The Catawba County Board of Education began day two of the Board Retreat on August 24, 2004 at the County Schools’ Administration Building with Chairman Charlie Wyant presiding. The following members were present: Mr. Biggerstaff, Mrs. Blackburn, Mrs. Sherrill, Mrs. Butler and Mr. Sigmon. Also in attendance were Superintendent Hart, Assistant Superintendents Pat Hensley, Rick Sherrill and Nancy Yount, Attorney Crystal Davis, Finance Officer Sondra Wolfe, Chief Technology Officer Terry Bledsoe, Maintenance Director Mark Bumgarner, Construction Coordinator Ernest Williams, Assistant Construction Coordinator Rick Sain, Energy Education Director Tony Cox, Director of Professional Learning Rae Leonard and Bunker Hill High School Principal Jerry Griffin. Mr. Scott was not present at the meeting.

The meeting opened with a Moment of Silence followed by the Pledge of Allegiance led by Mr. Biggerstaff.

The first item on the agenda was the overview of the district’s Beginning Teacher Induction Program. Assistant Superintendent Hensley began by reading to members the district’s belief statement which is “New teachers need a structure of support and a process of systematic training. Teacher induction should be comprehensive, coherent and sustained. We achieve student success through teacher success. If we teach the students well, they will teach our students well. A good school is always committed to being a community of learners. The teachers we hire today will determine the success of an entire generation of students.”

Initially Licensed Teacher (ILT) retention data was presented which included employment and retention rate data from the last two years. Changes to the ILT program include a Lateral Entry Summer Institute – July 12-23, implementation of the approved North Carolina Mentor Program Standards, and the state approval of plan for flexible use of mentor allotment.

Director of Professional Learning Rae Leonard gave members an insight on Summer Induction Week One and Week Two. Lateral entry teachers are required to have eighty hours of instruction before they enter the classroom. Week One consists of: three days of instruction with master teachers on classroom management, how the brain learns, the NC Standard Course of Study and lesson planning, and two days of work with a CD
Week Two consists of: expectations; Harry Wong’s video series, *The Effective Teacher* and book *The First Day of School*, School Improvement Plans, understanding the effects of poverty and diversity in the classroom, classroom management, work with lead mentors and second year ILT’s, key Board of Education policies, and NCWISE and Schoollink technology. Monthly Beginning Teacher Induction Sessions began August 16. The purposes of these sessions include: change of focus from presentations by departments to video footage of the departments at work in the classrooms, master teachers assisting ILT’s in understanding the “hows and whys” of best practice, and peer support.

Lastly, Director of Professional Learning Rae Leonard presented an overview of the North Carolina Mentor Program Standards effect. Information on the program can be located at www.catawba.k12.nc.us/hr. The mentor program standards were presented to the State Board of Education in January for discussion and approved at the February meeting. Developed by the Teacher Quality Committee and endorsed by the NC Professional Teaching Standards Commission, the program was implemented the 2004-2005 school year. The eight standards that mentors demonstrate include: the skills necessary for the establishment of productive helping relationships, effective communication skills, a working knowledge of mentoring relationships, knowledge of the diverse roles of mentoring relationships, an understanding of concepts of the adult as a learner; the ability to utilize appropriate instruments and strategies for promoting growth in the beginning teacher, the ability to assist beginning teachers in developing and utilizing materials and techniques for instructional presentation, and the ability to assist beginning teachers in applying learning theory and research to plan and implement effective classroom instruction. The three types of mentors, which are individual, lead and master, were presented and discussed.

After the completion of the presentation, Director of Professional Learning Rae Leonard opened the floor for any questions or discussion from members. Mrs. Blackburn stressed the importance of mentors for beginning teachers. Members commended the Human Resource staff on the district’s program.
Assistant Superintendent Sherrill introduced Mr. Robert Smith with CBSA Architects, Inc. who joined the meeting. The 2004-2014 Long Range Facility Plan was the first topic of discussion. Assistant Superintendent Sherrill stressed the importance of reviewing the long range plan annually due to changes and needs in the school district. School capacity summary data was given to members.

Construction Coordinator Williams then briefed members on the alterations and additions at St. Stephens High School. As he presented the construction costs, including the bid tabulations and funding information, the floor was opened for any discussion or questions from members. Mrs. Butler asked about the status of dialog with the County Commissioners regarding the additional funding. Mr. Sigmon asked about the difference in cost of the commercial kitchen equipment. Construction Coordinator Williams stated that this was a mistake made by the construction company. Currently, administration is looking into a location to meet the requirements of the Culinary Arts Program.

Members were then given handouts for proposed changes to the current Maiden High School and current Tuttle Middle School once the new Maiden High School is complete. Current facilities were reviewed and changes were presented. Construction Coordinator Williams stated that the Tuttle Middle School project would be a twelve-month project and the Maiden High School project would be a six-month project.

Construction Coordinator Williams shared with members information received from the State Department of Public Instruction regarding sewer requirements. Assistant Superintendent Sherrill presented available land options near Bunker Hill High School for proposed additions, improvements and sewer needs. The purchase of additional land would allow for the possibility of additional classrooms, athletic improvements, new cafeteria and new gymtorium. Superintendent Hart reiterated that all decisions are based on the instructional plans for the students. Members gave direction to administration to pursue with the land options for the Bunker Hill High School project. Construction Coordinator Williams recommended to members that Atilla Orkan be selected for the project. CBSA Architects, Inc. has been selected for the St. Stephens High School, current Maiden High School and current Tuttle Middle School projects. Assistant Superintendent Sherrill commended Maintenance Director Bumgarner, Construction Coordinator Williams, Assistant Construction Coordinator Sain and Bunker Hill High
School Principal Jerry Griffin for their preliminary work with the Bunker Hill High School project.

Other land acquisitions presented to members included some land near Banoak Elementary School. Maintenance Director Bumgarner informed members that only preliminary conversation has taken place. Members asked administration to continue to monitor the status of the land availability.

Assistant Superintendent Sherrill updated members of possible land acquisition near Bandys High School. This land adjoins the school property and contains buildings that help support the vocational program at the school. Members discussed the property and costs involved. Mrs. Butler then made the motion for administration to pursue the purchase of the property. Mrs. Sherrill seconded the motion with no opposition. Administration will begin dialog with County Commissioners regarding funding options.

Another land possibility near Claremont Elementary School was presented by Assistant Superintendent Sherrill. Members showed no interest in the purchase of the land.

Due to change in recent legislation, revisions are necessary to the previously adopted 2005-2006 school calendar. Members were mailed copies of the North Carolina General Assembly calendar legislation guidelines and a proposed school calendar prior to the meeting. Assistant Superintendent Hensley presented key provisions from House Bill 1464 “School Calendar Changes”. She walked through the proposed 2005-2006 calendar and allowed time for any questions or discussion from members. Mrs. Butler asked the question regarding duel enrollment possibilities for high school students and what impact the legislation would be for the enrollment. It was recommended to members to consider administrative procedures regarding make-up days on Saturdays due to inclement weather. Mrs. Butler commended Assistant Superintendent Hensley for her work with the calendar revisions due to legislative mandates. Superintendent Hart expressed to members that revisions to the calendar were made in consideration to parents, students and staff. Assistant Superintendent Hensley extended thanks to members for their lobbying on the calendar issues. The proposed 2005-2006 school calendar will be sent to schools and posted on the web page for additional review before final approval by the Board of Education.
The 2004-2005 Budget highlights were presented to members by Superintendent Hart and Finance Officer Wolfe. Superintendent Hart emphasized that in the Catawba County School system, the first and most important goal is student achievement. The presented budget reflects the on-going commitment to meeting the No Child Left Behind goals and the goals outlined in the District’s Strategic Plan. She commended the outstanding work of Finance Officer Wolfe and her staff.

State legislative action included average salary increases, reduction in the third grade class size to eighteen with a maximum of twenty-one, rehire of retired teachers, increase discretionary reduction but remove language making the reduction permanent, retirement matching rate of 5.815%, provided funding for payment of ABC bonuses, restoration of Vocational Education funding and the expansion of More at Four Programs. Discretionary reductions $876,543 included: classroom materials, textbooks, central administration, academically gifted, non-instructional support personnel, assistant principal months of employment, support personnel and classroom teachers. State funding adjustments will include the adjustment of the funding formula due to growth exceeding 2% of projected ADM or one hundred students (on the 13th day of school, the district’s enrollment was up 322 students from the state projection and 395 more students from the same day last year). An adjustment will be requested to the State after the 20th day of school. Adjustments will then be made in the following areas: classroom teacher, instructional support, non-instructional support teacher assistant, classroom materials, textbook and Vocational Education support categories.

Included in the Local Current Expense Fund, County Commissioners approved an allocation of $1125 per student up from $1103 in the prior year (2% increase). The total increase of $264,158 only reflected a 1% increase due to state’s projected decrease in enrollment. Fines and forfeitures are projected at an increase of 14%.

Several projects, included in the Capital Outlay Fund, have been approved by the County. These projects are: the new Maiden High School, St. Stephens High School addition, roof work, purchase of land at Banoak Elementary School, renovation of classrooms and cafeteria at Bunker Hill High School, gym floor replacement at Fred T. Foard High School and Mt. View Elementary School, ADA, two yellow buses, two activity buses, new wrecker boom, service truck for the Bus Garage, the enclosure of bus
washing pit at the Bus Garage, sprinkler system at the Maintenance Department, maintenance vehicle, per capita at $45 per ADM and technology at $10 per ADM.

Superintendent Hart reminded members that the 2004-2005 Budget approval would be an item of business at the September Board of Education meeting.

Superintendent Hart presented the last item on the agenda, which was a review of the *No Child Left Behind Act* and its implications. In 2002, President Bush signed into legislation the *No Child Left Behind Act* to improve the quality of education for all students. Superintendent Hart emphasized the goal of Catawba County Schools which is to raise student achievement across the board, eliminate the achievement gap between students with different backgrounds, meet adequately yearly progress (AYP) goals, have highly qualified staff, use research-based programs and empower parents. The ten subgroups include: the school as a whole, white, African American, native American, Asian/Pacific Islander, limited English proficient, students with disabilities, economically disadvantaged students, Hispanic and multi-racial. Additional information regarding subgroups was: each student in at least two subgroups, forty students in a subgroup to be counted in AYP, if one subgroup does not meet its growth target then the school does not meet AYP and ten groups testing in reading and math for a total of twenty possible categories. In 2004, seventeen of the district’s twenty-five schools made AYP (68%) which was up from 40% in 2003. Four hundred twenty-eight out of four hundred thirty nine target goals were also met (97.5%). Superintendent Hart informed members that the district had one Title I school that did not make AYP for two consecutive years. St. Stephens Elementary School was 89.4% proficient. In the school improvement portion of the NCLB legislation, students who attend the school that does not meet the legislation, must be given the opportunity to attend another public school with transportation being provided. The law gives each Local Education Agency (LEA) the authority to decide which schools that eligible students may choose to attend. Administration decided to keep the choices in the same feeder schools. Information was sent to those who were impacted at St. Stephens Elementary School. Parents were asked to respond by July 19 to allow ample time for class rosters to be compiled and transportation issues to be finalized. Thirty-three students chose to attend another school in the St. Stephens Elementary School feeder district. Transportation was also provided to those students.
Superintendent Hart expressed to members that our district did extremely well and are dealing with the NCLB legislation. She commended the work of Assistant Superintendent Yount and the Transportation Department.

Upon the completion of the *No Child Left Behind* update, Superintendent Hart asked members for a motion to go into Closed Session. Upon a motion by Mrs. Butler and seconded by Mrs. Sherrill, the Board unanimously went into Closed Session pursuant to G.S.143-318.11 for the following purpose: under subsection (a)(1) to prevent the disclosure of privileged and confidential personnel information pursuant to G.S. 115C-319-321.

**CLOSED SESSION (Separate minutes for Closed Session are prepared and kept confidential.)**

The Board returned to Open Session with a motion by Mrs. Butler, seconded by Mrs. Sherrill with no opposition.

Mrs. Sherrill made a motion to conclude day two of the Retreat with Mrs. Butler seconding the motion. There was no opposition. The regular Board of Education meeting will begin at 5:30 p.m.

Respectfully submitted,

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Charlie C. Wyant, Chairman

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Ann Y. Hart, Secretary