B. Open Session Minutes of September 14, 2015**  
Mr. Miller moved, seconded by Mr. Ducker, to approve the open session minutes of September 14, 2015. The vote was 7-1-0 (Garrett abstained).

**4.2: Executive Session Action Items of September 28, 2015**  
The Board approved the following executive session action items of September 28, 2015.

**1.1: Legal Updates – Mr. John Emerson, General Counsel**  
**-Pending Cases**  
The Board received legal updates. However, no actions were taken.

**1.2: Staffing Recommendations**  
**-Interim Appointments**

		- <b>Consultant's Recommendation</b> The Board discussed interim appointments and a consultant's recommendation.
<b>V.</b>	<b>SPECIAL RECOGNITIONS (15 minutes) – Mrs. Erica Taylor, Executive Director of Strategy &amp; Communications</b>	
<b>VI</b>	<b>VISITORS, PUBLIC COMMUNICATIONS</b> <ol style="list-style-type: none"> <li>Ms. Pat Kline, a District 9 School Improvement Council member, addressed the board about the District 9 Fall Festival invitation. She urged them to make District 9 a top priority. She also spoke about a roof leak at Angel Oak Elementary and thanked officials for the information provided at the Parent University last Saturday.</li> <li>Mr. Tony Lewis addressed the Board about race-related issues and a conversation Mr. Jerome Heyward had with Durham Transportation. He thanked staff for participating in the Greater Charleston Business Alliance. Also, Mr. Lewis requested a new field to replace Stoney Field.</li> </ol>	
<b>VII.</b>	<b>SUPERINTENDENT'S REPORT – Dr. Gerrita Postlewait – Superintendent of Schools</b> <ul style="list-style-type: none"> <li>Dr. Postlewait announced the board's reading of the book, <i>Good to Great</i>. There will be a 30-minute discussion at the October 12<sup>th</sup> meeting. Mrs. Darby, Mr. Ducker, Mr. Miller, and Mr. Staubes volunteered to lead the discussion.</li> <li>Dr. Postlewait announced that an exploratory group will visit Greenville on Wednesday afternoon to look at the New Carolina New Tech High School as an opportunity to investigate that model for Burke. Other school visits would be sponsored for others interested in visiting model schools. A copy of the trip itinerary was provided to board members.</li> <li>The 2015 goals would be reviewed under the CAE section of today's board agenda.</li> </ul>	
<b>VIII.</b>	<b>COMMITTEE REPORT(S)</b>	
	<b>8.1:</b>	<b>Audit &amp; Finance Committee – Mr. Todd Garrett</b>
		<b>A. Audit and Finance Committee Update – Mr. Todd Garrett</b>
		<b>B. Reallocation of Fiscal Year 2016 Fixed Cost of Operations Funds</b> Mr. Garrett moved, seconded by Mr. Ducker, to approve the reallocation of FY 2016 Fixed Cost of Operations – Classroom Modernization Project funds from Printer Replacement to Classroom Technology Upgrades. The funding source is FY2016 Fixed Cost of Operations in the amount of \$580,000 Classroom Modernization Reallocation. The vote was 8-0.
		<b>C. Small, Women and Minority Business Enterprise Utilization Plan Revision – Mr. Michael Bobby, Chief Finance, Operations &amp; Capital Programs Officer</b> Mr. Garrett moved, seconded by Mr. Miller, to approve the revision to the SWMBE Utilization Plan, at no cost to the district. The vote was 8-0.  Mr. Garrett said the policy was revised to comply with the state law and increase minority businesses.
	<b>8.2:</b>	<b>Policy &amp; Personnel Committee – Mr. Tripp Wiles</b>
		<b>A. Policy Committee Update - Mr. Tripp Wiles</b>
		<b>B. Hearing Officers – Mr. John Emerson, General Counsel</b> Mr. Miller moved, seconded by Mrs. Darby, to approve a slate of Hearing Officers for teacher appeal hearings for the 2015-16 school year only. The vote was 8-0.  Mr. Miller said Mr. Emerson provided a list of seven teacher appeal hearing officers to hear appeals this year.
		<b>C. Revision to Policy BE – School Board Meetings – Mr. John Emerson, General Counsel</b> Mr. Miller moved, seconded by Mrs. Darby, to approve the first reading of the Revision to Policy BE. This policy would come before the board for the second reading on November 9 <sup>th</sup> . The vote was 7-1

		(Collins opposed).  Mr. Miller said the Committee of the Whole board meetings would be the second Monday's of each week after January 2016.  Mr. Ducker asked about opportunities for the public to address board committees.
	<b>8.3:</b>	<b>Strategic Education Committee – Rev. Chris Collins</b>
		<b>A. Strategic Education Committee Update – Rev. Chris Collins</b>
<b>IX.</b>	<b>AD HOC COMMITTEE REPORTS</b>	
<b>X.</b>	<b>POTENTIAL CONSENT AGENDA ITEMS</b>	
	<b>10.1:</b>	<b>Financial Minutes of September 8, 2015 Special Called Meeting</b> Mr. Ducker moved, seconded by Mr. Garrett, to approve the financial minutes of September 8, 2015. The vote was 6-2-0 (Garrett and Mack abstained).
	<b>10.2:</b>	<b>Financial Minutes of September 14, 2015</b> Mr. Miller moved, seconded by Mrs. Darby, to approve the financial minutes of September 14, 2014. The vote was 7-1-0 (Garrett abstained).
	<b>10.3:</b>	<b>Student Discipline Appeals – Collins, Darby, Miller, and Staubes</b> The Board discussed a recommendation to allow the Strategic Education Committee to oversee the Student Discipline Hearing process. <ul style="list-style-type: none"> <li>• Mr. Ducker said potential agenda wasn't the appropriate place for this item. Then, he moved to relocate the item to a different area on the agenda since it did not come through a board committee or table and take the item to a board committee. He also said it could be moved in a category called "Other".</li> </ul> Rev. Collins moved, seconded by Mr. Miller to approve a recommendation to allow the Strategic Education Committee to oversee the Student Discipline Hearing process. However, after discussion, Rev. Collins withdrew the request and asked the Superintendent to bring a plan to the next meeting.
<b>XI.</b>	<b>OTHER</b>	
	<b>11.1:</b>	<b>Approval of Preliminary Goals for further development</b> The Board received an updated list of priority goals.  Mr. Garrett moved, seconded by Mrs. Darby, to approve the list of forty goals with the understanding that 17 goals would be given high priority for development of the implementation plan with timelines, deliverables and persons responsible. The vote was 8-0. <ul style="list-style-type: none"> <li>• Dr. Postlewait said the Board, Principals, and Teachers were asked to identify priority goals. She shared the following top goals. <ul style="list-style-type: none"> <li>○ Working with appropriate community representatives and entities, the district will develop a 5-year strategic plan by March 1, 2016.</li> <li>○ Develop a world-class, intensely focused literacy plan for grades PK-12 that ensures students are proficient in reading and writing and will graduate on time with literacy skills essential for post-secondary success.</li> <li>○ Professional Development was the second highest goal from teachers.</li> <li>○ Offerings for schools in rural areas</li> <li>○ Streamlining evaluations</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>o Health Education</li> <li>o PreK-12 rigor equity</li> <li>o By October 20<sup>th</sup> Workshop implementation plans for the 17 goals will be developed. Plans for the remainder of the 40 goals will follow.</li> <li>o Dr. P recommended the board approve the goals</li> <li>o October 20<sup>th</sup> lay ground work for the next forty days</li> <li>o Her evaluation for the first 90 days will be reviewed at the next meeting</li> <li>o Mr. Miller's goals arrived late. These were more strategies than goals and will be added to goals.</li> <li>o Also note, the list of 40 goals previously provided was provided.</li> <li>o The Board Workshop is October 20<sup>th</sup> from 12pm – 6pm with someone from Education Oversight Committee. Also, an individual will present information on work keys.</li> <li>o The 40 goals would be approved; but the 17 priorities would be discussed first.</li> <li>o Time will be spent talking about business at the business meeting.</li> </ul> <ul style="list-style-type: none"> <li>• Mr. Ducker advocated for all forty goals. He also asked staff to identify definitive dates for the first 17 goals.</li> <li>• Mr. Miller said there was nothing that addresses non-deliverables. However, Mrs. Coats said these are the goals. The deliverables and action plans would be discussed at the upcoming Board Workshop on October 20<sup>th</sup>.</li> </ul>
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<b>XII.</b>	<b>CHARLESTON ACHIEVING EXCELLENCE (CAE) UPDATE</b>	
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<b>12.1:</b>		<p><b>Approval of Preliminary Goals for further development</b> The Board received an updated list of priority goals.</p>
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<b>12.2:</b>		<p><b>Supports Provided to Induction Teachers – Mrs. Anita Huggins, Executive Director - Office of Educator Effectiveness</b> The Board received a presentation on supports provided to induction teachers.</p> <ul style="list-style-type: none"> <li>• Attrition rates and cost</li> <li>• Data used</li> <li>• Where induction teachers are concentrated (17 in secondary school/programs and 7 in elementary schools)</li> <li>• Impact of Teacher Attrition – CCSD spends less on teacher recruitment than other states and districts</li> <li>• Opportunity to decrease recruitment – spend money recruiting the best teachers and grow your own</li> <li>• CCSD's Program for Induction Education – Novice educators have opportunity to observe experienced teachers.</li> <li>• Mentor training is done in-house</li> <li>• Face Time and Ed Moto groups are utilized</li> <li>• Monthly Teacher meetings</li> <li>• Feedback is given to principals to support teachers</li> <li>• Recognition and Rewards</li> <li>• Supports to Mentors/Mentees</li> <li>• Assistance provided to principals to help build capacity</li> <li>• CCSD serves as a model for Horry and Greenville Counties</li> <li>• Training for Citadel and College of Charleston</li> <li>• Ms. Parrish is on a board at the state level</li> <li>• Three teacher effectiveness coaches provide coaching support to principals and teachers</li> <li>• Cognitive Coaching model is used. It's a national model that provides over the shoulder support</li> <li>• Classroom performance benchmarks, anecdotal data from principals</li> <li>• Ongoing assessments based on data</li> <li>• Greater growth is seen in induction teachers coached by seasoned teachers.</li> <li>• Data show that teacher coaches in classrooms is helpful</li> </ul> <p>Ms. Huggins also said the goal of teacher coaches which is to help retain teachers.</p>
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<b>XII.</b>	<p><b>WRAP UP COMMENTS</b> Mr. Ducker moved, seconded by Mrs. Darby to adjourn the meeting at 6:33pm. The motion was approved by consensus.</p>	
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