

**MINUTES  
DURHAM PUBLIC SCHOOLS  
BOARD OF EDUCATION  
JUNE 26, 2014**

The Durham Public Schools Board of Education held its regular monthly meeting June 26, 2014, at 6:30 p.m. in the Fuller Administration Building, 511 Cleveland Street, Durham, North Carolina.

**Board Members present:**

Heidi Carter, Chair; Minnie Forte-Brown, Vice Chair; Natalie Beyer; Nancy Cox; Omega Curtis Parker; Pastor Fredrick Davis; and Leigh Bordley were present.

**Administration present:**

Hugh Osteen, Interim Superintendent; and Dr. Stacey Wilson-Norman, Deputy Superintendent of Academic Services; and Ms. Chrissy Pearson, Chief Communications Officer were present.

**Attorney present:** Ken Soo

**Call to Order**

Chair Carter called the meeting to order and presided over a moment of silence.

**Celebrations**

Board Members recognized students, parents, and community partners including:

***Duke University's DPS Student of the Month*** – This program spotlights students who distinguish themselves with character and integrity.

**Kristen Lovell, Riverside High School - June Student of the Month**

Principal Joel County introduced Kristen Lovell who has been named the Duke University Durham Public Schools Student of the Month for June. She holds a 5.0 weighted GPA and is a member of the Advanced Chorus, the National Honor Society, the National Technical Honor Society, the Modern Music Masters service organization, and serves as senior class president-elect for Student Government Association. Kristen is also involved in Project Lead the Way, a high school engineering program that teaches students to solve complex problems by applying STEM knowledge and skills in a real-world context. She would like to attend Duke University, NC State, Virginia Tech or Carnegie Mellon University after she graduates from Riverside to major in biomedical engineering. Kristen received a certificate and she was invited to walk the red carpet. Kristen received a certificate and she was invited to walk the red carpet.

**Lakewood National Latin Exam –**

Ms. Pearson announced that Lakewood's 7th and 8th grade Latin students took the National Latin Exam several weeks ago, and results are in. The NLE was taken by over 154,000 students this year all across the country (and a few internationally too). This is basically the Latin program's standardized test to see how we are faring compared to the curriculum standards and compared to other Latin programs around the country. Seventh graders took the Intro to Latin Exam, and they did extremely well! Our students' average score was 87.5 percent, fully 10 percentage points higher than the national average of 77.5 percent. Fully 66 percent of them scored above the

national average score, and as a whole they did better than average on 78 percent of the questions. Here are the student achievers:

- **Gold Medal, Summa Cum Laude:** Elizabeth Beyer
- **Silver Medal, Maxima Magna Cum Laude:** Jessica Flores Olguin
- **Perfect Scores:** Karna More, Daniel Primus, and Lucy Ashe-Jones
  
- **State Junior Classic League**  
1<sup>st</sup> Place & 3<sup>rd</sup> place Certamen team:  
Karna Morey  
Daniel Primus  
Lucy Ashe-Jones  
Leo Rangel-Jimenez  
Zach McCarthy  
Caleb Miller  
Jordan Griffith-Simmon  
Sigrid Jensenoyaski

All students were recognized and invited to walk the red carpet.

#### **Bus Drivers and Monitors of the Year –**

Mr. Joe Harris, Southeast Transportation Manager, introduced the outstanding Transportation Drivers and Monitors of the Year as follows:

- **Northern Transportation Driver of the Year:** Sharon Godfrey
- **Northern Transportation Monitor of the Year:** Mayra Galindo
- **Southeast Transportation Driver of the Year:** Mitchell Gamble
- **Southeast Transportation Monitor of the year:** Mary Roberts
- **Southwest Transportation Driver of the Year:** John Parrish

Each driver and monitor of the year received plaques and invited to walk the red carpet.

#### ***Community Partners***

##### **North Carolina Central University Service Learning Department -**

Ms. Pearson stated that North Carolina Central University has been an outstanding partner to Durham Public Schools. They have sent over 200 student volunteers to assist staff and students with academic support and mentoring. Ms. Pearson introduced Dean Wynetta Lee and Dr. Paquita Yarbrough of the North Carolina Central University School of Education, Dr. Deborah Bailey, Director of Community Engagement and Service and student coordinator Tannya Artis, and Staff Senator Janet Bunch. NCCU's Community Engagement and Service Department and the School of Education have been outstanding partners to Durham Public Schools. Through NCCU, more than 70 students were placed as America Reads students and through their service learning classes students volunteered anywhere from 10 to 600 hours with DPS as mentors, tutors, classroom helpers, athletic assistants, and most recently proctors. Ms. Pearson thanked NCCU for accepting the call to assist with proctoring. They were able to mobilize students to

assist on short notice and even provided transportation for volunteers to schools not located near campus. Ms. Pearson presented them with a certificate and invited them to walk the red carpet.

### **Special Recognition**

Dr. Stacey Wilson-Norman presented the Long Leaf Pine Award to Mr. James Key, Area Superintendent for High Schools. The Long Leaf Pine Award is the most prestigious award given by the Governor. Mr. Key is retiring on June 30, 2014, after 30 years of service with Durham Public Schools. Dr. Wilson-Norman thanked Mr. Key for his dedication to Durham Public Schools, presented him with a plaque and invited him to walk the red carpet.

Chair Carter recognized Mr. Hugh Osteen as this was the last Board Meeting as Interim Superintendent. She thanked him for his willingness to take on this role and that he was a rock solid leader. She presented him with a token of the Board's appreciation and invited him to walk the red carpet.

Chair Carter gave special recognition to the three Board Members ending their terms with the Durham Public Schools Board of Education: Ms. Omega Curtis Parker, Ms. Nancy Cox, and Pastor Fredrick Davis. Chair Carter gave each of them words of gratitude and appreciation for their hard work for the students and staff of Durham Public Schools. Chair Carter presented each of them with a plaque for their years of dedicated service. They will all be greatly missed, but not forgotten. Ms. Cox thanked her family and Board Members for their support and for the opportunity to serve. Ms. Curtis Parker thanked the Board Members and stated that her work was far from done. Pastor Davis thanks his wife, Mrs. Judith Davis, the Durham Community, and his son's for their support during his term as Board Member for Durham Public Schools. Ms. Carter invited them to walk the red carpet.

### **Superintendent's Updates**

Interim Superintendent Osteen shared the following updates:

Mr. Osteen said that the 2013-2014 school year was coming to a close and that he was very proud of all the awards and accolades that the schools and staff had received over the past year. He stated that he was proud to be part of the Durham Public Schools family and he thanked the staff and teachers for all their hard work and dedication to the students of the Durham community. Mr. Osteen stated that he was proud of the 2200 students that had graduated this year and he gave kudos to the graduates who received over \$29 million in scholarships. Lastly, he thanked the Executive Leadership Team and his administrative assistant, Debbie Churchill, for their support and dedication to him during this interim assignment. He thanked the Board of Education for their trust in him and the opportunity to serve Durham Public Schools in this capacity.

Vice Chair Forte-Brown shared that there were 12 fifth graders from Eastway Elementary School who participated in the YES Program (Young Eagles Soar Program). This program is sponsored by the Double Tree Hotel which provided transportation to Washington D.C., provided lunch boxes, a check for \$500, and paid for overnight accommodations at the Double Tree Hotel for

three nights. She stated that Mark Jacobson donated \$1000 and Wal-Mart on Glenn School Road donated \$500 towards the trip. Ms. Forte-Brown recognized and thanked Ms. Marcelle Thomas, School Improvement Specialist and Senior Title I Coordinator, for her hard work and dedication in this effort. She said that Ms. Thomas brought over 500 Title I parents to the Staff Development Center and provided them with Science Summer Packs to read over the summer. The group has grown so large that next year this event will take place at the Durham Armory.

Ms. Forte-Brown shared the Graduate Durham initiative that was just presented at the Leadership Conference. She said that the Graduate Durham serves as the work plan for the academic agenda for Durham Public Schools. The plan focuses on key strategies to ensure students are college, career, and life-ready. The Graduate Durham Work Plan describes the essential tasks that we must accomplish to ensure that DPS students are on track every step of the way from Pre-K – Graduation. Ms. Forte-Brown read the following and the audience responded “We will Graduate Durham” after each statement:

- If we as a school system can prepare students with readiness skills even before they enter kindergarten, then **WE** will Graduate Durham.
- If we can make sure every school and teacher achieves a year’s growth for every student, then **WE** will Graduate Durham.
- If we can assure that every student has excellent instruction in every class and at every grade, from prekindergarten through graduation, then **WE** will Graduate Durham.
- If every teacher in Durham Public Schools can implement challenging standards and develop learning experiences that are rigorous and relevant, then **WE** will Graduate Durham.
- If we all work together to achieve this goal, then **WE** will Graduate Durham!

Ms. Forte-Brown recognized Dr. Stacey Wilson-Norman as the creator of Graduate Durham and thanked her for her efforts.

#### **Agenda Review and Approval**

Nancy Cox made a motion to approve the agenda as written. Vice Chair Forte-Brown seconded and the motion passed unanimously.

#### **General Public Comment:** Two people signed up to speak.

1. *Alan Teasley* – Mr. Alan Teasley, Director of Duke University’s Masters of Art Program, expressed sincere appreciation to Durham Public Schools for partnering with this one year teaching training program. He stated that 18 college students were placed at Hillside High, Northern High, Jordan High Schools, and Durham School of the Arts to work with 26 mentor teachers. He thanked the administration and staff for helping to prepare these 18 students to become future teachers. He said that all 18 students have obtained or were actively searching for a teaching position and that 13 of the 18 will be joining Durham Public Schools in August 2014. He thanked the high school administration and staff and the Human Resource staff for their commitment to hire good teachers.

2. *Anita Keith-Foust* – Ms. Keith-Foust shared a letter with the Board regarding concerns she had with a teacher at Hope Valley Elementary School. Chair Carter stated that the administration would contact her in response to her letter.

### **Board of Education Meeting Minutes**

Presented for approval:

- o May 21, 2014 – Special Meeting – Superintendent Search Interview Procedures – Open and Closed Sessions
- o May 22, 2014 - Regular Meeting – Open and Closed Sessions
- o May 29 & 30, 2014 – Superintendent Search Interviews Round 1 – Open and Closed Sessions
- o June 3, 2014 - Superintendent Search Interviews Round 2 – Open and Closed Sessions

Leigh Bordley made a motion to approve the minutes as written. Natalie Beyer seconded and the motion passed unanimously.

### **Consent Agenda**

Chair Carter noted that all Consent Agenda items were thoroughly discussed in committee.

- a. **2007 Bond Project Transfers**
- b. **Holt Elementary School – Bids for Roof Replacement**
- c. **Mangum Elementary School – Bids for Septic System Rehabilitation**
- d. **Revocable License for 1530 Clermont Road**
- e. **2014-15 Interim Budget Authorization**
- f. **Declaration of Surplus Furniture and Equipment**
- g. **Section 125 Cafeteria Benefits Plan**
- h. **2014-2015 Invision Services Contract**
- i. **2014-2015 Duke University Health System Contract**
- j. **2014-2015 Museum of Life and Science Contract**
- k. **Discovery Education Agreement**
- l. **2014-2015 Playworks Contract**
- m. **2014-2015 Citizens Schools Extended Learning Contract**

Pastor Fredrick Davis made a motion to approve Consent Agenda. Natalie Beyer seconded and the motion passed unanimously.

### **Reports of the Board of Education**

#### **a. Misdemeanor Diversion Program Resolution**

Natalie Beyer shared information about the Misdemeanor Diversion Program and presented a resolution in support of this program. Board Members took turns reading the resolution as follows:

**RESOLUTION BEFORE THE  
DURHAM PUBLIC SCHOOLS BOARD OF EDUCATION  
IN SUPPORT OF THE MISDEMEANOR DIVERSION PROGRAM**

*Whereas, the mission of Durham Public Schools is to provide all students with an outstanding education that motivates them to reach their full potential and enables them to discover their interests and talents, pursue their goals and dreams, and succeed in college, in the workforce and as engaged citizens, and*

*Whereas, as students grow, learn and mature they occasionally make mistakes, and*

*Whereas, youth under the age of 18 cannot vote, legally drink, enlist in the military or even get a library card without a parent's signature, and*

*Whereas, North Carolina is one of only two states in the country that charges 16 year olds for misdemeanor crimes in adult criminal court, and*

*Whereas, last year in Durham County an estimated 550 students between the ages of 16 and 17 years old faced criminal citations or arrests for minor misdemeanor offenses such as shoplifting, disorderly conduct, underage drinking, marijuana possession, or trespassing, and*

*Whereas, criminal charges and arrests cause direct negative consequences, including jail, probation and fines, and*

*Whereas, criminal charges and arrests cause indirect negative consequences, including denial of employment, denial of public benefits, denial of financial aid for higher education, loss of housing, loss of professional licensure, deportation and other hardships, and*

*Whereas, the Misdemeanor Diversion Program was developed in our community to teach youth about consequences of their actions and enable them to enter adulthood without a criminal record, and*

*Whereas, the Misdemeanor Diversion Program enables officers to make an Incident Report instead of an arrest or criminal citation for non-violent misdemeanor offenses by 16 and 17 year olds, and*

*Whereas, youth are screened and required to attend Diversion Court, an educational program informing youth about the consequences of crime and teaching responsible decision-making, and*

*Whereas, youth are required to complete a certified Diversion Program within 90 days, and*

*Whereas, youth that need mental health and substance abuse services are referred for treatment, and*

*Whereas, the Misdemeanor Diversion Program is endorsed and supported by the Durham District Attorney's Office, the Durham Public Defender's Office, the Durham Police Department, the Durham Sheriff's Department, and numerous other community organizations and leaders.*

*Therefore, be it resolved, that the Durham Public Schools Board of Education endorses and supports Durham County's Misdemeanor Diversion Program and encourages district staff and community members to learn about, utilize and support the program, and*

*Be it further resolved, that the Durham Public Schools Board of Education seeks the support of members of the North Carolina General Assembly and Governor in bipartisan efforts to "Raise the Age" of juvenile jurisdiction in North Carolina, such as HB 725 ("Young Offenders Rehabilitation Act"), and*

*Resolved, that copies of this resolution be sent to local public governing officials, members of the North Carolina General Assembly, Governor McCrory, and the State Superintendent of Public Instruction.*

Leigh Bordley made a motion to approve the resolution as written. Vice Chair Forte-Brown seconded and the motion passed unanimously. Ms. Beyer said to contact the Criminal Justice Resource Center, Ms. Kelly Andrews, for more information about this program.

## **Reports of the Committees**

### **I. Instructional Services Committee**

#### **a. Workforce Education and Innovation Fund Update**

##### **Recommendation: Information**

**Public Comment: None**

James Key, Area Superintendent for High Schools, introduced Mr. Rick Sheldahl, Director of Career and Technology Education, who gave a detailed presentation. He stated that the Workforce Education and Innovation Fund was a grant that DPS has received from the state and would give \$1.2 million to this initiative over the next five years. He shared the Workforce Education and Innovation Fund is a partnership between Durham Public Schools, Durham Technical Community College (DTCC), and Made in Durham to prepare more avenues of success for disconnected youth in various pathways:

- 1<sup>st</sup> pathway: Life and Health Sciences
- 2<sup>nd</sup> pathway: Information Technology
- Follow-on pathways to be determined

He also shared that the Professional Development partners are Bridges2Success and North Carolina New Schools. Mr. Sheldahl explained the goals for this initiative were to accelerate the partnership with Durham Technical Community College (College and Career Program), to create "Birth-to-Career" success routes, enhance the success rates for disconnected youth, and to define

teaching/programming strategies that engage all students. He stated the expected outcomes are that 100% of the students who remain in the K-12 STEM pathway will graduate on time, that 95% of the students entering the College and Career Promise program at DTCC will pass their college placement exams, 100% of the elementary and middle school students who remain in the cohort for at least one year will meet their EOG growth goals, and the pre/post survey would show impacts on the level of interest in STEM topics.

Lastly, Mr. Sheldahl shared the outcomes of the Workforce Education and Innovation Fund:

- Highest expense is professional development; expect to have a train-the-trainer program in place by the end of the grant cycle;
- Focus on systems that can be implemented to provide a wider reach for training/programming over the long term;
- Leverage partnerships and expected success to generate additional funding;
- Develop an expectation for DPS students to attend DTCC during their high school career so the funded position through DTCC is no longer required; and
- Positively impact education practices within DPS in order to keep all populations of students engaged with quality and relevant learning.

Mr. Sheldahl thoroughly answered all questions and concerns. Mr. James Key stated that he was told by one of the Governor's advisors that the Durham Public Schools' grant application was the top application submitted. Chair Carter thanked Mr. Sheldahl for his efforts, hard work, and dedication to DPS.

**b. Southern High School Redesign Plan Update**

**Recommendation: Action**

**Public Comment: None**

Mr. James Key, Area Superintendent for High Schools, presented a detailed PowerPoint and explained the Southern High School Redesign Plan. He shared that the administration had reviewed the plan for redesigning Southern High School and Southern School of Engineering (SOE) into The Southern School of Energy and Sustainability (SSES), and the supporting documentation to finalize the plans, and he requested Board approval for the redesign plan and for Southern School of Energy and Sustainability to operate as one magnet school supporting all four academies effective July 1, 2014. The Southern School of Engineering will be one of the four academies. Mr. Key stated that this plan was presented to the DPS Board of Education on February 6, 2012, to include the following:

- Students will graduate with a STEM-related degree, culminating with a senior project focused on supporting the Durham community with the latest initiatives in the development of sustainable energies and related services.
- The Southern School of Energy and Sustainability has partnered with NC New Schools to provide professional development for staff. This professional development included the implementation of the Common Instructional Framework and Project Based Learning.



- The Southern School of Energy and Sustainability will become a national model for offering a STEM-based curriculum within a comprehensive high school which provides students with project-based learning activities.

Mr. Key stated that the Southern School of Energy and Sustainability opened as a Magnet School in 2013-14 and it currently offers the School of Business Management & Sustainability, The School of Biomedical Technology, and the School of Infrastructure Engineering. He said that there have been multiple information and input meetings with parents, students, and staff. He shared the impact this consolidation would have on students and that the proposed consolidation is not expected to change the day-to-day experience for current SOE and SSES students. All students will remain assigned to one of the four pathways that are already available between the two schools, students already participate in athletics and extracurricular activities together and will continue to do so, and all students at SSES will have increased opportunities to earn college credit due to the awarding of the Workforce Education Innovation grant. He said that this consolidation effectively provides students at the SSES the opportunity to enjoy the small school feel of the innovative and cooperative learning model without losing the comprehensive high school experience, and throughout the redesign process, the eventual goal was to consolidate SOE into SSES while allowing SOE to retain its distinct engineering pathway both before and after the consolidation.

Mr. Key shared that the consolidation is not expected to impact facilities, staffing, or funding, and currently, SSES and SOE share facilities and transportation. He said that the consolidation is not expected to impact how facilities are currently used. In addition, SOE does not currently receive any additional funds as a cooperative innovative high school. SOE does receive an administrator allotment, which will eventually end after the consolidation. However, the district may retain SOE's administrator allotment for two years, unless another school is opened within the district during the two year period.

In conclusion, Mr. Key explained that all students throughout SSES will benefit from the culminating "Senior Project" in which students from each academy will work together throughout their senior year on a project integrating the themes from the four academies with the overarching goal of developing a product that will benefit the citizens of Durham. In addition, the consolidation is the final step in redesigning the Southern School for Energy and Sustainability into a fully formed, STEM focused magnet high school which blends the best teaching and learning practices of the small, innovative high school model with the same experiences offered in a large, comprehensive high school.

Mr. Key thoroughly answered all questions and concerns. Vice Chair Forte-Brown made a motion to approve the administration's plan for the redesign of Southern High School through the consolidation of the Southern School of Engineering into The Southern School of Energy and Sustainability. Leigh Bordley seconded and the motion passed unanimously.

**Closed Session**

On a motion by Natalie Beyer, seconded by Pastor Fredrick Davis, the board convened in closed session to consider confidential personnel matters under NCGS 143-318.11(a)(6) and 115C-319, to consider confidential student information protected under NCGS 115C-402 and the Family Education Rights and Privacy Act (FERPA), 20 USC 1232g, and to consult with the board attorney to preserve the attorney-client privilege as provided in NCGS 318.11(a)(3).

The board convened in closed session at approximately 7:58 p.m.

**Open Session – Personnel Recommendations**

The board reconvened in open session at approximately 11:27 p.m.

**Personnel Approval**

Interim Superintendent Osteen recommended approval of the June 26, 2014, Personnel Reports. On a motion made by Natalie Beyer to approve the Personnel Reports dated June 26, 2014; seconded by Vice Chair Forte-Brown, the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 11:28 p.m.



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Heidi Carter, Chair  
Durham Public Schools Board of Education



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Hugh Osteen, Interim Superintendent  
Durham Public Schools