

CULPEPER COUNTY SCHOOL BOARD

**Minutes
August 24, 2015**

A meeting of the School Board of Culpeper County was held August 24, 2015 at the School Board Office (Colin Owens Conference Room) at 450 Radio Lane at 6 p.m. Present were Robert Beard (East Fairfax District); Nathaniel "Nate" Clancy (Catalpa District); Robert A. Houck (West Fairfax District); Elizabeth Hutchins (Stevensburg District); Anne C. Luckinbill (Salem District); Michelle North (Jefferson District); Elizabeth "Betsy" Smith (Cedar Mountain District); Superintendent Dr. Anthony S. Brads; Executive Director of Curriculum and Instruction Rob Hauman; Executive Director of Student Services Dr. Russell Houck; Executive Director of Special Education Angela Neely; Executive Director of Human Resources Dr. Stacey Timmons; and Deputy Clerk Pearl Jamison.

At 6 p.m., Ms. Hutchins called the meeting to order.

On motion of Mr. Houck seconded by Ms. North, the Board went into closed session at 6:01 p.m. regarding:

- [a] Discussion of Personnel Recommendations as permitted by the Code of Virginia 2.2-3711 (A) (1)
- [b] Discussion of Student Matters of Named Students A, B, C, D, & E (Request for Religious Exemption) as permitted by the Code of Virginia 2.2-3711 (A) (2)

Motion carried 7-0 by voice vote.

On motion of Mr. Houck seconded by Ms. Luckinbill, the Board ended the closed session at 6:19 p.m. and certified that to the best of each member's knowledge, (i) only public business matters lawfully exempted by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered.

**YEAS: 7
Robert Beard
Nate Clancy
Robert Houck
Elizabeth Hutchins
Anne Luckinbill
Michelle North
Betsy Smith**

Those present observed a moment of silence. Ms. Hutchins asked those present to remember Mr. Shomo and his family. Ms. Hutchins led the Pledge of Allegiance.

On motion of Mr. Beard seconded by Ms. Luckinbill, the School Board approved the agenda. Motion carried 7-0 by voice vote.

The board considered the following action items:

(a) Personnel Recommendations

On motion of Mr. Houck seconded by Ms. Smith, the School Board approved the Personnel Recommendations. Motion carried 7-0 by voice vote.

(b) Disposition of Named Student(s) (A)-(E) Religious Exemption

On motion of Mr. Clancy seconded by Ms. Smith, the School Board approved the Religious Exemptions for Named Student(s) A-E. Motion carried 6-0-1 by voice vote. (Ms. North abstained.)

(c) Approval of VRS Resolution relative to Hybrid Plan contribution

Dr. Brads said the division has to elect to stay with the current hybrid plan or offer something else.

Dr. Timmons said a lot of things have to be worked out before we can go another way.

Mr. Clancy asked if the hybrid plan puts the division in a better situation down the road. Dr. Brads said we don't have a choice. He said under the Virginia Commonwealth new hires can only select the hybrid retirement plan.

On motion of Mr. Beard seconded by Ms. North, the School Board approved the Resolution Not to Allow Eligible Employees to Direct Hybrid Voluntary Contributions to an Employer-Sponsored Hybrid 403(b) Retirement Plan. Motion carried 7-0 by voice vote.

Use of Social Media/Webpage

Ms. Hutchins noted that Mr. Clancy requested this item be placed on the agenda.

Mr. Clancy said the school division needs to take advantage of social media in multiple different ways.

Ms. Hutchins said we already have a Twitter account.

Mr. Clancy said he would like the division to have a Facebook page. He said he didn't want to create an unnecessary burden but would like to provide information because that is where a lot of parents go to for information.

Ms. Richards-Lutz noted several school divisions who have a Facebook page but stated they also have staff to maintain them. She said the question comes down to how we would filter the questions. She said it would be nice to get things out quickly but we need to determine who will manage the information.

Ms. Hutchins asked if we could limit who could post on the page. Ms. Weiss said yes.

Mr. Beard asked what other school divisions do relative to limiting posts. Ms. Weiss said most divisions limit constituent comments.

Dr. Brads said if we want the site to be interactive it will involve a great deal of monitoring. He said it is a great medium to push things out but also could create some issues.

Ms. Weiss said we have a generic Twitter account for Culpeper County Public Schools.

Dr. Brads said a lot of divisions have one individual designated to handle Facebook and Twitter.

Ms. Smith said we can't throw this on staff when they are not prepared.

Mr. Beard asked how much staff time would be taken up if the page is just for information. Ms. Richards-Lutz said Facebook and Twitter can be linked together. Mr. Beard said he is very concerned about creating a public forum.

Ms. Hutchins said it is a good tool but only if we have staff available to do it.

It was agreed that staff would create a CCPS Facebook page on a trial basis.

Budget Calendar

Dr. Brads shared with the Board the Budget Calendar from last year.

Ms. North said she would like the Board to start looking at the budget earlier in the season.

Ms. Smith noted that one of the Board of Supervisors asked to sit down in October.

Dr. Brads said we asked for a joint meeting in October to have a conversation and the budget could be part of that discussion. He noted that the supervisors are interested in that.

Ms. Hutchins said we will not know the division's needs until the year has progressed more. She said when we have the conversation we need to be clear the recommendations could change.

Dr. Brads said one of the conversations could focus on salaries. He said it would behoove us to share our needs, generally, early.

School Improvement Plan

Mr. Hauman shared with members a brief update on Aligning Academic Review and Performance Evaluation (AARPE). He said he attended a long-session today and it will continue every month through December as VDOE rolls out information. He said accreditation ratings have not come out and are not official.

Mr. Hauman distributed a draft copy of the School Improvement Plan (SIP). He said this information was shared with principals and assistant principals on Friday and they were comfortable with it. He briefly reviewed the SIP timeline.

Mr. Hauman stated that we will have some schools that fall under Annual Measureable Objectives (AMO).

Dr. Brads said this document will be more in-line with the School Board goals.

Mr. Hauman said this document needs to be completed for any schools in warning and must be submitted to VDOE by October 1st.

Ms. North asked if the document could request additional staffing. Mr. Hauman said yes but the current budget does not have any unfunded positions.

Mr. Hauman said every school will have a School Improvement Plan regardless of how they are performing and this will take the place of the School Renewal Process.

Mr. Clancy asked who picks the assessment data. Mr. Hauman said benchmark data is selected by the division and some schools select additional assessments. Mr. Clancy asked if two schools using two different assessments could be assessed differently. Mr. Hauman said we offer each school certain assessments and they can go above that if they want.

Ms. North asked if the Board will receive an update on the schools in warning later in the school year. Mr. Hauman said in the past he has not been asked to provide an update. Ms. North said she didn't want to be in the "weeds" with the data. She would just like a high level update on how the schools are doing as information becomes available. Other members felt the staff needed to be trusted to do this.

Ms. Hutchins said monthly updates and quarterly updates are the staff's job to monitor.

Mr. Houck said he was amazed the teachers have time to teach because they are having to do so many reports.

Ms. Hutchins said we are constantly testing and it seems we are losing the kids in the process.

Dr. Brads said assessment is an integral part of instruction and that is why we call it periodic accumulative assessment. He said it is necessary to monitor effective instruction on a daily basis.

Data Updates

Ms. North said she would appreciate, in some fashion, a way to keep the Board apprised of what is happening.

Ms. Hutchins said it is up to the Board if they would like additional information throughout the year.

Ms. Smith said she doesn't want reports unless there is a need for the Board to do something.

Mr. Beard said he will assume the school is on target unless staff report to the Board.

Ms. North said she would like to see a simple document outlining how things are going.

Ms. Hutchins said the Board's job is to develop policy and budget and it is the superintendent's job to bring items to the Board, if needed.

Ms. North referenced "The Data Made Me Do It Webinar". She said it was the Board's involvement in data.

CCHS Open House Update

Dr. Brads said they are still working on some punch list items that we hope to have complete prior to open house. He said we hope to do the open house in late September.

Ms. Hutchins said we need to have the open house so the community can see where their money was spent.

Mr. Hauman said since the last week of school the punch list has gotten much shorter.

Appreciation

Board members presented Ms. Hutchins with a framed picture, by artist Julia Farrar, in recognition of all the work she put into the superintendent search.

On motion of Mr. Beard seconded by Ms. Smith, the School Board voted to adjourn at 7:32 p.m. Motion carried 7-0 by voice vote.

JEFFREY R. SHOMO, CLERK

ELIZABETH S. HUTCHINS, CHAIR