

**MINUTES
DURHAM PUBLIC SCHOOLS
BOARD OF EDUCATION
OCTOBER 24, 2013**

The Durham Public Schools Board of Education held its regular monthly meeting October 24, 2013, 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 and Leigh Bordley were present. Pastor Fredrick Davis was absent due to a prior commitment.

Administration present:

Dr. Eric J. Becoats, Superintendent; Dr. Stacey Wilson-Norman, Deputy Superintendent of Academic Services; Hugh Osteen, Deputy Superintendent of Operational Services, Dr. Tina Hester, Chief Human Resource Officer; 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.

Be Our Guest

Ms. Natalie Beyer shared comments and thanked the Northern High School Culinary students for the meal during Be Our Guests. She invited the Board Members and Superintendent Becoats to join her on the red carpet to pay tribute to the parents/guardians of students at W.G. Pearson Elementary, Pearsontown Elementary, Merrick-Moore Elementary, Neal Middle, Middle College High, and Riverside High Schools.

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. Ariadna Mishel Gomez Cespedes is the October Student of the Month for Southern School of Energy and Sustainability High School. Dr. Becoats invited Principal Barnes to the podium to introduce Mishel. She was presented with a certificate and was asked to walk the red carpet along with her parents.
- **Principal of the Year-** Announcement of the 2013-2014 Principal of the Year! Dr. William Logan, principal of Hillside High School, has been selected as the 2014 Wells Fargo Principal of the Year for Durham Public Schools in a program sponsored by the North Carolina Department of Public Instruction and Wells Fargo.

After starting his career in education as a high school English teacher in St. George, S.C., Dr. Logan relocated to the Triangle to serve as an assistant principal at Wakefield High in

Raleigh before joining Durham Public Schools as a Hillside High assistant principal. He became principal at the Hillside New Tech magnet program in 2007 and was then assigned to Hillside High School in 2012. During his time at Hillside New Tech, Dr. Logan achieved a 100 percent graduation rate in 2011. The graduation rate at Hillside High School improved 5.5 percentage points from 2012 to 2013.

With the use of teacher, student and parent surveys and an open door-policy, Dr. Logan works diligently to ensure that all of Hillside's stakeholders have a voice within the learning community. He deliberately relocated his office to an area of the school that gives students, faculty and staff easy access to express concerns, share successes, offer recommendations or question school policy or administrative decisions. By making this change, Dr. Logan has empowered his staff to take leadership roles and implement positive change in the school.

Dr. Logan's ability to empower others to take ownership and become accountable for their school and professional growth has been a key element to Hillside High's success. He will now compete at the regional level for the 2014 Wells Fargo North Carolina Principal of the Year award.

Dr. Logan's fellow finalists for DPS Wells Fargo Principal of the year were C.C. Spaulding Elementary principal Kecia Rogers and Easley Elementary principal Tim Gibson. Dr. Becoats introduced the winner and finalists and presented plaques.

- **Student Recognition- Trevion Thompson of Hillside High School** was selected among top athletes to play in the Semper Fidelis All-American Bowl. Trevion was selected not only for his athletic performance but for character, academic excellence and community leadership that reflect the Marine Corps values of honor, courage and commitment. The Semper Fidelis All-American Bowl will bring together 90 of the nation's top student athletes to compete in an East-West match-up broadcast live on the Fox sports 1 for a national audience. Join me in congratulating Trevion. Dr. Becoats invited Dr. Logan to the podium to recognize Trevion and presented him with a certificate. Trevion walked the red carpet along with his family.
- **Student Recognition - Cameron Roane of Riverside High School** is a senior captain of the football team and was selected as WRAL's Student Athlete of the Week Extra Effort Award. As an elementary school mentor, Cameron truly believes in giving back to his community and making an impact on and off the field. His teachers and coaches believe he is a positive presence and a hard worker. Cameron believes, "Discipline is something that sets you apart and with discipline comes character. It simply means doing what you're supposed to be doing when no one is looking". Cameron may be a fast, standout football player, but his and his family's first priority has always been his education. He is being recruited by Ivy League Universities and has received scholarship offers from Princeton and Harvard. Great job Cameron! Dr. Becoats invited Coach David Hackney

to the podium to recognize Cameron and to present him with a certificate. Roane walked the red carpet along with his parents.

- **National School Wellness Bronze Awards** – Eleven Durham Public Schools earned National School Wellness Bronze Awards from the Alliance for a Healthier Generation Healthy Schools Program. Each school met best practice criteria in implementing changes to create healthier school environments in such areas as nutrition education, physical education and activity, employee wellness and school meals.

The award winning schools' Wellness Champions received all-expense paid trips to Alliance's annual School Wellness Forum in Little Rock, Arkansas, Sept. 29-Oct. 1. President Clinton, whose Clinton Foundation created, secures funding, and offers ongoing support for Alliance Healthy Schools Program, offered an encouraging and inspiring speech to all national award winners during the Forum.

Please join me as we celebrate the following schools: Northern High, Southern School of Energy and Sustainability, Brogden Middle, Carrington Middle, Hope Valley Elementary, Little River Elementary, Lucas Elementary, Mangum Elementary, R.N. Harris Elementary, Sandy Ridge Elementary, and Southwest Elementary. North Carolina, thanks in large part to Durham's 11 award winners, is the top Alliance award state in the nation. For the current school year, Durham Public Schools has eighteen schools that have begun the application process for Bronze Awards, with an additional seven schools that have begun the application process for Silver Awards. Dr. Becoats invited Dr. Julie Spencer to the podium to recognize the recipients. Kate Turner was not able to attend the meeting and Dr. Becoats thanked her for her hard work and efforts.

- **Durham Youth Work Internship** - For 30 years, The Mayor's Summer Youth Work Program has offered Durham youth the opportunity to gain work experience and develop skills while connecting with summer jobs in Durham. The program operates through partnerships between the City of Durham, Durham County, and the Durham Public Schools and now is named the Durham Youth Work Internship Program. Youth ages 14 to 22 worked 6 to 8 weeks, working 30 hours per week, making either \$7.25 or \$8.25 per hour. Youths were assigned to various non-profits, for-profits and local government agencies from late June to early August throughout Durham. Dr. Becoats invited Rick Sheldahl to the podium. He thanked him for enhancing this initiative and asked him to introduce Kevin Dick, Director of the City of Durham's Office of Economic Workforce Development. Mr. Dick thanked his colleagues, private sector agencies and presented the students with Kindles for their participation.

Community Partners – Celebrating community partners who provide support to our students and school improvement efforts.

- **The City of Durham's Office of Economic and Workforce Development**- The Office of Economic and Workforce Development has been an outstanding leader of the Durham Youth Work Internship Program. They have expanded the program to include more

private sector businesses that helped cultivate talent and strengthen the skill sets of 367 Durham youths, providing experience they will need over the next few years. This organization worked to make the program much more meaningful to worksites and to Durham youth. Dr. Becoats asked Kevin Dick to remain at the podium for community partner recognition.

Chair Carter announced that Pastor Fredrick Davis was not in attendance for this meeting; however, he will be missed.

Superintendent's Updates

Superintendent Becoats shared the following updates:

- **Congratulations to John Harding Lucas** for being presented with the North Carolina Award, our state's highest civilian honor.
 - Lucas Middle School was named after him.
 - He integrated North Carolina's black and white teachers' associations into the new NCAE in 1970.
 - He served on the first merged DPS Board of Education, and was president of Shaw University.
- **DPS Appreciates community interest** in our meetings about impact of new state standards.
 - We have met with numerous community groups and three open public meetings.
 - New video on YouTube and Channel 4
- **Community Conversations** coming in December:
 - Improving outcomes for students facing suspension, especially African-American males and students with disabilities.
 - We hear community's desire to be a part of solution.
 - Dates:
 - Saturday, Dec. 7, 10:30-noon, at Staff Development Center
 - Monday, Dec. 9, 6:30-8 p.m., at Northern High School
 - Tuesday, Dec. 10, 6:30-8 p.m., at Southern School of Energy and Sustainability
- **DPS Family Academy** fall classes are ramping up.
 - Important opportunities for parents to learn how to better partner with our schools.
 - Connecting parents to community resources to strengthen the family and support students.
 - Information at our schools and on our website, or call (919) 287-4194.
- **The DPS Magnet Fair** is Saturday, November 2, from 10-1, at Southern School of Energy and Sustainability.

- Explore options and see all that Durham Public Schools can offer!
- **Superintendent Becoats shared that he was part of a panel discussion with other superintendents to launch Business for Educational Success and Transformation in North Carolina (BEST NC).** This organization was created to advance a policy agenda informed by evidence to improve North Carolina's education system at every level; early childhood, K-12, community colleges and universities.

Agenda Review and Approval

By unanimous board consent, the agenda was approved as written.

General Public Comment: Three people signed up for Public Comment.

1. *Elois Johnson* – Ms. Johnson shared concerns about the contractors who cut grass at the Holton Career and Resource Center. She stated that she has observed the mowers with the guards up and she is concerned about objects being thrown out of the mowers possibly hitting students and/or citizens. She would like to see something done about this serious concern.
2. *James Chavis* – Mr. Chavis shared similar concerns as Ms. Johnson regarding the safety issues at Holton Career and Resource Center. He stated that he brought this issue to the attention of the Board and that the contractors are still mowing grass with the guards raised. He feels this is a serious safety matter and wants safety in his community.
3. *Andrea R. Underwood* – Ms. Underwood is the President of the Durham Association of Educators (DAE) and invited the community to join her at the I ♥ Public School Pep Rally, on Friday, November 1, from 4:30 p.m. to 6 p.m., in downtown Durham at the CCB Complex. This event is sponsored by DAE and she asked everyone to participate and wear red to support public education.

Board of Education Meeting Minutes

Presented for approval:

- September 16, 2013 - Joint BOE/BOCC Quarterly Meeting
- September 24, 2013 – BOE Fall Retreat
- September 26, 2013 - Regular Meeting – Open and Closed Sessions
- October 10, 2013 – Special Meeting – Open and Closed Sessions

The minutes were approved by unanimous consent as written.

Closed Session

On a motion by Vice Chair Forte-Brown, seconded by Natalie Beyer, the board convened in closed session to consider personnel matters and to review school safety components of the School Improvement Plans pursuant to NCGS 115C-105.27(c1) and 143-318.11(a)(1), (8).

The board convened in closed session at approximately 7:20 p.m.

Open Session

The board reconvened in open session at approximately 7:40 p.m.

Consent Agenda

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

- a. **Hillside High School – Bids for Chiller Replacement**
- b. **Mangum Elementary School – Bids for Renovation**
- c. **Hillside High School – Bids for Auditorium Sound System Replacement**
- d. **Information Technology – SmartNet Equipment Warranty and Maintenance Services Agreement**
- e. **Information Technology – E-rate Full Service Consulting Services Contract**

Vice Chair Forte-Brown made a motion to approve Consent Agenda. Natalie Beyer seconded and the motion passed unanimously.

Reports of the Committees

- I. **Support Services Committee**
Revised Policy 2210 – Use of Tobacco Products – Second Reading
Recommendation: Action
Public Comment: None

Committee Chair Omega Curtis Parker introduced Assistant Superintendent, Dr. Debbie Pitman, to present the Policy 2210 – Use of Tobacco Products revisions.

Dr. Pitman presented proposed revisions to policy 2210 for approval on second reading. She clarified that the revisions included legislative changes and a tighter policy including location; it clarifies no use of tobacco products on DPS property and/or school sponsored events.

Ms. Natalie Beyer suggested that there needed to be additional wording to clarify the use of products resembling tobacco products. Following Board Members' discussion, Ms. Omega Curtis Parker made a motion to approve Policy 2210 – Use of Tobacco Products on Second Reading with revisions to include the addition of any other items containing tobacco products or any items resembling tobacco products including electronic cigarettes are prohibited on any school property including all school sponsored events. Vice Chair Forte-Brown seconded and the motion passed unanimously.

II. Instructional Services Committee
School Improvement Plans
Recommendation: Action
Public Comment: None

Committee Chair Nancy Cox shared that Board Members were able to meet in small groups to discuss the plans and were impressed with the detail and appreciated the Area Superintendents and Principals for their efforts. She yielded to Superintendent Becoats to begin the presentation.

The school improvement planning process allows schools to develop strategies that focus on increasing student achievement and improving overall school effectiveness. School Improvement Plans (SIP) are developed at the school level using feedback from a structured needs assessment process that informs data driven decisions and the implementation of research based strategies. School Improvement Plans are aligned to the strategic priorities identified by the North Carolina State Board of Education and the goals for Future Ready Students in addition to local District goals. Each School Improvement Team (SIT) consists of the principal of the school, the assistant principals, instructional personnel, instructional support personnel, teacher assistants, and at least two parents. Each member shall serve a minimum of one year and a maximum of three years.

The SIT shall develop a SIP that addresses the following areas:

- improved instruction and student outcomes;
- professional development;
- school climate, which includes student health, safety and discipline and working conditions;
- stakeholder satisfaction (students, parents, teachers); and
- duty-free lunch/planning time for teachers.

The crucial tasks of SIT are as follows:

- Develop bylaws (in compliance with NC general statute)
- Set/post meeting minutes and schedules
- Communicate agendas in advance
- Align SIP to the DPS Strategic Plan and the State Board of Education Goals
- Monitor SIP strategies and update as needed

Superintendent Becoats shared the timeline: scope of work/bylaws to ensure that School Improvement Plans were developed to share with the Board of Education. The SIP's have been on the DPS website since October 11, 2013.

He stated that there are two components by new NC legislation:

1. Transition Plans- students who have been placed at risk of academic failure; personal education plans; transition teams and transition plans are in place.
2. Safety Plans – the superintendent shall review the school safety components of the school improvement plans and make written recommendations on them to the local board of education. Prior to a vote to accept a school's improvement plan in accordance with G.S.

115C-105.27 (d), the local board of education shall review the school safety components of the plan for that school in closed session.

Superintendent Becoats stated that these requirements have been met and the administration is presenting the School Improvement Plans for approval.

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

Closed Session

On a motion by Vice Chair Forte-Brown, seconded by Natalie Beyer, the board convened in closed session to consider personnel matters and to prevent the disclosure of confidential personnel records pursuant to 143-318.11(a)(1), (6) and 115C-319.

The board convened in closed session at approximately 7:55 p.m.

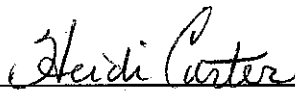
Open Session – Personnel Recommendations

The board reconvened in open session at approximately 8:48 p.m.

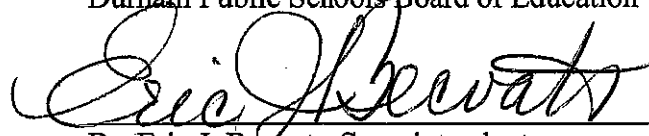
Personnel Approval

Superintendent Becoats recommended approval of the October 24, 2013, Personnel Reports for Information, Approval, and the Substitute List. On a motion made by Vice Chair Forte-Brown to approve the Personnel Reports for Information, Approval, and the Substitute List dated October 24, 2013; seconded by Leigh Bordley, the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 8:50 p.m.



Heidi Carter, Chair
Durham Public Schools Board of Education



Dr. Eric J. Becoats, Superintendent
Durham Public Schools