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

A Regular Work Session of the Albemarle County School Board was held on June 25, 2009 at 6:00 p.m., Room 241, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

PRESENT: Mrs. Barbara Massie Mouly; Mr. Brian Wheeler; Mr. Stephen Koleszar; Mrs. Diantha McKeel; Mr. Jon Stokes; and Mr. Ronnie Price.

ABSENT: Mrs. Pamela Moynihan.

STAFF PRESENT: Dr. Bruce Benson, Assistant Superintendent for Student Learning; Mr. Billy Haun, Principal of Monticello High School; Dr. Luvelle Brown, Executive Director of Division and Student Improvement; Ms. Annie Kim, Senior Assistant County Attorney; and Mrs. Pauline Meehan, Deputy Clerk.

Agenda Item 1.1. Call to Order.

At 6:06 p.m. Mr. Wheeler, Chairman, called the meeting to order.

Agenda Item No. 1.2. Pledge of Allegiance.
Agenda Item No. 1.3. Moment of Silence.

Agenda Item No. 2.1. Agenda.

Mr. Price offered a **motion** to approve the agenda. Mrs. McKeel **seconded** the motion, **and the motion passed.**

Agenda Item No. 3.1. Approval of Consent Agenda.

3.2 Donation to V.L. Murray Elementary School
3.3 April 2009 Financial Reports
3.4 Approval of Title I, Part A, Improving Basic Programs Application
3.5 Approval of Title I, Part C, Education of Migratory Children Application
3.6 Approval of Title II, Part A, Teacher Quality Application
3.7 Approval of Title II, Part D, Education Technology Application
3.8 Approval of Title III, Part A, Language Instruction for Limited English Proficient and Immigrant Students Application
3.9 Approval of Title IV, Part A, Safe and Drug-Free Schools and Communities Act Application
3.10 Bama Works Fund Grant – Woodbrook Elementary School
3.11 Donation to Woodbrook Elementary School
3.12 Personnel Action
3.13 Minutes

Mr. Wheeler asked that the Authorization to Sign in the Absence of the Superintendent to sign agenda item be pulled from the consent agenda.

Mrs. Mouly asked that the Quitclaim Deed for the White Hall District Potential Parcel Interest and the Comprehensive Technology Plan be pulled.

Mrs. McKeel offered a **motion** to approve the consent agenda as amended. Mr. Koleszar **seconded** the motion, **and the motion passed.**

Agenda Item No. 4.1. Authorization to Sign in the Absence of the Superintendent

Ms. Kim said that she wanted the Board to know that those signing are signing in the absence of the Superintendent as related to their job duties.

Mrs. McKeel offered a **motion** to authorize the following individuals to sign documents, reports and official correspondence on behalf of the Superintendent in her absence according to the guidelines established by the Superintendent: Dr. W. Bruce Benson; Mr. John W. Haun; and Ms. Kimberly Rhodes. Mr. Koleszar **seconded** the motion, **and the motion passed.**

Agenda Item No. 4.2. Quitclaim Deed for Whitehall District Potential Parcel Interest

Mrs. Mouly said that it is her understanding that the business that would like for us to sign off on this has sold the property and is asking us to sign off on this quitclaim deed so that there is a clear title. Ms. Kim provided a history of the land and how it may be associated with the Albemarle County School Board. She is not sure if the company would provide compensation for this property and more discussion could take place in a closed meeting. **There was Board consensus for Ms. Kim to ask if the company would provide compensation for the property in fixing the title issue.**

Agenda Item No. 4.3. Comprehensive Technology Plan

Mrs. Mouly said that often in these reports there is given a computer to student ratio and that seems to be a highly accepted way of measuring usage in our schools. She suggested that without adequate knowledgeable supervision the ratio is not meaningful. Dr. Benson said that having access to technology does not mean that it is used in a meaningful way. Mrs. Mouly said that there is no data on what is going on in the classroom with computer aided instruction.

Mrs. Mouly offered a **motion** to approve the 2009-2010 Comprehensive Technology Plan for Albemarle County Public Schools. Mrs. McKeel **seconded** the motion, **and the motion passed.**

Agenda Item No. 5.1. Announcements.

Mr. Haun said that the turf field is being installed at Monticello High School, and the installation is going well.

Dr. Benson said that three units of the division put together applications for SPQA. Human Resources will be recognized for their application.

Agenda Item No. 6.1. School Board and Superintendent Business.

Dr. Benson said that the Board approved on the consent agenda the April financial statements. The amount of fund balance available for next year is less than what was looked at earlier in the year. We are concerned going into next year because the economic forecast for the state is not encouraging. We are likely going to see reductions in local revenue as well for next year. We have instituted a 10 percent holdback on next year’s operating expenses. Mrs. Mouly asked if the holdback was released this year. Dr. Benson said yes. We do not know how much operating expenses were unspent this year.

Dr. Benson said that we are in the middle of driver training at Transportation. This is going well and it is hoped that we will be fully staffed at the beginning of the school year.

Dr. Benson said that the renovations at the schools are on time.

Dr. Benson said that VOIP telephone system is being implemented and at the end of the summer Monticello and Western will be the only schools left to upgrade.

Dr. Benson said that we are working on new menu items for the Child Nutrition department for next year.

Mr. Haun said that summer school is under way at all three levels.

Mr. Haun said that the summer CAI work is underway and there are a lot of common themes among schools on such things as infusing technology and updating pacing and curriculum guides.

Mrs. McKeel said that Murray High School and Agnor-Hurt Elementary School have summer school programs that sound interesting. She is interested in what these programs entail. Ms. Collins said that the programs are tuition based enrichment programs.

Mrs. McKeel asked if we are still inviting students to the summer school programs for those at-risk. Ms. Collins said that they are invited at the elementary schools and the middle schools are encouraging participation but it is not mandated.

Mr. Wheeler said that the Board needed to elect a delegate and alternate for the VSBA delegate assembly at the Annual Convention. **There was Board consensus for Mr. Wheeler to serve as the delegate and Mrs. Mouly to serve as the alternate.**

Mr. Wheeler asked if the Board wished to recognize anyone for the VSBA Media Honor Roll. This will be brought back to the Board if there are nominees that the Board would like to see recognized.

Mrs. McKeel asked how the Western Feeder Pattern issues with music programs. Mr. Haun said that some additional staffing has been provided so that the band and choral teachers can be separate teachers. Dr. Benson said that part of the issue is finding someone who is highly qualified to fill those positions.

Mrs. McKeel said that there have been a number of discussions about electives, where do we stand with that issue? Dr. Benson said that the number of electives offered at Henley is larger than other schools. Mr. McLaughlin has reduced the number offered for next year.

Agenda Item No. 7.1. Use of Board Reserve for Community Outreach

Dr. Benson summarized the staff report, which is on file in the School Board Office.

Mrs. McKeel offered a **motion** to move the community outreach position to a full-time position from a 0.5 FTE and request the Board of Supervisors to amend the appropriation ordinance accordingly to be funded from School Board Reserve. Mr. Price **seconded** the motion. Mr. Stokes said that he would not support this motion. He feels that the position is being made full-time so that we can retain the person in the position. Mrs. McKeel said that using these funds is a valuable use of the money. This position is all about relationships. She believes that the relationships that have been built would be difficult to reestablish with a new person in the position. Mr. Price said that we not only capitalize on the capabilities of the person in the position but this person will pick up some other responsibilities from positions that are being reduced but the work needs to continue. **The motion passed with Mr. Stokes voting no.**

Agenda Item No. 7.2. Policy Review and Revision.

Ms. Kim summarized the staff report, which is on file in the School Board Office. She asked that Policy IGDA be pulled for another meeting as there was confusion as to the correct version that needed to be posted.

Mrs. Mouly asked about IGAD. Are the changes from a state requirement? Ms. Kim said that most changes are to meet state requirements and to make sure that it reflects current practices.

There was Board consensus to place on the next consent agenda for approval except Policy IGDA.

Agenda Item No. 7.3. Break

There was a break from 7:10 p.m. until 7:22 p.m.

Agenda Item No. 7.4. Strategic Planning/Board Priorities

Dr. Benson summarized the staff report, which is on file in the School Board Office.

Mr. Price said that the Board would like to know where we are in regards to the Framework for Quality Learning with respect to the division. Is it being implemented in all schools and at what level? This is the type of metric that the Board is looking for. Dr. Brown said that staff is in the process of developing key performance indicators.

Mr. Stokes asked what the attendance was at the CAI Institute this year as compared to last year. Mr. Haun said that he did not have that figure. He said that there are more people involved because they are now happening in the individual schools. Mr. Stokes asked if it was still voluntary. Mr. Haun said yes and it really depends on the school and how they proposed to run their mini-institute. Mr. Stokes asked that the participation rates be provided to the Board. Mr. Haun said that it would be provided in *Superintendent's Letter*. Mr. Stokes asked if participation was voluntary. Mr. Haun and Dr. Benson said yes.

Dr. Benson said that we have a system that we think will allow us to gauge the implementation of the Framework in the coming year.

There was Board consensus for Priority 1.1. to remain the same for the next year.

Dr. Benson said that staff is requesting a new priority tied to student engagement. He explained to the Board several ways that student engagement could be worked into a priority. Should it be a priority by itself or part of Priority 1.1?

Dr. Benson said that priority 1.2 is going to be rolled into the implementation of the Framework for Quality. Staff could develop a specific priority on student engagement or use it as key performance indicator of the priority that is already in place. Mr. Koleszar said that he would like to see student engagement raised to the level of a priority. Mr. Wheeler said that he would like for a priority to be developed in this area.

Priority 2 – Eliminate the Achievement Gap is a priority where there has been some concern by both the board and staff. Dr. Brown said that the preliminary data is showing some improvements. Mr. Koleszar said that it is important to remember where we were in past years and the progress that we have made. We know that we have to achieve this goal. Mrs. McKeel asked when the data would be available. Dr. Brown said that it would be late August or September.

Dr. Benson said that there is more work to be done with this priority. Staff is wondering if there needs to be more details on what should be doing consistently across professional learning communities in the Division.

Mr. Koleszar said that PLCs are one of our key strategies but he has a hard time linking it to Goal 2. This priority takes the focus away from closing the achievement gap. Mr. Haun said that PLC work allows for teachers to put names with faces and scores. Mr. Koleszar said that the wording of the priority does not fit well with the Goal. Dr. Benson said that there is some language in the priority that needs to change. We need to include changing the way we work with students to get to higher levels of achievement.

Mr. Price said that he thinks that it is good to tie PLC and FQL to closing the achievement gap. As the performance in one membership group improves the rest of the division improves as well. He would like to see something on culturally responsive teaching.

Mr. Koleszar said that he thinks there are teachers that think students can only perform to a certain level, and that needs to be addressed.

Dr. Benson said that Priority 3 there are some areas that need to be included: compensation and performance evaluations. Mr. Price asked if we could think about succession planning in this goal. Realizing that we are not always able to recruit from outside.

Mr. Wheeler said that we spoke about switching from recruiting and retaining to developing our workforce. Maybe employee development needs to be emphasized in the evaluation item.

Mr. Koleszar said that he would like to see data from the performance appraisals so that we can see where we are.

Mr. Price asked if it would be too complicated to ask staff to capture performance data that could be compiled. Mr. Koleszar said that it would be nice to have a baseline. Mr. Haun said that there are 19 standards for teachers so it is not as clear as it would be for classified staff. Mr. Koleszar said that he would like a metric that measures the right thing. Mr. Wheeler said that the TPA was supposed to be the right thing. Mrs. McKeel said that this conversation is critical if we are going to move toward pay for performance.

Dr. Benson said that the Goal 4 priority is an area where it should be moved to the division level and will need some additional language added. Board members agreed that it would be the next step.

Dr. Benson said that Priority 5.1 said that staff has mapped for the Board the progress for the recommendations. Staff is asking that the priority be shifted to focus on project management. Mr. Stokes said that he feels that there is still work to be done with the recommendations from the Resource Utilization Study.

Mr. Wheeler said that if the Board receives updates because he would like to know where we ended up on all the recommendations from the resource utilization study. Dr. Benson said that staff is asking whether it wants to mention the study in the priority. Staff will continue to work on those recommendations. Mr. Stokes said mentioning the study keeps people focused because it is a concrete document that you can put your hands on.

Mr. Price suggested that the priority be focused on the balanced scorecard with the recommendations from the study being a part of the balanced scorecard.

Mrs. Mouly said that the priority could be more generic language and then what drives it - balanced scorecard or resource utilization study – is the strategy.

Mr. Wheeler said that we do not have a balanced scorecard and then project management is how it is going to get done.

Mr. Koleszar suggested moving the balanced scorecard and project management to Goal 4. Board members agreed that it would probably fit better under Goal 4 and Goal 5 would contain more identifiable items.

Dr. Benson then recapped the discussion to make sure he had captured the Board's direction for revising the priorities.

Agenda Item No. 7.5. Future Work Session Discussion.

Dr. Benson summarized the staff report, which is on file in the School Board Office. He then led the Board through a voting process to identify future work session topics. Mr. Wheeler suggested creating a new list of potential topics then the Board could vote on what they would like the topics to be.

Mr. Wheeler asked for items that were not included on the list. The following topics were put up for discussion: SchoolNet, teacher performance appraisal, world languages, distance learning, School Board governance, alternative compensation models, continuous improvement in athletics (division-wide discussion), employee innovation in instruction, balanced scorecard and project management, going "green", visual and performing arts, alignment of schedules, student engagement, school climate with emphasis on cultural awareness, and increasing diversity recruiting.

Mr. Wheeler asked that the Board come back to the discussion after public comment. After public comment the Board resumed discussion on future work session topics.

Dr. Benson asked that Board members choose their top six topics that they would like to discuss from the list developed.

There was consensus to place all topics except going "green" on the next agenda for identifying future work sessions.

Agenda Item No. 8.1. Public Comment.

Mr. Ed Brooks said that he was going to talk about diversity disconnect. He thinks the division has a diversity disconnect. The response to the hiring of recent principals was hesitant and came off weak which surprised him, and wondered why that happened. He noticed that last week that the responses were varied as to why minorities were not hired. No one said anything about eliminating the achievement and how that fit into the hiring of the principals.

Mr. Peter Wurzer said that he looked at the fund balance. He is confused by the presentation of the fund balance in the document as it relates to the early retirement incentive.

A**genda Item No. 9.1. Other Business by Board Members/Superintendent.**

Mr. Koleszar said that the Process Owner's meeting took place. He provided an update to the Board on where we are with Access Albemarle.

Mr. Wheeler reminded the Board of the joint meeting that will be taking place next Wednesday.

Mr. Wheeler said that he met with Denise Lunsford and they discussed areas where the School Board and Commonwealth's Attorney Office could work better together. He will provide more information at a later meeting.

Agenda Item No. 10.1. Closed Meeting.

Mr. Price offered a **motion** that the School Board go into a 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 appointment of an assistant principal at Albemarle High School, the reappointment and tenure appointments of specific administrative employees; under subsection 3 to discuss and consider the disposition of publicly held real property, and under subsection 7 to be briefed by staff members pertaining to the actual litigation concerning the condemnation of real property. Mr. Koleszar **seconded** the motion, **and the motion passed with Mrs. Moynihan absent.**

Agenda Item No. 11.1. Certify Closed Meeting.

Mr. Price 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 open meeting requirements by the Virginia Freedom of Information Act and identified in the motion authorizing the Closed Meeting were heard, discussed or considered in the Closed Meeting. Mrs. McKeel **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

Motion failed by a 6:0:1 vote.

Mr. Stokes 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 open meeting requirements by the Virginia Freedom of Information Act were heard, discussed or considered in the Closed Meeting. The matters discussed were the three identified in the original motion and an item subject to closed meeting discussion under subsection 1 to discuss and consider the dismissal of a teacher. Mr. Price **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

Motion carried by a 6:0:1 vote.

Mr. Price offered a **motion** to accept the Superintendent's recommendation for the dismissal of teacher number 1. Mr. Koleszar **seconded** the motion, **and the motion passed with Mrs. Moynihan.**

Agenda Item No 12.1. Adjournment

At 10:26 p.m., Mr. Price offered a **motion** to adjourn the meeting of the Albemarle County School Board. Mr. Koleszar **seconded** the motion, **and the motion passed with Mrs. Moynihan absent.**

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Chairman

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Clerk