

Community Advisory Board Meeting Minutes

Metro Activity Center

Thursday, October 25, 2018

Call to Order at 5:32 pm

In attendance: Larry Clark, Melanie Fox, Anthony Hampton, Michael Mason, and Jeff Wood.

- I. Welcome and Greetings were given by Jeff Wood.
- II. Superintendent Poore shared celebrations.
 - a. Teacher of the Year Stacy McAdoo. Coca Cola and Kroger will host a Teacher of the Year celebration for all TOY winners in central AR.
 - b. ADE Toolkit Community Meeting at Philander Smith College
 - c. Speaking engagement for Mr. Poore at Rock Region Metro. Partnership with Rock Region Metro for student city bus transportation.
 - d. International Day at Adult Education.
 - e. Mr. Poore invited Board members, staff and the community to participate in Jane Mendel Reading Day is November 13, 2018. One District One Book kickoff November 13 at 1:30 pm.
 - f. LR Central Men 's Tennis State Champions
- III. Partnership Celebration
 - a. Tammy Blaylock presented the Student Technology partnership with Central AR Library system. Mr. Poore gave an overview of the CALS Tech Card
- IV. District Improvement Plan Update
 - a. Dr. Veronica Perkins introduced the District Literacy Plan. Literacy Coordinators, Beverly Thrasher (Secondary) and Sabrina Stout (Elementary) also presented details for their perspective levels.
 - i. Mrs. Thrasher shared the current state of the three secondary schools ESSA's status, then shared more details about the critical focus areas as it relates skills and standards.
 - ii. Dr. Perkins answered specific questions from Board Members Melanie Fox and Jeff Wood. Dr. Perkins specified which tasks listed in the Secondary Literacy Plan have been implemented and which are in the process of being implemented.
 - iii. Sabrina Stout laid out details of how the District is training teachers to use the science of reading. She also reviewed details of the District Elementary Literacy plan. Mrs. Stout answered specific questions from the Board.
 - b. Dr. Danyell Cummings gave an overview of the NWEA literacy data results from Bale, Romine, Washington, and Stephens. She answered specific questions from the Board about the graphs presented. She also shared details about the NWEA data tools teachers have access to help guide instruction in specific skills.
- V. Community Facility Blueprint

- a. Mr. Poore shared background information on how the community input was put together. He also asked the Board to decide how they would like to approve the final recommendation. The Board unanimously consented on voting on each individual recommendation rather than approving the plan as a whole. Mr. Poore said that the final recommendation will be presented in November. Melanie Fox made a motion to move the Board meeting to Thursday, November 29. Anthony Hampton seconded the vote. It passed unanimously. The meeting will specifically focus on the facility recommendations. Administration will present a plan, hear from the community, and then vote on the recommendation during the meeting.

VI. Financial Report

- a. Kelsey Bailey, Chief Financial Officer, presented an overview of student enrollment numbers and some factors that may have contributed to a decrease in student enrollment. He also presented the 5% salary increase report the District is required to do by state law. Then, Mr. Bailey presented summary revenue and expenditure reports as of October 22, 2018.
- b. Mr. Bailey answered questions about specific budget items.

VII. Policy Development

- a. Eric Walker, Staff Attorney, presented Sections 1.2, 2.3 and 4.4.
 - i. Melanie Fox moved to approve the recommendation of Sections 1.2, 2.3 and 4.4 to Commissioner Key. Anthony Hampton seconded. The motion passed unanimously.
- b. Mr. Walker answered a question about the policy on employee background checks as outlined in Section 8.
- c. Jordan Eason detailed the guidelines/steps for how a teacher can be terminated for poor performance. Ms. Eason explained that an administrator can place a teacher on an improvement plan based upon informal and formal observations and evaluations. The administrator meets with the teacher to collaboratively adopt an improvement plan for the teacher. The improvement period has two phases - Awareness Phase (30 days) and the Assistance Phase (40 days). If there is no satisfactory improvement within the improvement period, a disciplinary meeting will be held by principal to make a recommendation for termination. Mr. Poore would send the letter of termination. The teacher would have 30 days to appeal the termination. Mrs. Fox asked Ms. Eason to explain how the Commissioner's plan would change the termination process.
- d. There was also discussion about how the District implements FMLA for employees under the law. Ms. Fox stated that she is supportive of the waiver desired by Commissioner Key to waive the right to due process for employees of "D" and "F" schools. Mr. Mason commented that we need to be competitive with other districts in salaries in order to attract "the best of the best." Discussion continued about teacher effectiveness, teacher salaries, support of the Commissioner's waiver proposal.
- e. Melanie Fox made the motion to approve Section 3. Michael Mason seconded. The vote was unanimous.
- f. Melanie Fox moved to approve Section 8. It was seconded by Anthony Hampton. The vote was carried unanimously.

VIII. Public Comments

- a. Adrienne Jordan, a Special Education teacher, cheer coach and pep squad coach at Cloverdale Middle School, made comments about the work that she and other teachers at her school do daily. She invited the Board members to visit Cloverdale.
- IX. Board Comments
- a. Mr. Poore invited Board members to attend the ASBA annual Conference. Board members will contact Jasmine Perry if they would like to attend.
- X. Adjournment
- a. Anthony Hampton made motion. Michael Mason seconded. The meeting adjourned at 8:58 pm.