

**MINUTES
DURHAM PUBLIC SCHOOLS
BOARD OF EDUCATION RETREAT
SEPTEMBER 24, 2013**

The Board of Education held a retreat on September 24, 2013, at 8:30 a.m. at The Friday Center, University of North Carolina, located at 100 Friday Center Drive, Chapel Hill, NC 27599.

Board members present: Heidi Carter, Chair; Minnie Forte-Brown, Vice Chair; Natalie Beyer; Leigh Bordley; Fredrick Davis; Nancy Cox; and Omega Curtis Parker

Administration present: Dr. Eric J. Becoats, Superintendent; Mr. Hugh Osteen, Chief Operations Officer; Dr. Bill McNeal, District Transformation Coach; Dr. Tina Hester, Chief Human Resource Officer; Mr. Aaron Beaulieu, Chief Financial Officer; Dr. Debbie Pitman, Assistant Superintendent of Support Services; Dr. Terri Mozingo, Assistant Superintendent of Research and Accountability; Ms. Chrissy Pearson, Chief Communications Officer; Mr. James Key, Area Superintendent for High Schools; Dr. Julie Spencer, Area Superintendent for Middle Schools; Dr. Stacey Wilson-Norman, Area Superintendent for Elementary Schools; and Dietrich Danner, Professional Development Coordinator.

Others present: Attorney Ken Soo and Recorder Julianne Gates

Call to Order/Moment of Silence

Chair Carter called the meeting to order and a moment of silence was observed.

Agenda Review and Approval

Vice Chair Forte-Brown asked that item #11, Male Achievement in Durham Public Schools, be moved to item #8 so she could take part in the conversation as she had to leave early for an appointment. Nancy Cox made a motion to accept the agenda to include the change as noted. Natalie Beyer seconded and the motion passed unanimously.

Made In Durham Update

Mr. David Dodson, President of MDC, introduced his two colleagues, Ms. Beth Caldwell and Mr. Richard Hart, and presented a PowerPoint; Made In Durham: Building an Education-to-Career System. He began by stating that all of Durham's youth and young adults are entitled to a first-rate education-to-career system that prepares them for a successful adulthood, connects them with good jobs in our labor market, and works as well for the most disconnected youth as it does for the most privileged. He shared the vision of a "dual customer system" that satisfies two complimentary goals: to prepare youth and young adults for rewarding careers, and to meet employer demand for a skilled, productive workforce. Characteristics of this system include multiple pathways, blended learning and work, demand lead training, adult guidance and advocacy, and cross-sector collaboration. The task at hand is to help Durham move from a patchwork of weakly aligned programs and policies to a coherent, performance-driven education-to-career system.

Mr. Dodson explained that laying the groundwork for implementation would require program strategies or career pathway prototypes, and system infrastructure to move more youth and young adults toward the goal. Prototype career pathways will build off of the promising programs that already exist in Durham Public Schools and the partnerships that DPS has with Durham Tech and other local universities. This includes City of Medicine Academy, the Holton Career and Resource Center, and other CTE programs already in place that align with postsecondary certification at Durham Tech and lead to jobs with living wages. He shared the positive impact this initiative will have on DPS and that ultimately all students will remain on track or be back on track to become productive and successful citizens.

Mr. Dodson thoroughly addressed questions and concerns throughout the PowerPoint presentation.

New State Standards Update

Dr. Terri Mozingo, Assistant Superintendent for Research and Accountability, presented a PowerPoint in effort to keep Board Members informed of the New State Standards as it relates to cut scores. She explained the standard setting process approved by the State Board of Education and that the 2012-13 statewide assessment data is being used to set the new achievement cut scores was recommended by teacher panels. She provided examples of the impacts of standard setting as follows:

- The new standards have higher grade-level proficiency with a focus on career and college readiness.
- Student achievement declines when new achievement standards are adopted.
- Historically, North Carolina has experienced declines in both math and reading achievement when new standards were implemented.

Dr. Mozingo explained that the State Board of Education did not approve the cut scores for the 2012-13 school year; however, cut scores were approved for the 2013-14 school year. The standards will be reviewed at the October 3 State Board Meeting and Dr. Mozingo will attend. She provided examples of impact tables and thoroughly addressed questions and concerns throughout the presentation.

Superintendent's Evaluation Follow-up

Superintendent Becoats presented a schedule for the Superintendent's Evaluation Process for 2012-2013 and asked the Board to agree on this timeline. The final evaluation meeting for 2012-13, was changed from December 2013 to November 21, 2013. He also presented the timeline for the Superintendent's Evaluation Process for 2013-2014.

There was continued discussion regarding data in the Data Dashboard to be aligned with the Superintendent's Evaluation with the understanding that all components may not be contained within the instrument. Dr. Becoats and the Board agreed to include the following performance measures:

- VOCATS Composite
- SAT Ratio DPS: North Carolina
- AP Participation Rate

- Cohort Graduation Rate
- % Nationally Board Certified Teachers
- % of schools with increased NBCT (or highly qualified staff)
- Overall Survey Rating for Teacher Working Conditions

There was continued discussion and comments related to the quantitative section and the qualitative measures that can be used. Superintendent Becoats thoroughly addressed questions and concerns throughout the presentation.

360 Evaluation Update

Dr. Terri Mazingo and Dr. Brent Cooper presented a PowerPoint; 2012-13 DPS 360 Stakeholder Feedback Survey Report. Dr. Cooper shared the desired outcomes and an overview of the survey:

- March 2012-The DPS Central Services Customer Satisfaction Survey (CSCSS) was administered for the first time to all school-based administrators.
- March 2013- The CSCSS (now referred to as the Stakeholder Feedback Survey, SFS) was expanded to assess all DPS stakeholders' perceptions of the services provided by Central Services Departments.
- DPS will strengthen internal and external communication practices as measured by public perception and employee satisfaction assessments (Strategic Plan, Goal II.2).
- Establish the DPS Service Model to increase responsiveness and ensure quality service. (Strategic Plan, Strategy 6).

Dr. Cooper discussed the survey design, the individual stakeholder groups, and how the final response rate was calculated. He provided results of a quantitative analysis from strengths of the department to areas for improvement by department:

- Results: Responsiveness and Flexibility
- Strengths: Courtesy and Accuracy

He also provided a qualitative analysis of open-ended comments and a timeline of how this information was distributed. He shared a sample of the Departmental Service Improvement Plan (DSIP) for a clearer understanding, and pointed out the limitations and recommendations.

Dr. Mazingo and Dr. Cooper thoroughly addressed questions and concerns throughout the presentation.

Male Achievement in Durham Public Schools

Superintendent Becoats presented the Board of Education with a design to redefine futures for male students in Durham Public Schools. He asked the Board for their commitment to the mission to create a nurturing, supportive and challenging environment to help males succeed in graduating high school and prepare for a career, college, and life. In addition, he asked for an endorsement to educate all children by creating innovative educational programs, enhancing academic performance, providing rigorous coursework, and closing achievement gaps with particular emphasis on males.

Dr. Becoats stated the evidence of support for the Board's commitment will come through financial resources to schools to implement initiatives aimed at changing the negative trajectory

for identified males in Durham Public Schools. There would be an annual cost of \$540,000 resulting in \$1,350 per student within eight schools.

There was continued discussion regarding the eight schools, and the legality of singling out males only. Dr. Becoats mentioned that there was pending research which will be available in November in order to identify the eight schools. Attorney Ken Soo agreed with the mission statement.

There was extended discussion regarding:

- strategies to close achievement gaps and centering on all students especially males
- equity across the entire district
- specific data which shows our lowest achievers are males
- whether or not to make explicit statements regarding male achievement
- quality of the program or diverting our attention to our long term goals; not just another project

Dr. Becoats asked the Board for support to move forward on this mission as previously stated.

Ms. Omega Curtis Parker made a motion to approve the mission statement. Vice Chair Forte-Brown seconded and the motion passed unanimously.

Ken Soo stated that it was not necessary to change policy 1005.2 (adding "gender" to policy) at this time. He said it was very aspirational to approve this mission.

Strategic Plan 2.0

Superintendent Becoats provided an overview of the proposed Strategic Plan 2.0 and the development plan. He provided an update on Strategic Plan 1.0 which includes the completion scheduled for January 2014 and the following is currently taking place:

- ✓ Assessing status of remaining strategies
- ✓ Scheduling program evaluations
- ✓ Developing Key Performance Indicators (aligned with district Data Dashboard)
- ✓ Final report during the State of Our Schools in January 2014

To date, 89% or 107 out of 120 strategies were complete or operationalized and the remaining is to be completed by 2014.

Dr. Becoats provided a proposal of the timeline for the launch of the Strategic Plan 2.0 as follows:

- Begin Communications Planning by August 2013
- Launch Environmental Scan by September 2013
- Begin Data Review by October 2013
- Begin Drafting Content by February 2014
- Request Final Board Approval by August 2014
- Official Plan Launch by September 2014

He reminded Board Members of the duties of the Project Manager and introduced Mr. Dietrich Danner as who would be taking on the Strategic Plan as additional responsibilities.

Superintendent Becoats thoroughly addressed questions and concerns throughout the presentation.

Suspension/Discipline – Community Conversation

Dr. Debbie Pitman, Assistant Superintendent of Student, Family and Community Services, and Ms. Chrissy Pearson, Chief Communications Officer, provided a proposal outlining community conversations regarding suspension and discipline. The purpose of the community conversations is for the Board of Education, Dr. Becoats, and school leaders to gather input on discipline policies and practices regarding out-of-school suspension especially among African-American students and students with disabilities. The Community Conversations will engage all stakeholders including local businesses, non-profit and faith-based organizations, government officials and public entities, institutes of higher learning, housing communities, parents, and Durham Public Schools' employees. Tentative dates, times, and locations were offered and a suggestion was made to look at school events, such as athletics and faith-based events, not to interfere with the meeting times.

Dr. Pitman suggested the next step was to form a Task Force on Student Discipline. The input generated by the Community Conversations will be crucial to inform the efforts of a Task Force on Student Discipline which will work with the community, Board, and administration to create better outcomes for students. The Task Force will provide recommendations to the school district and develop solutions to address areas of concern.

Dr. Pitman and Ms. Pearson thoroughly addressed questions and concerns throughout the presentation.

There being no further business, the meeting adjourned at approximately 3:35 p.m.



Heidi Carter, Chair
Durham Public Schools of Education



Dr. Eric J. Becoats, Superintendent
Durham Public Schools