

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 August 27, 2009 at 6:00 p.m., Room 241, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

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

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

STAFF PRESENT: Dr. Pamela Moran, Superintendent; Dr. Bruce Benson, Assistant Superintendent for Planning and System Planning; Mr. Billy Haun, Assistant Superintendent for Student Learning; Dr. Luvelle Brown, Executive Chief Information Officer; Ms. Annie Kim, Senior Assistant County Attorney; and Mrs. Jennifer Johnston, Clerk.

Agenda Item 1.1. Call to Order.

At 6:05 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. Koleszar offered a **motion** to approve the agenda. Mrs. McKeel **seconded** the motion, **and the motion passed with Mr. Stokes and Mrs. Mouly absent.**

Agenda Item No. 3.1. Approval of Consent Agenda.

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- 3.2 Donation to Meriwether Lewis Elementary School
- 3.3 Personnel Action
- 3.4 Personnel Action
- 3.5 Donation to Albemarle High School
- 3.6 Driver Education Fees
- 3.7 Donation to Walton Middle School
- 3.8 Minutes
- 3.9 Crisis Plan Certifications

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

Agenda Item No. 4.1. Announcements

Dr. Benson, Dr. Moran and Mr. Haun provided an overview of the opening day of school. They shared with the Board information on student enrollment, building readiness, and transportation. Staff emphasized that learning was taking place in all schools on the first day of school.

Dr. Brown provided information on additional AYP/SOL data that the division received on Albemarle High School, Monticello High School, and Western Albemarle High School. Mr. Price asked what Western attributes to the decline in math scores of the minority pass rates. Dr. Brown said that it is a small number of students that caused the number to shift in such a large number. Mr. Koleszar said he likes to look at it in terms of number of students that failed. Mrs. Moynihan asked if with SchoolNet you can focus in on an individual student to see where focus is needed. Dr. Brown said that you can see the progress of the student over the years.

Agenda Item No. 5.1. School Board and Superintendent Business.

Dr. Benson provided that the Board with a proposed timeline for the southern feeder pattern school decision. He said that the recommendation was to come to the Board the first meeting in September but staff would like to push that presentation out to the work session in September. He then reviewed the proposed timeline with the Board and asked for approval. Mrs. McKeel said that the week in October she is out of town. She likes the idea of moving the recommendation to the work session. She feels that the CIP is driving the timeline. Dr. Benson said that we could look at moving the vote to a different meeting. Mrs. McKeel said that she thinks the idea of the tour is great and she asked that it be a structured board. Dr. Benson said that scheduling may be an issue but we will try to get as many together as possible. Dr. Moran said that she thinks it is important for Board members to get to know the schools that they are discussing and that is not always the case depending on the district you represent. Dr. Benson said that staff will begin working on building out the timeline and what needs to be done at each point. Mr. Price asked that the tours be done all on one day if possible.

Agenda Item No. 6.1. Teacher Performance Appraisal

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

Mr. Wheeler asked about how successful the plans of assistance are. Mr. Rogers said that most have been successful.

Mr. Wheeler said that for tenured teachers who have been placed on a plan, how many are resolved quickly. Mr. Rogers said that most have shown improvement but others do not.

Mr. Koleszar said that there is the myth that we are not able to get rid of nonperforming teachers. That is not true in this division.

Mr. Wheeler asked if as the TPA and levers are being implemented are the conversations about the need for performance improvements easier. Mr. Rogers said that the feedback allows for teachers to be aware of their issues and make changes for improvement.

Mrs. McKeel said that she wonders if administration struggles with dealing with mediocre teachers. Does the process we have help identify mediocre teachers – those who are doing the bare minimum – but not really a bad performer? Mr. Rogers said that goal setting help deals with pushing teachers to a different level.

Mrs. Moynihan asked how personal issues that may interfere with performance are dealt with. Mr. Rogers said that those conversations would be had when staff became aware of it and then some counseling services or other assistance could be sought out to help out that individual.

Agenda Item No. 6.2. Break**Agenda Item No. 7.1. Public Comment.**

Mr. Tim Kindrick is a former employee. He was terminated from his position, and he asked that the Board reconsider his employment.

Ms. Kelsey Johnson is a parent at Red Hill Elementary School. She spoke to the Board about southern feeder pattern discussions and decisions to be made. She discussed with the Board questions that she pulled from the information from the Long-Range Planning Committee minutes and discussions. She thinks that the process is flawed.

Mr. Graham Paige is a former employee of the county and a member of the Long-Range Planning Committee. He sent the Board an email at the beginning of the week. He is dissatisfied with the process for the southern feeder pattern schools. The process involving the study team was not allowed to do their job, and questioned why the study team was terminated. He asked the Board to listen to all the research and all the people who are speaking.

Ms. Melinda Whitehurst is a parent. She is concerned about the Superintendent's recommendation for the southern elementary schools. She is concerned about the decision. She questions the cost savings for building a new school as well. She questioned whether a new school would benefit the community and do they fit in with the neighborhood schools. She is curious to know what the benefits of a larger school are for the students.

Mr. Peter Wurzer spoke to the Board about the math and science academy. He feels that we need the disciplines that are being taught there. He asked how the division will measure success at the school. He then spoke about the TPA. He supports the use of smart goals and they do get results. How do we deal with the "will do" factor? How do we motivate teachers to do the work? Motivation is the key to getting the work done.

Mr. Darcy Burn is a Scottsville resident. He is opposed to the closing of Scottsville Elementary School. He moved to Scottsville for the neighborhood school. He has been impressed with the school since his son started attending.

Mr. Glenn Gibson is a bus driver. He supports the idea of reinstating Mr. Tim Kindrick to his position at Transportation. He said that there if you build bigger schools you are going to need more bus drivers. It will be hard to find more bus drivers as it is already an issue for the division.

Mr. Rich Cieslewitz is a bus driver for the County. He asked the Board to reinstate Mr. Kindrick to his position at Transportation. Mr. Kindrick has turned the moral around of bus drivers and has provided more direction than the drivers have ever had.

Agenda Item No. 8.1. Other Business by Board Members/Superintendent.

Mr. Koleszar said that Dr. Moran provide the book Sway to the Board. He said that there are implications to where we want to go as a division.

Mr. Price said that he attended the PREP board meeting.

Agenda Item No. 9.1. Closed Meeting.

At 9:57 p.m., 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 Monticello High School and subsection 7 to consult with legal counsel and staff regarding specific legal matters related to a former administrative employee. Mr. Koleszar **seconded** the motion, **and the motion passed.**

Agenda Item No. 10.1. 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 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. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mrs. Moynihan; Mr. Price; Mrs. Mouly; Mrs. McKeel; Mr. Koleszar; and Mr. Wheeler.

NAYS: None.

ABSENT: Mr. Stokes.

Motion carried by a 6:0:1 vote.

Agenda Item No 11.1. Adjournment

At 10:26 p.m., Mr. Koleszar 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 absent.**

Chairman

Clerk