

**MINUTES
DURHAM PUBLIC SCHOOLS
BOARD OF EDUCATION
SEPTEMBER 24, 2009**

The Durham Public Schools Board of Education held its regular monthly meeting on Thursday, September 24, 2009 at 6:30 p.m. in the Fuller Administration Building, 511 Cleveland Street, Durham, North Carolina.

Board members present: Minnie Forte-Brown, Chair; Heidi Carter, Vice Chair; Steve Martin; Pastor Fredrick Davis; Omega Curtis Parker, Dr. Kirsten Kainz and Leigh Bordley

Administrators present: Dr. Carl Harris, Superintendent; Hank Hurd, Chief Operating Officer; Dr. Terri Mazingo, Chief Academic Officer; Dr. Debbie Pitman, Assistant Superintendent of Student Support Services; Stacey Wilson Norman, Assistant Superintendent of Elementary Curriculum and Instruction; David Sneed, Assistant Superintendent of Research, Development and Accountability

Attorney present: Ann Majestic

Call to Order/Moment of Silence

Chairman Forte-Brown welcomed everyone in the opening statement. A moment of silence was observed.

Be Our Guest

Chairman Forte-Brown referred to an article written by the US Department of Education entitled *Strong Families, Strong Schools*. The article points out that a study of individual families show that “what the family does is more important to student success than family income or education.” Chairman Forte-Brown welcomed parents from C.C. Spaulding Elementary, Burton Elementary, Little River Elementary, Y.E. Smith Elementary, Brogden Middle, W.G. Pearson Magnet Middle, and Jordan High Schools to walk the red carpet. Each parent was presented a DPS T-Shirt.

School Celebrations

Dr. Harris introduced the honorees:

- *SECME Teacher of the Year* – Jamila Bowser, Lowe’s Grove Middle School teacher, received this honor. Principal Kathy Kirkpatrick shared comments and introduced Ms. Bowser.
- *DPS Teacher of the Year 2009-10* – Matthew Hunt, Northern High School, received this honor. Principal John Colclough shared comments and introduced Mr. Hunt.
- *Teacher Assistant of the Year* – Sharon Hall, Carrington Middle School received this honor. Principal Julie Spencer shared comments and introduced Ms. Hall.
- *Jordan High School was named Gilder Lehrman Affiliate School*. Jordan is the second school in North Carolina to receive this honor. Gilder Lehrman will be providing teachers with professional development including trips to various historic sites in the country. Representing Jordan was Ms. Kelly Thompson, Social Studies Director; teachers, Don Jones and Kate Segal; and Principal Richard Webber.

Superintendent’s Comments

Dr. Harris highlighted Personal Education Plans (PEPs). A PEP is required for any student that is showing signs of struggling academically. Parents and students should be aware that a PEP is a way of intervening with students early in the school year to avoid failure during the year and especially at the end of the school year. These plans are designed to provide a focused intervention and performance measures

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and to document the interventions. Dr. Harris asked parents to talk with teachers and principal if they have a child who is struggling academically. Principals and teachers will make sure that each student in need will be provided a Personal Education Plan.

Agenda Review and Approval

On a motion by Ms. Carter, second by Dr. Kainz, the agenda was unanimously approved as presented.

Closed Session Motion

On a motion by Dr. Kainz, second by Mr. Martin, the board voted unanimously to convene in closed session to consider confidential personnel matters protected under N.C.G.S. 143-318.11(a)(6) and 115C-319. The board convened in closed session at approximately 6:55 p.m.

Open Session Action – Principal Recommendation

The board reconvened in open session at approximately 7:00 p.m. Dr. Harris recommended Dr. Renee Carmon as the new principal of Glenn Elementary School. On a motion by Mr. Martin, second by Ms. Carter, the board unanimously approved the recommendation of Dr. Carmon.

Ms. Wilson Norman introduced the selection committee. Ms. Wilson Norman said this was a great team who worked hard at selecting their new principal. Ms. Wilson Norman introduced Dr. Carmon who came to the podium and thanked everyone for having confidence in her leadership skills. She recognized her family and said she was very excited to be joining the Glenn community.

Public Comment

Seven people signed up to speak and each had three minutes.

- *Jennifer Minelli*, an E.K. Powe parent, talked about why she felt the Reading Street mandate should be reversed.
- *Mary Chapman* who has a daughter at Club Blvd. talked about her opposition to Reading Street.
- *Rodrigo Dorfman* has two daughters at E.K. Powe. He recommended scrapping Reading Street and starting over. He asked the board to bring parents to the table because they can help.
- *Kelly Dugan* is a Club Blvd. parent. She said that scripted curriculum has hit Durham and diversity is dying in its wake. She suggested that the teachers have a safe haven to provide feedback.
- *Maggie Ellis Chotas* is a Club Blvd. parent. She talked about closing the achievement gap. She commented that teachers need more flexibility; only a teacher knows what a student needs on a given day. She recommended getting rid of the scripted mandate.
- *Susan Saenger* is a Forest View parent. She shared that she supports the other parents with regard to Reading Street, but her concerns were about the new math curriculum which she described as “strange.”
- *Karen Alexander* is the parent of a Hillside High School senior. She talked about African American males – how they can become disenfranchised by the way they are treated.

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Recommendation: Action

Presented for approval were:

May 14, 2009 – Special Called Meeting – Open and Closed Sessions

May 28, 2009 – Open and Closed Sessions

June 9, 2009 – Special Called Meeting – Open Session

On a motion by Ms. Carter, second by Ms. Bordley the minutes were approved as submitted.

Consent Agenda

Recommendation: Action

Chairman Forte-Brown commented that each item was thoroughly discussed in the appropriate committee:

- a. Interlocal Sales Tax Agreement
- b. Neal Middle School – Bids for Renovations
- c. Carrington Middle School – Roofing Bids
- d. Durham School of the Arts – Design Contract for Carr Building Renovation
- e. 2003 Bond Project Fund Transfers
- f. Contract for Professional Services between Durham Public Schools and the Department of Social Services for Twelve Home/School Coordinators
- g. Contract for Professional Services between the Durham County Health Department and Durham Public Schools for Seven Child and Family Support Team Social Nurses
- h. Contract for Professional Services between the Durham County Health Department and Durham Public Schools for Seven Child and Family Support Team Social Workers

On a motion by Dr. Kainz, second by Ms. Bordley, the Consent Agenda was unanimously approved.

Reports of the Committees

I. Instructional Services

A. State of the System – 2009

Recommendation: Information

Public Comment: None

The Durham County Commissioners were invited to the meeting to hear the first State of the System report. Chairman Forte-Brown welcomed Commissioner Ellen Reckhow and other members of the public.

Dr. Kainz commented that this is a culminating report from a series of instructional and operational endeavors undertaken last year and represents the very hard work of many senior staff members.

Dr. Harris began the PowerPoint presentation with a review of the desired outcomes, the DPS guiding principals, and the district goals. Dr. Harris asked Mr. Sneed to “walk-through” the data that is contained in the State of the System report.

Mr. Sneed began with a review of the metrics that were adopted by the board for the Data Dashboard. He discussed each one at length. The following chart lists each metric on the Data Dashboard and the associated data that shows if the goal was met/did not meet.

Metric	2007-08 Result	2008-09 Goal	2008-09 Result	Did/Did Not Meet Goal
Attendance	94.6%	94.9%	94.4%	Performance decreased from previous. DPS did not meet goal.
8 th Grade EOG Composite	45.5	51.0	55.6	Performance increased from previous year. DPS exceeded district goal in all three categories.
5 th Grade EOG Composite	49.3	54.4	60.0	
3 rd Grade EOG Composite	50.6	55.5	59.1	
Overall ABC Growth Target	Met	Meet	Met	Performance increased from previous year. DPS met district goal.
AYP Goals	69.6%	72.6%	89.8%	Performance increased from previous year. DPS exceeded district goal.

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EOC Composite	53.0	57.7	56.2	Performance increased from previous year. DPS did not meet district goal.
SAT Ratio	0.953	0.958	0.95	Performance decreased from previous year. DPS did not meet district goal.
Graduation Cohort Rate	63.0%	64.8%	64.0%	Performance increased from previous year. DPS did not meet goal.
AP Participation	1304	1327	1323	Performance increased from previous year. DPS did not meet goal.
Percent of AIG Students	15.2%	16.5%	17.7%	Performance increased from previous year. DPS exceeded district goal.
VoCATS Performance Composite	57.1	61.4	69.0	Performance increased from previous year. DPS exceeded district goal.
Teacher Working Conditions Survey (Likert Scale)	3.34	3.38	3.30	Performance decreased from previous year. DPS did not meet district goal.

Scorecards from each grade level, broken down by school, were presented and discussed. The average scorecard performance (% of goals met) increased from 45.7% in 2007-08 to 55.7% in 2008-09.

Dr. Harris discussed the Central Services Tier Support Team Model. Each school is placed into a tier that represents the level of support that is provided to that school. Tiers range from Level I to Level VI. This is an equity model of distribution that places resources where there is the greatest need.

Dr. Harris said there was much to celebrate, and he credited the hard work of the teachers and the leadership of the principals. He stated that he is proud of the work that has been done and accepts the challenge to do more to move our school district forward.

Next Steps: Dr. Harris pointed out that the Instructional Services Committee plans to deliver management oversight reports at its committee meetings in September, October, December, January 2010, February, March, and April. At these meetings, a department of Instructional Services such as Elementary Curriculum and Instruction and Student Support Services, will present a comprehensive report outlining its work.

Administrative Services has three management oversight workshops scheduled: September (which took place prior to this board meeting) regarding Security and Communication; January 2010 regarding Operations: Maintenance and Facilities Support; and May, regarding Information Technology.

Dr. Harris commented that we must commit ourselves to do whatever it takes to guarantee that all of our children have the opportunity to experience success. We are tracking the academic achievement of our students in a much more transparent way. Teachers are engaged in a much deeper analysis of student data and using it as a mechanism for redefining how instruction is delivered in the classroom. The State of the System Report is available on the district website or by request from the Office of Public Affairs or any DPS school.

Chairman Forte-Brown encouraged everyone to make note of the dates where information will be presented at the Instructional Services Committee and Administrative Services Committee meetings.

Mr. Martin pointed out that each school's scorecard can also be found on the district website. He asked Mr. Sneed to clarify how a school can be high performing but not meet ABC growth.

Mr. Sneed gave the example of Fayetteville Street Elementary School, which made big gains, but did not make their ABC growth, which indicates that proficiency and growth are two different things. He explained that a lot of students may have made progress from Level II to Level III, but not a lot of progress from Level III to IV or from Level I to II. Two different models are involved – one is based entirely on growth – where a student starts and where a student ends up, while the other is simply based on proficiency – whether the student passed the test or not. For example, Easley Elementary School met growth, but did not have a big gain in proficiency. However, by looking deeper into the data, you will see that a lot of kids moved from Level III to IV and from Level I to II, but not a lot moved from II to III. That explains why their proficiency wasn't high, but their growth was up – because a lot of students were meeting their growth expectations.

Mr. Sneed explained that the ABCs tests are divided into Levels I, II, III, and IV. Level III and IV students passed the EOG. Students at Level III are at grade level or are up to one grade level above. Level IV students are typically two grade levels above. Students that score at Level II are close to grade level or one grade level below. Level I students are one level or more below grade level.

Dr. Harris pointed out that while we focus attention on Level Is and IIs, we don't want to lose sight of our students performing on Levels III and IV. He explained that is easy to misinterpret the performance of students that are Levels III and IV because they are proficient, but proficient doesn't mean the student is working at his/her full potential. We must monitor the academic progress of IIIs and IVs to make sure that these students do not regress, but continue to excel.

Ms. Carter commented that the most positive section of the report is in the student achievement area. She said that the board may want to consider policy changes to make improvements in other areas, in particular, the average daily attendance rate for high schools. She requested that, in the near future, the board consider revisiting the Exam Exemption policy because of comments she has received from some teachers.

II. Support Services

A. Revised Policy 4303 – *Suspension and Expulsion* – First Reading

Recommendation: Action

Public Comment: Four people signed up to speak; each had three minutes.

- *Karen Alexander* shared her thoughts which included: every suspension should be appealable; no suspension for dress code violations; dress code should be fair across the board; principals should not have the sole responsibility for making a suspension decision.
- *Steven Matherly* talked about how he has assisted parents over the years who were seeking due process for their suspended students. He said we are here today because Heidi Carter and Kirsten Kainz children were put out of school without due process. He said he was arrested because he complained about this very issue. He added that he was later exonerated and deserved an apology.
- *Jacqueline Wagstaff* shared that she was upset because it took to long for this policy to be changed. She talked about specific changes she felt should be made.
- *Paul Scott* said that his comments are an indictment of the entire Durham community which he feels is suffering from “thugaphobia.” He thinks this is likely because of the media and feels this fear affects principals, teachers, police officers and judges as they try to protect the children. He encouraged everyone to seek holistic ways to solve this problem and work together to get to the nuts and bolts for our children.

Chairman Forte-Brown commented that this policy discussion is a continuation from the August 11th Support Services meeting. This policy requires revision to be aligned with action taken by the North Carolina General Assembly House Bill 218.

Mr. Martin inquired about the progress of putting in place a process whereby proposed policy revisions are available on the DPS website for public input prior to second reading. Dr. Harris responded that the administration will move forward to get this done.

Chairman Forte-Brown pointed out that work on revising this policy has been going on at least two years with Howard Clement, Mark Trustin and the Durham City County Violence Prevention Committee.

With reference to Mr. Matherly's comments, Dr. Kainz pointed out that the event he brought up happened over five years ago. Regarding this policy, Dr. Kainz shared that she would like to see the administration develop recommendations for operating procedures at the school level that would support students as they reenter school after a suspension; so that when they return to school they are more likely to be successful in the school community.

Ms. Carter pointed out that in the area of Exceptional Children, a section was added to address students not yet determined to be eligible for Special Education. Attorney Majestic explained that there are protections under federal and state law regarding students with disabilities. Before a Special Ed. child can be suspended long-term, a committee has to determine if their misconduct was caused by their disability and if that is the case, the student cannot be suspended. If the finding is that it wasn't caused by their disability, they can be suspended. Ms. Majestic noted that there is also a provision for students who are suspected of having a disability, but have not been determined to be eligible. She said that these students are also protected by the law while the determination is being made.

Pastor Davis made a motion to approve Policy 4303 on first reading and waive second reading. There was no second.

Dr. Kainz made a motion to approve first reading of Policy 4303. The motion was seconded by Ms. Carter and passed 6 to 1. Pastor Davis voted no. This policy will go back to committee for further discussion and come to the board in October for second reading and approval.

B. Policy 4131 – Magnet Schools – First Reading

Recommendation: Action

Public Comment: None

Dr. Debbie Pitman reported that the proposed revisions to Policy 4131.1 are to clarify assignment to magnet schools based on continuous residency in a walk zone and continuous enrollment in a magnet school.

On a motion by Ms. Bordley, second by Ms. Parker, the motion to approve first reading passed 6 to 1. Pastor Davis voted no. Chairman Forte-Brown commented that this policy will go back to committee for further discussion and come to the board in October for second reading and approval. This prompted discussion about sending policies back to the committee when no one has come forward with suggested changes.

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In response to Pastor Davis, Dr. Harris stated that the parents and families that commented about Reading Street will receive written feedback as well as an opportunity to meet with Dr. Mozingo. Pastor Davis pointed out that some comments were addressed to the board and some to the board and the administration. He stated, for the record, that this item is not at the board level for making a decision.

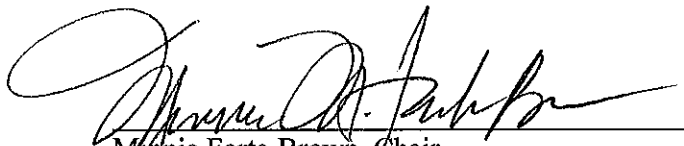
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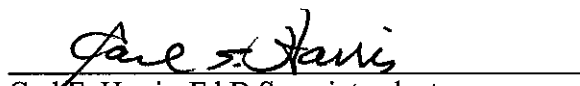
On a motion by Ms. Bordley, second by Ms. Parker, the board convened in closed session at approximately 8:50 p.m. to consider confidential student information protected under GS 115C-402 and the Family Educational Rights and Privacy Act (FERPA, 20 USC 1232.g and confidential personnel matters under GS 143-318.11(a)(6) and 115C-319. The motion passed unanimously.

Open Session Action - Personnel Recommendation

The board returned to open session at approximately 9:30 p.m. Dr. Harris recommended approval of the personnel report as submitted on September 24, 2009. On a motion by Mr. Martin, second by Pastor Davis, the motion carried unanimously.

There being no further business, the meeting adjourned at 9:35 p.m.


Minnie Forte-Brown, Chair
Durham Public School Board of Education


Carl E. Harris, Ed.D Superintendent
Durham Public Schools