

**October 11, 2010**

A regular meeting of the Board of Trustees of the Charleston County School District was held on Monday, October 11, 2010 with the following members of the Board present: Chair – Mrs. Ruth Jordan, Vice Chair - Mr. Ray Toler, Rev. Chris Collins, Mr. Chris Fraser, Mrs. Toya Hampton-Green, Mrs. Elizabeth Kandrac, Mr. Gregg Meyers, Mrs. Ann Oplinger, Mr. Arthur Ravenel and Dr. Nancy J. McGinley – Superintendent of Schools and Executive Secretary. Staff members Mr. Michael Bobby, Mr. John Emerson, Dr. Doug Gepford, Mrs. Audrey Lane, Mr. Bill Lewis, Dr. Brenda Nelson and Mr. Elliot Smalley were also in attendance.

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

Chair – Mrs. Ruth Jordan called the meeting to order at 4:00 p.m. Mr. Fraser motioned, seconded by Mr. Meyers to convene into Executive Session to discuss agenda items listed below. The motion was unanimously approved.

**Executive Session Agenda Items**

- 1.1: Student Transfer Appeal
- 1.2: Student Expulsion Appeal
- 1.3: Workers' Compensation Settlement
  - 1.4: Legal Briefing
  - 1.5: Contractual Matters

**II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, AND PLEDGE OF ALLEGIANCE**

The Board reconvened in Open Session at 5:15 p.m. Board Chair – Mrs. Jordan called the meeting to order, led the group in a Moment of Silence followed by the Pledge of Allegiance.

**III. SPECIAL RECOGNITION**

**3.1 Teacher Cadets – Wando High**

The Board recognized Teacher Cadets from Wando High and their instructor, Ms. Betsy Wilson. Their college partner is the Citadel.

**3.2 Summer Workers**

The Board recognized workers summer workers and blue shirt workers (Cleaning and Grounds, Construction Manager, Custodial Services and Information Technology) who helped prepared schools for the 2010-2011 school year.

**IV. SUPERINTENDENT'S REPORT**

**4.1: Superintendent's Report**

Dr. McGinley shared the following:

- A number dedications and open houses were held over the past two weeks to include Haut Gap, Moultrie and Stiles Point and one held today at Oakland Elementary. The dedication for Whitesides will be held this Thursday and ceremonies for Academic Magnet, School of the Arts, and Stall will be held later this month. These events remind us how the capital plan has transformed the county. Dr. McGinley expressed her appreciation for the Chamber and Board's leadership in communicating the capital plan's importance to students and the future of the Charleston community.
- On Friday, October 1<sup>st</sup> the district hosted seventeen Medal of Honor recipients at a breakfast in the Board Room. Following the breakfast, each recipient was joined by a host student and principal visited a school and an honorary ceremony was held with a question and answer session for students. According to the Superintendent and members of the Superintendent's Cabinet, who were present at each school, the events were breathtaking. The Medal of Honor team that planned the activities will be recognized at the next Board meeting. Dr. McGinley also thanked the Medal of Honor convention for giving students in Charleston County a chance to learn from true heroes and the living history they represent.

- The End-of-Course exam scores were released last week and history is an area the district needs to focus on. Overall, the report showed signs of progress and areas in need of improvement. Algebra I passing rates were the highest they have been in three years and English I and Physical Science rates were the highest they have been in six years. In addition, students had higher passing rates in every subject than their peers statewide. However, while U.S. History went up from 48% passing to 53% passing, it is not where it should be. Persistent achievement gaps exist in every subject of the end-of-course scores. This is why the district is focusing its' strategies on closing the achievement gap, with preparation, early childhood and literacy.
- Strategic partnerships are central to closing the achievement gaps and other district goals. Last week, a private fundraiser event sponsored by Ms. Barbara Burgess, Mr. John Dinkelspeil, and Mr. Jonathan Green. A total of \$4,000 was raised for the Children-in-Crisis Fund which assists children and families in crisis. Part of the amount raised was donated to the Low Country Orphan Relief which provides donation centers at ten schools in the district. Donation Centers are at ten CCSD schools distributing clothing, toiletries, and other essential for students in need.
- Charleston Volunteers for Literacy recently created a "Bookzilla" sculpture made entirely of books to raise awareness about literacy, donate books to students and support the "Book Buddies" program.
- Through the district's partnership with the Family Circle Cup, the Unites States Tennis Association, and local tennis partners, Charleston was named the "best tennis town" in America. The district is working hard to address health and well-being issues of students in Charleston County. The district was awarded \$10,000 for being named the "best tennis town" to expand involvement with tennis throughout the district.
- The Board will discuss the proposed new teacher evaluation policy tonight. The district is also providing an update on what is being done to ensure effective use of its current evaluation system. The proposed Teacher Development Cycle is designed to significantly increase teacher effectiveness through a step-by-step, comprehensive cycle that addresses how teachers are recruited, evaluated, developed, retained, and rewarding of effective teachers.. In closing, Dr. McGinley said she looks forward to working with the Board and teachers to develop this system, including new ways to evaluate teachers and other staff based on student achievement. She said if teachers are engaged and this process is approached in a fair and thoughtful way, the district should be able to develop a system that works for everyone, especially students.

## **V. VISITORS, PUBLIC COMMUNICATIONS**

### **5.1: Visitors, Public Communications**

1. Dr. Philip Jos, Political Science Professor at the College of Charleston, expressed concerns regarding Teacher Evaluation data. Dr. Jos urged the Board not to base teacher evaluation on information mentioned in a recent Post and Courier article.
2. Mr. Patrick Hayes said he contacted the Kingsbury Center at Northwest Evaluation Association regarding use of Virtual Comparison Groups data and they (Kingsbury Center) provided information to the district regarding the use of VCG data.
3. Mr. Bob Kelley, Ms. Ellyn Winkles, and Ms. Ashley Stoudenmire addressed the Board about teacher effectiveness.
4. Two CCSD students, Jonathan Greene and Sabian Mignone expressed concerns regarding bullying and suggested the Board provide training for administrators and create a safe-space program to help students who are bullied.
5. Ms. Lisa Lombeter urged the Board to support for students who are bullied in school.
6. Mr. Larry Kobrovsky addressed the Board regarding the proposed Magnet School Policy. Mr. Kobrovsky also thanked Mr. Meyers, Mr. Ravenel and Mr. Toler for serving on the CCSD school board.

## **VI. APPROVAL OF OPEN SESSION BOARD MINUTES**

### **6.1: Approval of Open Session Minutes of September 27, 2010**

Mr. Toler motioned, seconded by Rev. Collins, approval of Open Session Minutes of September 27, 2010. The motion was approved 9-0.

## **6.2: Motions of Executive Session of October 11, 2010**

The Board approved the following motions that were made in Executive Session:

- 1.1: Student Transfer Appeal** – The Board approved a student transfer appeal. The vote was 9-0.
- 1.2: Student Expulsion Appeal** – This item was pulled from the agenda. Therefore, no action was taken.
- 1.3: Workers' Compensation Settlement**– The Board approved a Workers' Compensation Settlement. The vote was 9-0.
- 1.4: Legal Briefing** - The Board received a legal briefing in Executive Session. No action was taken.
- 1.5: Contractual Matters** – The Board approved the Superintendent's Evaluation Instrument. The vote was 8-1 (Kandrak oppose).

## **6.3: Financial Minutes of September 13, 2010**

Mr. Toler motioned, seconded by Mr. Meyers, approval of the financial minutes of September 13, 2010. The motion was approved 8-1 (Kandrak opposed).

## **VII: MANAGEMENT REPORT**

### **7.1: Capital Projects Report – 2005-2010: Agreed Upon Procedures**

Mr. Bruce Illsley of Greene, Finney and Horton Certified Public Accountants and Consultants briefed the Board on Agreed Upon Procedures for Capital Projects 2005-2010. The report addressed measures against specific criterions. The report contains 10 criterions, only two exceptions were noted.

### **7.2: Fiscal Year 2011 Annual Audit Plan**

The district's Chief Financial Officer, Mr. Michael Bobby announced that the Fiscal Year 2011 Annual Audit Plan was an action item that required Board approval.

### **7.3: Procurement Audit for FY2009**

Mr. Bruce Illsley of Greene, Finney and Horton Certified Public Accountants and Consultants briefed the Board on the Procurement Audit for FY2009. He said the audit examined the district's procurement process to see if it aligns with South Carolina's procurement code. After noting improvements made since 2008, Mr. Illsley said four findings were identified. The full report will be provided to the Board. Staff responded to Rev. Collins' questions about Procurement Cards. Mr. Bobby said P-Cards are taken seriously. Staff recognizes the importance of monitoring P-Card purchases. Therefore, a staff position will be added to monitor the use P-Cards. Mrs. Jordan made a comment about the auditor only auditing what the district asked them to audit. Mrs. Kandrak said she wants a government forensic audit. In response to Mrs. Kandrak's question about doing forensic audits, Mr. Illsley said he wasn't sure his definition of a forensic audit was the same as hers. Mrs. Kandrak clarified her statement and questioned why the district wouldn't agree to a more extensive audit. Mrs. Jordan requested copy of the complete audit report from Greene, Finney and Horton, CPA.

## **VIII: CHARLESTON ACHIEVING EXCELLENCE UPDATE**

### **8.1: SMART Lessons by EdTech**

Mr. Timothy Tanner, Ms. Elaine Berry, Ms. Beth Lovett, and Mr. Craig Bennett presented information to the Board on Smart Lessons by EdTech. CCSD teachers are encouraged to use lessons available in the Smart Curriculum Lesson Bank which were written by fifty teachers over the summer. All lessons in the bank are accessible to all CCSD teachers, standards-based, and designed to ensure high levels of learning.

### **8.2: Teacher Development Cycle: Evaluation Process**

Mrs. Susan Holiday, Mrs. Laurie Bates, and Mr. John Emerson presented a PowerPoint presentation on the Teacher Evaluation Cycle Evaluation Process. Below are some of the highlights:

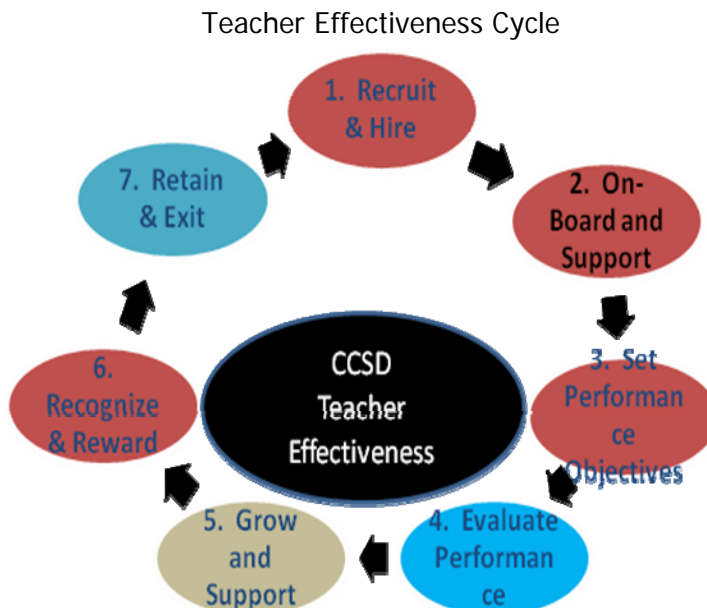
Project Team Purpose

- Analyze and address process issues identified by the Board of Trustees & others

- Improve overall effectiveness – with a focus on implementation, accountability, and best practice

Major Process Components:

- Notification & Preparation
- Preliminary Period
- Final Period
- Contract Recommendation & Decision
- Appeal



## IX. POTENTIAL CONSENT AGENDA ITEMS

**Note:** Mr. Ravenel left the meeting at approximately 7:30p.m., before the Board voted on Consent Agenda items.

**9.1: First Reading – Board Policies –** *A recommendation to approve the first reading of Board policies listed below.*

**A. GBEBA – Staff Dress Code –** Rev. Collins suggested the policy be amended to say that dresses and shorts should be worn at the top of the knee. Dr. Gepford said dress code issues are addressed individually and that principals have opportunity to use their own discretion during special events. Mrs. Oplinger moved, seconded by Mrs. Green, approval of the dress code policy approved by the Policy Committee. The motion was approved 7-1 (Collins opposed).

**B. AEB – Systems to Evaluate Annual Student Academic Growth by Principal and Teacher –** During discussion, Mr. Meyers said the MAP test is not mentioned in the policy. This is the 11<sup>th</sup> version of this policy which should drive actual results. It looks at people who perform well, as well as, those who don't. He said since part of the Superintendent's evaluation is based on annual academic growth, he wants a fair articulation. The effort is not to penalize anyone, just say they must do a better job. Mr. Meyers said annual academic growth should be a part of the principal and teacher evaluation instrument. He said it's the Board's job to set goals and evaluate results. The information printed in the Post and Courier newspaper was done independently of what administration is doing.

After concerns were expressed by several Board members, that the proposed policy required more time and involvement of teachers, Mr. Fraser moved, seconded by Mrs. Oplinger to send the policy back to

the Policy Committee for revisions. However, Mr. Meyers proposed the motion to amend #9 asking the superintendent to report back to the Board by March 2011.

At this time, Mr. Fraser moved, seconded by Mr. Meyers, the Board directed the Superintendent, by March 2011, to report to the board fair measures to apply under this policy of (a) annual student academic growth in core subject areas and (b) student academic proficiency in core subject areas to apply to teachers and principals. The motion was approved 8-0.

**C. Magnet Schools and Program Policy** – Mrs. Kandrac suggested the policy be amended to allow the Superintendent to create a process with Board approval. Mr. Meyers said the policy is race neutral and any decision made by the Superintendent is subject to Board approval.

Mr. Fraser moved, seconded by Rev. Collins, approval of the Magnet Schools and Program Policy. The motion was approved 7-1 (Kandrac opposed).

**9.2: 2011 Proposed Audit Plan** – *A recommendation to approve the 2011 Proposed Annual Audit Plan.* – Mr. Fraser moved, seconded by Mr. Meyers, approval of the 2011 Proposed Annual Audit Plan. The motion was approved 7-1 (Kandrac opposed).

**9.3: Procurement Audit for FY2009** – *A recommendation to approve the proposed Audit Report for FY2009.* – Mr. Fraser moved, seconded by Mr. Meyers, to defer the proposed Audit Report for FY2009. The motion was approved 7-1 (Kandrac opposed).

**9.4: Agreed Upon Procedures Report for Capital Construction Projects 2005-2010** - *A recommendation to approve the agreed upon procedures report for Capital Construction Projects for 2005-2010.* – Mr. Fraser moved, seconded Mr. Meyers, approval of the agreed upon procedures report for Capital Construction Projects for 2005-2010. The motion was approved 7-1 (Kandrac opposed).

**9.5: Furlough Day Restoration** – *A recommendation to restore one furlough day for current staff furloughed for the 2010-2011 school year. The funding source is General Operating Funds, the amount is \$1,031,830.* – Rev. Collins moved, seconded by Mr. Meyers, to restore one furlough day for current staff furloughed for the 2010-2011 school year. The motion was approved 8-0.

**9.6: Recommendation to Establish a Citizen's Oversight Committee for Capital Programs** – Fraser, Green Meyers, and Jordan - *A recommendation to approve the creation of a Citizens Advisory Committee to monitor and oversee the utilization of revenues generated from successful passage of one cent sales tax in November.* - Mr. Fraser moved, seconded by Mr. Meyers, approval of the recommendation to create a Citizens Advisory Committee to monitor and oversee the utilization of revenues generated from successful passage of the one cent tax. The motion was approved 7-1 (Kandrac opposed).

There being no further business to come before the Board, at 8:14 p.m., Rev. Collins moved, seconded by Mr. Meyers to adjourn the meeting. The motion was approved by consensus.

Approved:

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Nancy J. McGinley, Ed.D.  
Superintendent of Schools