Note: A full recording of the meeting is on file in the Clerk's Office and on the School Division website.

A Regular Board Meeting of the Albemarle County School Board was held on November 13, 2008 at 6:00 p.m., Room 241, County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

PRESENT: Mr. Stephen Koleszar; Mrs. Pamela Moynihan; Mrs. Diantha McKeel; Mr. Brian Wheeler; and Mr. Ronnie Price.

ABSENT: Mr. Jon Stokes and Mrs. Barbara Mouly.

STAFF PRESENT: Dr. Pam Moran, Superintendent**;** Dr. Bruce Benson, Assistant Superintendent for Student Learning; Dr. Luvelle Brown, Executive Director of Division and School Improvement; Dr. Carole Hastings, Special Assistant of Quality Systems, Planning and Superintendent Support; Ms. Annie Kim, Senior Assistant County Attorney; and Mrs. Jennifer Johnston, Clerk.

Agenda Item No. 1. Call Order.

At 6:02 p.m., Mr. Wheeler called the meeting to order.

Agenda Item No. 2. Pledge of Allegiance.
Agenda Item No. 3. Moment of Silence.

Agenda Item No. 4. Agenda.

Mrs. McKeel offered a **motion** to approve the agenda. Mrs. Moynihan **seconded** the motion, **and the motion passed with Mr. Stokes and Mrs. Mouly absent.**

Agenda Item No. 5. Consent Agenda.

5A. Donation to Red Hill Elementary School
5B. Donation to Woodbrook Elementary School
5C. Donation to Cale Elementary School
5D. Donation to Red Hill Elementary School

Mrs. McKeel offered a **motion** to approve the consent agenda. Mr. Price **seconded** the motion, **and the motion passed with Mr. Stokes and Mrs. Mouly absent.**

Agenda Item No. 6. Announcements.

Tutoring for Pay Policy: Ms. Kim summarized Policy GCQAB, *Tutoring for Pay*. The policy states that any staff member associated with the instruction of students may not be paid for tutoring a student enrolled in a class under his direction. She said with the need right now to recruit division staff to provide supplemental educational services at Greer Elementary she suggests that the Board be briefed on departing from Policy GCQAB as it is a school division sponsored tutoring program. She said that it would make sense to amend the policy in the future. Mr. Koleszar offered a **motion** that the Board waive Policy GCQAB to provide supplemental educational services at Greer Elementary. Mrs. McKeel **seconded** the motion. Mrs. Moynihan said that she feels the policy should be changed to include such in the future. **The motion passed with Mr. Stokes and Mrs. Mouly absent.**

Agenda Item No. 7. School Board and Superintendent Business.

CIP Reduction: Dr. Moran informed the Board that the Board of Supervisors is considering transferring some of the pennies from CIP to operational uses to aid schools and local government with potential revenue shortfalls in the 2009/10 budget and also as part of the five year plan for local government. She said that would mean for the school division regarding CIP is that approximately $24 million in CIP would not be available in the plan that was recently discussed. This would result in a shortage and the division will have to look at rearranging projects over the next five years. After discussions with Mr. Tucker, Dr. Hastings, Dr. Benson, and Mr. Zimmermann, it is being proposed to the Board that the staff involved in CIP and the Long-Range Planning Advisory Committee would look at the reductions that would affect the original plan presented to the Board, bring it back to the Board for review and either make changes to the plan or validate the input from staff and the committee. Then Dr. Hastings, Mr. Stokes, and Mrs. McKeel would bring the Board's changes or validations to the Oversight Committee. Mrs. McKeel stated that it is important that the school division has the ability to decide what is being moved. Dr. Moran noted that the Board of Supervisors is considering the proposal but have not signed off on it yet. Mr. Wheeler referred to the presentation to the Board on September 11th with funding requirements at $88 million for the first five years and the Board of Supervisors was informed yesterday that it will drop by $24 million. Mr. Stokes asked if that involved just the school division. Mr. Wheeler responded yes. Dr. Moran added that the local government's CIP reduction would be approximately $80 million. Mr. Koleszar stated that it is a strategic error for the Board of Supervisors to cut back when there is opportunity to buy some of the projects at a cheaper rate with the slow down in construction. Dr. Moran said that was part of the Board of Supervisors discussion and they have not decided what direction they will be taking.

Mr. Wheeler stated that the local government staff is recommending to the Board of Supervisors that they set aside one cent of the tax rate to be used for local government and school division emergency needs.

Dr. Moran said that in the spirit of the Baldrige focus the division continues to seek feedback from stakeholders on what areas of efficiencies would help the division be where they need to be next year without depending on the tax rate and CIP possibilities.

Mr. Wheeler asked the date of the Oversight Committee meeting. Dr. Moran said that it has not been confirmed as they are in the process of rescheduling.

Program of Studies: Mr. Koleszar suggested having the requirement to become a sophomore change from six credits to five credits. Dr. Moran stated that staff will look into it.

Tele-Town Hall: Mr. Wheeler summarized the Tele-Town Hall meeting held on November 12th. The following are highlights from the meeting

- Approximately 29,000 households were involved
- 1,100 peak calls
- Full report will be coming from the vendor
- Feedback was positive
- Significant increase in participants from the last meeting
- Cost effective
- Available on the web site.

Agenda Item No. 8. Work Session on the Mid-Year Review.

Dr. Benson provided an overview of what was to occur at the work session. Dr. Brown then summarized the staff report, which is on file in the School Board Office.

Mr. Wheeler noted that there is no growth with the minorities in Goal 1. Dr. Brown responded that will be covered under Goal 2. Dr. Benson added that the report is a duplicated count in which if there are students participating in more than one college level course it is showing up in the count more than once.

Dr. Moran noted the new format for the Annual Progress Report and asked for feedback from the Board.

Mr. Wheeler asked for clarification on the date for three pilot schools' applications being submitted to SPQA for its review. Dr. Brown said that it should read January 2009 and not January 2010. Dr. Hastings noted that the planned submission for the Division's application is January 2010.

Mr. Wheeler suggested that the goals be put in the future gap charts. Dr. Benson said that it will be changed before the document is posted.

Dr. Brown reviewed with the Board the set-up for the work session and that there would be breakout sessions on each area.

Board members then broke into discussion groups on each focus area. At 7:52 p.m., the groups came back together to report on the discussions from each focus group. The following are highlights of the discussion:

Key Metric Review

- Quality Council using the SPQA and Baldrige approach to identify the key elements of a world class organization
- The division will find out what it is doing compared to what they think they are doing
- School Improvement Plans (SIP) engage teacher in Professional Learning Communities (PLC) and Framework of Quality Learning (FQL)
- Have quarterly SIP data brought to the Board
- Future work session on SIP
- SIP committees give opportunities to use PLC across the division
- SIP is more data driven
- SIP should be aligned with Board priorities
- There is a disconnect on labels given to students
- There is confusion on what is grade level in math for second and third graders
- Staff is pleased with SchoolNet
- Aggregate skill data

Mr. Wheeler asked for clarification on receiving more SIP data. Mr. Price said in the discussion on what other metrics could the Board look at in the quarterly report. It was said that it would be useful to see information on different segments with the at, above, or below level data from different populations by school. He then said that the Board could see the differences between the schools as a key metric and see if the division is making a difference toward the division's goals and priorities. Mr. Wheeler said there are concerns with the Board doing this on a school level and added that he feels that the principals and instructional leaders should be asking those questions. Mr. Price stated that he would agree if there weren't problems with eliminating the achievement gap. He sees no problem with the Board hearing from the principals and the teachers with information on what the division is doing to address the particular needs of the students.

Mrs. Moynihan stated that SchoolNet will provide more data and a better understanding of what the causes of the gap might be. Mr. Price agreed but if the division is going to eliminate the achievement gap the Board is going to have to be involved. He asked Dr. Brown if it is too early to play with the present data at the Board level. Dr. Brown responded that this is the first time the division has seen this data. He is hoping the Board will see to holding the instructional leaders in the division accountable for raising the achievement scores.

Mr. Koleszar said that it is easy for the division to choose to look at where it is succeeding, but the division has to look at where it is not succeeding as that is where the changes need to be made. Staff could determine how that is structured. Mrs. Moynihan agreed but feels that the Board has to give staff a chance to learn how to use the data; as this occurs it will inform how to present it and provide an understanding of what is happening division-wide once all the data is pulled in from the schools. Dr. Benson stated that the division is moving in the right direction with putting out school level data for the first time in front of the Board. Staff is continuing to work with principals who are going to be drilling down to what the data looks like within their building.

Mr. Koleszar stated that in the elementary math data there is one African-American who is above grade level, division-wide. Mrs. McKeel said that is where the frustration comes in with the Board wanting to see the data. Mr. Wheeler suggested that the Board not look at only data from one classroom and said that all he needs to know is the division-wide data. Mr. Price disagreed and said that the Board should know what school it is and find out how to improve it. Dr. Benson said the division could have a PLC across the division by giving principals the opportunity to work in partnership to solve the challenges.

Dr. Moran stated that the Board getting into the weeds of an individual school starts to work against that school working for improvement as compared to working to please the Board. The staff needs to be careful of what path they go down having the Board looking like they are taking over the jobs of administrators in doing work that is the work of helping the schools improve and get focus. She said there are metrics that lend themselves on a quarterly or a mid-year basis with the Board.

Dr. Moran asked the group what pleased or surprised them in the Key Metric discussion. Mr. Price said how the principals and teachers were comfortable sharing the data with the Board members. Mr. Koleszar said what surprised him was the how subjective grade level is and there is work to be done to make it objective.

School-Level Review

- SchoolNet is utilized by all schools to see achievement in all areas
- **High School Level**
  - Has quarterly review process, tracking interventions, assessments, and working across grade levels to see what works in SchoolNet
  - Data is brought to the meetings
  - Data is tracked through the marking period
- **Elementary School Level**
  - There are bi-weekly assessments
  - Very successful in terms of student achievement
  - Faculty Wikis are used
  - Staff can see what needs to be done immediately
  - Greer is offering tutoring after school

Mr. Price asked if the TPA goals were discussed. Mrs. McKeel said that the TPA goals were not discussed but there was discussion on the walk throughs and staff is learning from what they are seeing from each other and sharing information.

Annual Progress Report

- Annual Report to be kept current on the website
- Quarterly address from the Superintendent
- Balance report card is going to require linking and documentation

Dr. Moran asked the group if there was anything that pleased them or surprised them in the two above reports.

Mrs. McKeel said she was pleased with the response staff had to SchoolNet. Mr. Wheeler said that SchoolNet should be reflected in what the Board is asking to be measured and reported. He said that there is concern that there is staff using another system.

Dr. Moran said that student learning is job one and should be the core of most of the conversation the Board has. She asked the Board to what degree they would like to see metrics in both schools and departments. Mr. Wheeler suggested not having the Board involved in all metrics. The document that the Board should be focused on is what is at the Board level in the Strategic Plan. He said the Board also has to be insisting that the metrics and quality measures are put in place everywhere. Mr. Koleszar said the Board wants to measure data on the TPAs, how effective are the PLCs, and is there FQL taking place in every classroom and there has to be a method to know that.

Mrs. Moynihan stated that SchoolNet is something new and is something that still needs to be understood. There is an understanding with staff that it is helpful and is being used to help instruction.

Mr. Price suggested that the Board be presented with the data that he requested earlier to address the achievement gap. He said on the Board level this data is critical to know where money is being used and is it making a difference in closing the achievement gap.

Dr. Moran said the division has put a lot time and effort in improving mathematics. She said that the gap has improved in the past two years. Mr. Koleszar stated that there is an 11% gap and a 28% gap. It is not relevant what the gap between the two groups is, it is unacceptable that only 28% are making it and that is an unacceptable high level.

Agenda Item No. 9. Public Comment.

Mr. Peter Wurzer commented on the Annual Progress Report stating that the progress is consistent in terms of the students but at the same time the achievement gap is not there. He is concerned with Goal 5 in that the public needs to know what the recommendations are. He asked what the metrics are for Goal 5 that the Board should be looking at to see if the division is owning up to and asked that they be put there in future reports.

Mr. Edward Brooks asked if the 90% division goal with the achievement gap is related to the SOL. Dr. Moran said that is the goal that has been set as a target for getting students at a 90% pass rate. Mr. Brooks commended the progress that has been made through all of the different segments. He said the emphasis is there on the progress but there is still a gap.

Agenda Item No. 10. Other Business by Board Members/Superintendent.

Dr. Moran noted that the next work session will be focused on Next Steps for Strategic Planning and said this work session was preparation for that meeting.

Mr. Wheeler reminded the Board that the VSBA Convention will be November 19-21, and the Superintendent's Budget Presentation is December 17th at 6:30 p.m.

Agenda Items No. 11. Closed Meeting.

At 8:54 p.m., Mrs. McKeel offered a **motion** that the School Board go into Closed Meeting as authorized by the Virginia Freedom of Information Act, section 2.2-3711(A) of the Code of Virginia, under subsection 1 to discuss and consider the performance and appointment of specific administrative employees. Mr. Koleszar **seconded** the motion, **and the motion passed with Mr. Stokes and Mrs. Mouly absent.**

Agenda Item No. 12. Certify Closed Meeting.

Mrs. McKeel offered a **motion** that the Board certify by recorded vote that to the best of each Board member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the Closed Meeting were heard, discussed, or considered in the Closed Meeting. Mr. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mrs. Moynihan; Mrs. McKeel; Mr. Wheeler; Mr. Koleszar; and Mr. Price.
NAYS: None.
ABSENT: Mr. Stokes and Mrs. Mouly.

Motion carried by a 5:0:2 vote.

Agenda Item No. 15. Adjournment.

At 9:12 p.m., Mr. Price offered a **motion** to adjourn the meeting of the Albemarle County School Board. Mrs. Moynihan **seconded** the motion, **and the motion passed with Mr. Stokes and Mrs. Mouly absent.**

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Chairman

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Clerk