

MINUTES OF
CALLED WORK SESSION
February 6, 2017

The called work session meeting of the Whitfield County Board of Education was held at the Whitfield County Central Office on February 6, 2017. Vice Chairman Louis Fordham called the meeting to order at 5:32 p.m.

Present were the following board members:

Thomas Barton
Louis Fordham
Rodney Lock – arrived late and joined them in executive session
Tony Stanley
Bill Worley - absent

Others present:

Judy Gilreath
Karey Williams
Mike Ewton
Richard Hill
Carolyn Weaver

Adoption of Agenda

Vice Chairman Louis Fordham recommended the board members adopt the agenda as presented. Tony Stanley moved approval and Thomas Barton seconded. The board approved 3-0.

Executive Session

Superintendent Judy Gilreath recommended the board members move into executive session to discuss personnel and a tribunal appeal. Vice Chairman Louis Fordham said that a recommendation had been made to move into executive session to discuss personnel and a tribunal appeal. Thomas Barton moved approval and Louis Fordham seconded. The board approved 3-0.

Adjournment

The board members having taken no action in executive session adjourned executive session at 6:19 p.m. Rodney Lock moved approval and Tony Stanley seconded. The board approved 4-0.

Vice Chairman Louis Fordham made a motion and moves to uphold the decision of the tribunal panel as discussed in executive session. Tony Stanley seconded. The board approved 4-0.

Meeting was adjourned at 6:20 p.m.

Secretary

Chairman

MINUTES OF BOARD MEETING

February 6, 2017

The regular meeting of the Whitfield County Board of Education was held at the Whitfield County Central Office on Monday, February 6, 2017. Vice Chairman Louis Fordham called the meeting to order at 6:30 p.m.

Present were the following board members:

Thomas Barton
Louis Fordham
Rodney Lock
Tony Stanley
Bill Worley - absent

Also present were the following staff members:

Judy Gilreath	Kelly Coon
Karey Williams	Carolyn Weaver
Audrey Williams	Richard Hill
Mike Ewton	Wanda Phillips
Eric Beavers	

Also present:

A list of the public in attendance is a part of the backup minutes.

Adoption of Agenda

Vice Chairman Louis Fordham recommended the board members adopt the agenda as presented. Thomas Barton moved approval and Rodney Lock seconded. The board approved 4-0.

Pledge of Allegiance

Brody Kinsey, 7th grade student at Valley Point Middle School, led the Pledge of Allegiance

Moment of Silent Reflection

Vice Chairman Louis Fordham asked everyone to observe a moment of silence.

Inspiration

Joe Barnett, principal at Valley Point Middle School, put together a slide show of the 50 students and chaperones that represented our system at the 45th Presidential Inauguration in Washington, DC. This trip was made possible through the Y Club of Georgia. Three of the students that went shared some information on the trip.

Recognitions and Presentations

Southeast High School's Art Students Work is Recognized by the Georgia Scholastic Art Award

The board presented the following certificates of congratulations to the students that were awarded and recognized by the Georgia Scholastic Art Awards:

- Ruby Salaises and Christian Perez – Silver Key Award in Photography
- Itzell Daniel – Silver Key Award and Honorable Mention in Painting
- Emma Coley Honorable Mention in Photography
- Melissa Moctezuma – Honorable Mention in Painting
- Mario Pozos and Adi Vasquez – Honorable Mention in Drawing

Mr. Fordham said that the students awarded Silver key Awards will be honored at a gallery exhibit and awards reception and ceremony at the Savannah College of Art and Design in March.

Alex Garnica, Southeast High School, Placed 2nd in the 2016 International Torrance Legacy Creativity Award

The board presented a certificate of congratulations to Alex Garnica for placing 2nd in the 2016 International Torrance Legacy Creativity Award. Alex found out that his artwork was also selected for exhibit at the All-State Art Symposium by Judge Dennis Harper, Curator of Collections and Exhibitions at the Jule Collins Smith Museum of Fine Arts at Auburn University where it will be eligible for other awards. It was selected from 1,200 other submissions from high school students around the state.

Google for Education Certified Trainer – Pam Pettyjohn

The board presented a certificate of congratulations to Pam Pettyjohn for becoming a Google for Education Certified Trainer. The Certified Trainer is part of a Professional Development program offered by Google to help schools effectively implement Google in the classroom.

New Hope Elementary School and North Whitfield Middle School Receive Silver Award for Greatest Gains

The board presented certificates of congratulations to Carla Maret, principal of New Hope Elementary School, and Andrea Bradley, principal at North Whitfield Middle School, for receiving the Silver Award for Greatest Gains at their schools. This award comes from the Governor's Office of Student Achievement. The 2016 Greatest Gains award winners consist of 139 schools across 50 districts in Georgia. The school awards are part of Georgia's Single Statewide Accountability System (SSAS). Greatest Gains schools must earn a three-year average CCRPI Progress Score that ranks in at least the 93rd percentile. Andrea Bradley had a couple of her teachers in attendance and she had them stand with her and said that they are the reason we have received this. Dr. Gilreath said that this is an outstanding achievement and we are very proud of these schools and their staff.

Recognizing Tom Dickson for His Service in the Georgia House of Representatives

The board presented a certificate of recognition to former Representative Tom Dickson for his dedicated service to the parents and students of Whitfield County Schools and this community from 2005-2016. Dr. Gilreath said that Mr. Dickson served on the Education Committee while he was a representative and also served Whitfield County Schools as a former Superintendent. Dr. Gilreath said that if she ever needed anything he was just a phone call away. He would always keep us aware of any legislation that might affect education. We want to thank him for his service, friendship, and dedication.

Hearing of Individuals

Tina Young – Student Dress Code

Approval of Minutes – January 3, 2017 Board Meetings and January 5, 2016 Whole Board Governance Training

Vice Chairman Louis Fordham recommended the board approve the minutes for the January 3, 2017 board meetings and January 5, 2017 Whole Board Governance Training. Rodney Lock moved approval and Tony Stanley seconded. The board approved 4-0.

Purchase Orders Over \$25,000

<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Ownbey Enterprises, Inc.	Diesel Fuel	\$40,000.00
Kristin Jennifer Guillemette (Tink's Magical Vacation)	Room Balance for DGE/VPM Disney Trip (Donor) (November 13-17, 2017)	\$26,784.00

Tony Stanley moved approval and Louis Fordham seconded. The board approved 4-0.

Financial Reports

Kelly Johnson Coon, Director of Finance, presented the General Fund Balance and the Capital Projects report as of

December 31, 2016. Louis Fordham recommended the board approve the reports as presented. Louis Fordham moved approval and Thomas Barton seconded. The board approved 4-0. The financial reports are a part of these minutes.

Superintendent's Reports

Teaching & Learning

Certified ISS Teacher Evaluation Form

Karey Williams, Assistant Superintendent of Teaching & Learning, presented the Certified ISS Teacher Evaluation Form to the board for approval. She said that the job does not fit the state TKES so this is the one that they would like to use. Rodney Lock moved approval and Louis Fordham seconded. The board approved 4-0.

Assessment and Accountability

Strategic Plan Update

Dr. Audrey Williams, Assistant Superintendent for Assessment and Accountability, said that each department will give an update on the Strategic Plan:

Goal 1: Instruction & Assessment

Karey Williams, Assistant Superintendent for Teaching and Learning gave an update on the following: Provide the educational foundation and opportunities to accelerate all students to achieve expected or high academic growth.

Action Step: Increase use of literacy standards across the curriculum

- First full year of WCS Literacy Framework implementation for elementary schools.
- Seven cohorts of Growing Reader Grant work in grades K–3 who are finished or in progress.
- GOSA Implementation Grant (\$611,000) – Focus on Birth to age 5 – Learning Academies – Recipes for Success – Health and Wellness Classes – Power Lunches – Ready Rosie communication app for teachers and families – Purchase of additional reading books

Middle & High School Literacy

Focus on effective literacy instructional strategies to be used in all subject areas.

- CSET Argumentative Writing Strategy
- PALS Reading to understand complex text
- Reciprocal Teaching

Provided collaboration days for teachers at elementary, middle, and high school levels to clarify understanding of standards to help students transition up to the next levels (from 5th to 6th and from 8th to 9th).

Focus on the Right Work

We study many data sources to measure student learning, including our Milestone Achievement scores and Student Growth Percentiles (SGPs).

Data indicates our students often start school below age-appropriate performance levels because they face additional struggles connected to the effects of poverty and language acquisition.

Recent articles in The Daily Citizen have recognized these challenges.

At this time Karey Williams directed the board to the following website at the GaDOE gsgm.gadoe.org. The Student Growth Percentiles (SGPs) describe the amount of growth a student has demonstrated, relative to other students across Georgia with the same achievement history. This tool provides school- and district-level SGP results.

Use the drop-down menus at the top to select the data you want to view. You can hover over a bubble to view additional information. You can then click on a bubble to drill down and view more detailed data. The hyperlinks at the top will allow you to go back to previous views. She told the board that by using this model you can compare our growth with the surrounding counties that have the same needs. Whitfield County Schools Median Growth Percentile is at 53.0. This is higher than any of the other counties that have the same needs that we do.

Top 10 Georgia Districts # English Learners

System	#Pre-K-12	# EL Students	% EL Students
Gainesville City	7,961	2,185	27.4%
Echols	823	170	20.7%
Hall	27,226	4,558	16.7%
Dalton City	8,142	1,262	15.5%
Marietta City	8,923	1,244	13.9%
DeKalb	101,269	13,532	13.4%
Gilmer	4,175	533	12.8%
Whitfield	13,185	1,674	12.7%
Colquitt	9,623	1,212	12.6%
Brookhaven Innovative	373	46	12.3%

Title I Poverty Levels

System	Free & Reduced Meals %
Rome	82%
Murray	76%
Dalton	76%
Whitfield	72%
Gordon	65%
Georgia (Statewide)	62%
Calhoun	60%
Floyd	60%
Bartow	59%

Next Action Steps

- Must continue to strengthen Birth to Age 5 Literacy in the community and through our GOSA Grant. Our family Learning Academies will double from 3 to 6 locations next year.
- Need to focus on Literacy Instruction in Grades 4 and 5.

- Increase the rigor of our K–12 writing instruction.

Action Step: Consistently Use Non-Negotiable Practices

Instructional Model, Data Analysis, Communication with Families

- Building and district-level trainings are based on these instructional practices.
- Practices are monitored through teacher observation process.
- Data Teams use various student data to guide instructional decisions.
- PBIS strategies have increased school climate scores and parent surveys have shown they believe our schools are responsive to family needs.

Next Action Steps

The Social Studies and Science Standards will be new for the 2017–2018 school year.

We continue working to design effective units of study that reflect our Non-Negotiable Practices.

Graduates Will Be College & Career Ready

Raise the graduation rate above 80%

- Coahulla Creek started a Teacher Advisory program this year. Northwest and Southeast already have these programs in place to help students keep on track to graduate.
- We have increased opportunities for students to earn credits in a variety of ways (traditional, dual enrollment, online academy, credit recovery).
- Hired Jackie Bailey (half-time this year, full-time next year) as Coordinator of the Whitfield County Online Academy to help develop and manage the online academy.
- All high schools did graduation walks in every feeder school last spring.
- Improved Response to Interventions program that provides remedial help for students who are not on grade level.

Next Action Steps

- Hire a graduation coach at Phoenix High School to help keep students on track to graduate. As funds become available, graduation coaches would be placed at each high school.
- Put additional procedures in place to monitor progress of dual enrollment students to maximize the effectiveness of this option.
- Continue to review different high school organizational models to meet the needs of our students.

Goal 2: Highly Qualified Personnel

Dr. Richard Hill, Chief Officer for Human Resources, gave an update on the following:

Recruit, retain, and develop highly-qualified personnel

Teacher Recruitment

2017–2018 Recruitment Schedule

- Georgia State University Atlanta Jan. 27, 2017
- Kennesaw State University Kennesaw Feb. 7, 2017
- Dalton State College Dalton Feb. 13, 2017
- Atlanta University Center Consortium† Atlanta Feb. 15, 2017
- Fort Valley State University Fort Valley Feb. 17, 2017
- West Georgia College Carrollton Feb. 22, 2017
- Nashville Area Career Fairs Consortium‡

† The Atlanta University Center Consortium includes the following institutions: Morehouse College, Clark Atlanta University, and Spelman College.

‡ The Nashville Area Career Fair Consortium includes the following institutions: Middle Tennessee State University, Vanderbilt University, David Lipscomb University, Belmont University, Tennessee State University, Austin Peay State University, Aquinas College, Athens State University, Cumberland University, Fisk University, Martin Methodist College, and Trevecca University.

- Lee University Cleveland, Tenn. March, 2, 2017
- University of Tennessee at Chattanooga, Chattanooga, Tenn. March 2, 2017
- Metro RESA Statewide Job Fair Atlanta March 4, 2017
- University of Tennessee at Knoxville Knoxville, Tenn. March 8, 2017
- University of Georgia Athens March 15, 2017
- Berry College Mount Berry March 24, 2017
- Jacksonville State University Jacksonville, Ala. April 13, 2017
- Brenau University Gainesville Individualized Schedule
- North Georgia College Dahlonega To Be Determined
- Piedmont College Demorest To Be Determined

Administrators with Whitfield County Schools have been assigned to the Teacher Recruitment Schedules.

Goal 3: Finance

Kelly Coon, Director of Finance, gave and update on the following;
Ensure fiscal stability and increase reserves through sound financial practices.

Financial Efficiency Star Rating (FESR)

3.5 of 5 stars

★ Rating	# Districts
0.5	0
1.0	9
1.5	12
2.0	23
2.5	37
3.0	31
3.5	35
4.0	23
4.5	8
5.0	2

There are known knowns; there are things we know we know. We also know there are known unknowns; that is to say we know there are some things we do not know. But there are also unknown unknowns — the ones we don't know we don't know. —DONALD RUMSFELD

Three-Year Financial/Debt Plan

- Known knowns
 - Classified Health Insurance \$450,000
 - Teacher Retirement (2.54% increase) Approximately \$1.9 million
- Known Unknowns
 - Funding Formula on hold (for now)
 - Austerity Cut Likely to Remain \$1,460,636 in FY2017
 - Effect of 2% Salary Increase
 - Transportation
 - ESPLOST
- Unknown Unknowns ???

FY 2015 Audit

Kelly told the board that we have finished with the 2015.

Goal 4: Community Involvement

Tracie Hogan, Lead Social Worker, gave and update on the following:
Strengthen school, family, and community partnerships.

Social Media

- WCS will continue to use various social media outlets as well as an automatic call system to ensure families are adequately informed of all vital information.
- Families and community partnerships using various social media outlets to access and gather vital school information specific to their needs.
- During inclement weather, there is always an increase in the social media views.
- As of January 2017, more than 10,000 people “liked” WCS Facebook page.

Training & Support

- 930 WCS sophomores participated in Teen Maze during October to learn about consequences of risky behavior in a safe environment.
- Whitfield County Schools continue to provide training for staff and parents on a regular basis.
 - From August to December, 13,355 staff members attended 507 staff trainings.
 - From August to December, 9,022 parents attended 104 parent trainings.
- WCS will continue to collect data on the various resources and programs that assist families until the end of the 2016–2017 school year

Goal 5: Operations

Mike Ewton, Assistant Superintendent of Operations, gave and update on the following:
Provide safe and efficient facilities, maintenance, & transportation services.

Energy Efficiency

- Modernization of Eastside Elementary is substantially complete. LED lighting and new energy efficient HVAC system throughout. Expected energy savings of 30% to 40%.
- HVAC systems are being installed at Pleasant Grove Elementary and at Dawnville Elementary. Expected completion: Summer 2017.
- Gym lighting at Coahulla Creek High School was retrofitted to LED reducing electrical consumption by 66%.
- Auxiliary gym lighting at Northwest High School has been retrofitted to LED.
- Gym lighting at Northwest High School will be retrofitted Spring Break 2017.
- Server virtualization resulted in server room electrical consumption savings of 30%.
- Procurement officer working with energy providers to collect consumption data for analysis. Wattics energy management software being implemented.

Goal 6: Technology

Tim Shaver, Director of Technology, gave an update on the following:

Improve student academic achievement by strengthening technology integration.

- Google Drive Storage used (IN TB) By Whitfield County Schools
- Q4 2015 – 2.7
- Q1 2016 – 4.1
- Q2 2016 – 4.6
- Q3 2016 – 8.1
- Q4 2016 – 9.8

Chromebooks in use increased from 3,500 in January 2016 to 6,409 in January 2017

Apps usage activity

- Gmail
- Drive
- Calendar
- Google+
- Classroom

Tim told the board that we will test all students online this year.

Audrey Williams thanked everyone for the great job that they have done.

Accountability Report (Winter Edition)

Dr. Judy Gilreath, Superintendent, told the board that a copy of the Accountability Report was a part of the packet for their review. The report can also be found on the Whitfield County Schools Website.

Operations

Final Reduction of Northwest High School Athletics Construction Contract

Mike Ewton, Assistant Superintendent of Operations, recommended the board approve the change order for the Northwest High School Field and Track renovations. Tony Stanley moved approval and Thomas Barton seconded. The board approved 4-0.

North Georgia EMC Electrical Supply Contract Extension for New Hope Elementary

Mike Ewton, Assistant Superintendent of Operations, recommended that the board approve the North Georgia EMC Supply Contract Extension for New Hope Elementary School. Louis Fordham moved approval and Rodney Lock seconded. The board approved 4-0.

Firewall Lease Agreement

Mike Ewton, Assistant Superintendent of Operations, recommended the board approve the Firewall Lease Agreement. Mike told the board that it is more cost effective to do the lease. Rodney Lock moved approval and Louis Fordham seconded. The board approved 4-0.

Support Services

After School Care Workers

Wanda Phillips, Chief Officer of Support Services, asked the board to approve the following afterschool care workers:

- Ali Kirby and Brianna Miller – Dug Gap Elementary School

Louis Fordham moved approval and Tony Stanley seconded. The board approved 4-0.

Personnel

Judy Gilreath, Superintendent, recommended the board approve the February personnel actions as discussed in executive session to include the following:

Personnel Recommendations for February 6, 2017

I.		<u>Certified Personnel 2015-16</u>	II.		<u>Certified Personnel 2016-17</u>
A.	0	Resignations	A.	7	Resignations
B.	0	Recommendations	B.	3	Recommendations
C.	0	Transfers	C.	0	Transfers
D.	0	Other Certified Actions	D.	0	Other Certified Actions
E.	0	Terminations	E.	0	Terminations
III.		<u>Classified Personnel 2015-16</u>	IV.		<u>Classified Personnel 2016-17</u>
A.	0	Resignations	A.	13	Resignations
B.	0	Recommendations	B.	13	Recommendations
C.	0	Transfers	C.	2	Transfers
D.	0	Other Classified Actions	D.	0	Other Classified Actions
E.	0	Terminations	E.	0	Terminations

Rodney Lock moved approval and Tony Stanley seconded. The board approved 4-0. The personnel report is a part of the minutes.

Previous Business

- No Report

New Business

Request to Tutor – Teachers from Valley Point Middle School

Dr. Gilreath, Superintendent, recommended the board approve a list of teachers from Valley Point Middle School to do after-school tutoring. Tutoring will be done in Math and Reading. Participating teachers will not be tutoring students whom they teach during the school day. Service will be funded by our Title I carryover funds. The following staff will participate in providing tutoring service:

Lendi Hullender	Susan Dziegielewski
Heather Roark	Tiffany Payne
Daryl West	Michelle Banther
Allison Martin	Kali Tomlinson
Fairel Sanders	

Tony Stanley moved approval and Thomas Barton seconded. The board approved 4-0.

Whitfield County Schools Staff Dress Code

Dr. Gilreath, Superintendent, presented the updated Whitfield County School's Staff Dress Code for approval. She told the board that the following was added:

6. Leggings must be covered by a dress or skirt that comes to the top of the knee.

Rodney Lock moved approval and Thomas Barton seconded. The board approved 4-0.

Donations for February 6, 2017

Dr. Judy Gilreath, Superintendent, presented the following donations to the board for approval:

<u>Schools</u>	<u>Description of Donation</u>	<u>Amount of Check</u>
Antioch Elementary School	Spring Art Classes (Donor)	\$24,250.00
Dug Gap Elementary School	Spring Art Classes (Donor)	\$22,250.00
Dug Gap Elementary School	Stem Scholarships (Donor)	\$6,000.00
Dug Gap Elementary School	Text Book Balance (Donor)	\$7,300.00
Dug Gap Elementary School	Field Trip to GA Aquarium	\$5,517.00
DGES/VPMS	2017 Leadership Trip Rooms	\$26,784.00
Southeast High School	Remolding Room for College and Career (Donor)	\$5,750.00
Antioch/Eastside Elementary Schools	Room Deposit for 2017 Disney Trip (Donor)	\$16,908.75
Northwest High School	Football Donation from Kirk Foundation	\$3,500.00
Eastside Elementary School	Donation to School from Walmart	\$1,500.00
Tunnel Hill Elementary School	Indigent Fund from Tunnel Hill United Methodist Church	\$200.00
Tunnel Hill Elementary School	Donation to School from Mt. Vernon United Methodist Church	\$1,000.00
Tunnel Hill Elementary School	Teacher, Phillip Ward Earned Funding for a Lenovo Think Pad Chromebook and 2 Google Chromecast Devices Through DonorsChoose.org.	\$513.99
Varnell Elementary School	Donation for Playground Fund from Nabors to Neighbors Foundation	\$10,000.00
Valley Point Middle School	Washington DC Inauguration Trip Anonymous Donation	\$500.00
Career Academy	FIRST Robotics Team from Dalton Utilities	\$5,000.00
Whitfield County Schools	Donation to be used for Science/Technology from John Bryant, Owner of Phoenix Chemical Company	\$2,000.00
Westside Middle School	Donation to School from Nabors to Neighbors Foundation	\$10,000.00
Westside Middle School	Donations for December 2016 for Boys and Girls Basketball	\$3,250.00
Whitfield County Schools	Social Security Office has Donated Used Technology Equipment	

Dr. Gilreath recommended the board accept the donations as presented. Louis Fordham moved approval and Thomas Barton seconded. The board approved 4-0.

Adjournment

There being no further business, the meeting was adjourned at 8:10 p.m.

Secretary

Chairman