

**School Board Meeting**  
**September 13, 2017**

**MEMBERS PRESENT:** Leah Paladino, Chairwoman; Harry Daniel, Vice-Chairman; Sharon Mack, Member; Jason Collier, Member; Rodney Kibler, Member; Andrea Whitmarsh, Superintendent; Rhonda Houchens, Deputy Clerk

**MEMBER PRESENT BY TELEPHONE:** N/A

**MEMBERS ABSENT:** N/A

**BOARD OF SUPERVISORS:** N/A

The closed session meeting was called to order at 6:30 pm in the Greene County School Board Office conference room.

Dr. Kibler made a motion to move into closed session; Mr. Daniel seconded, motion carried.

Mrs. Mack made a motion to reconvene into open session in the County Meeting Room at 7:00 p.m.; Mr. Collier seconded, motion carried.

Mrs. Mack made a motion that Jennifer Shepherd be the Clerk of the School Board for the remainder of 2017. Mr. Collier seconded. All ayes, motion carried.

Board certified by roll call vote that only such matters identified in the motion were heard or discussed. All certified.

Mr. Daniel made a motion to approve Religious Exemption #2017-01. Mr. Collier seconded. All ayes, motion carried.

Mrs. Mack made a motion to accept the consent agenda as presented. Dr. Kibler seconded. All ayes, motion carried.

Mrs. Paladino and Dr. Whitmarsh recognized student, Joey Blake, for his 2<sup>nd</sup> place win in Carpentry at the AGCVA Construction Trade Skills Competition.

Mrs. Paladino and Dr. Whitmarsh recognized student, Cory Houchens on his 1<sup>st</sup> place win at the State FFA Tractor Operator's Career Development Event and wished him luck at the Eastern States Exposition this weekend in Springfield, MA.

Mrs. Paladino stated public comments could be made on matters not below on the agenda.

There were no public comments.

Mr. Huber presented action item #11-375, VSBA May 2017 Policy Updates. 37 policy updates which were presented at a previous meeting and he was recommending they be approved by the School Board. Mr. Huber offered to take any questions. Dr. Kibler made a motion to approve the Policy Updates as submitted. Mrs. Mack seconded. All ayes, motion carried.

Mrs. Paladino presented action item #11-376, 17/18 School Board Priorities. Mrs. Paladino stated the priorities as follows:

- Support the implementation of Innovate 2021 including our core values of innovation and academic excellence; providing a safe and supportive learning environment; efficient utilization of resources; and collaboration and communication with all stakeholders.
- Provide competitive compensation and benefits for all staff.
- Focus on the support, recruitment, and retention of the most highly qualified educators, leaders, and support staff.

Mrs. Paladino stated the priorities are action to guide the school board's work throughout the 2017-2018 school year. Mr. Daniel made a motion to approve the 2017-2018 school board priorities as presented. Mrs. Mack seconded. There was no discussion. All ayes, motion carried.

Mrs. Lawson & Mrs. Stafford presented information item #11-377, William Monroe Middle School Innovation. Mrs. Lawson began by introducing herself as the Instructional Coach at William Monroe Middle School. Mrs. Lawson stated that they are making great strides in meeting the divisional goals as well as their own goals to engage all students and provide personalized learning opportunities and make the instruction relevant. Mrs. Lawson stated that they will show many new things have been added this year. Mrs. Stafford introduced herself and began by reciting her "why" which is to "get to inspire young people every day to strive to become better versions of themselves and I get to do that by teaching video media as well as coaching basketball". The "why" is the reason that they are working to become better innovators in our school district.

Mrs. Stafford began to show their video presentation and stated that the music in the background of the video was created by Mr. Gozzard's 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade students and that he is in attendance this evening. The video will also explain more about this.

The video played highlighting areas of innovation within William Monroe Middle School.

1. Maker Space
2. Virtual Reality Dragon Time Class
3. Toy Hacking with Little Bits
4. Melody Makers
5. Raspberry Pi
6. Breakout in PE
7. Music Technology

Video ended. Mrs. Paladino asked "when can we get that on the website?" She stated everyone in Greene County should see this. It's amazing.

Mrs. Lawson and Mrs. Stafford summarized the presentation and expressed their excitement. Mrs. Stafford brought a VR headset with her and shared it with the School Board members. The members viewed a zoo created by a student and were extremely excited.

Mrs. Paladino stated that there were many areas of interest touched on. It's a wider variety of activities to reach many different students and meet their interests. Mrs. Paladino asked about donations. Mrs. Lawson advised that some of the items in the Maker Space have come from donations. Some came from Grant Money. Mrs. Paladino asked if she had a wish list. Mrs. Lawson advised that she does and it's really long and that Mr. Huber has it. Mrs. Paladino stated that it should be published to see if anyone would want to donate any of their wanted items. Mrs. Lawson advised that she has reached out to businesses and that Walmart and Lowe's have been supportive. She would love to find a larger business to sponsor the room.

Mr. Collier asked where they come up with all of the equipment and materials and the ideas of what to put in the room. Mrs. Stafford advised that it was Mrs. Lawson. Mrs. Lawson stated that she got the idea when she completed her Master's and part of her Master's is that she is licensed to be a media specialist. Much of the ideas came from the research conducted for her Master's program.

Mrs. Paladino and the Board thanked them and everyone involved for their presentation.

Mr. Huber and Mrs. Talbert presented information item #11-378, New Teachers. Mr. Huber began the presentation with why the focus on new teachers and mentoring? "To develop and implement a successful new teacher mentorship program that includes comprehensive on-boarding, mentoring and professional development" which is part of the GCPS Innovate 2021 strategic plan that was adopted about a year ago. Mr. Huber introduced Mr. Talbert, Teacher Support and Mentorship Coordinator.

Mrs. Talbert introduced herself and shared the goals of the new teacher induction program. To provide support from Central Office and herself as well as access to resources & classroom management strategies. To provide ongoing professional development and a "toolbox" of strategies as support for new teachers. To provide

dedicated time to collaborate within their content area as well as across disciplines. To provide access to school administrators. To provide a mentor to help them out. We took a new approach to new teacher orientation.

Mrs. Talbert showed some of the strategies which were shared during new teacher orientation.

1. Nearpod
2. Kahoot
3. Quizlet Live
4. Virtual Reality
5. Breakout Sessions – Informal Assessments, Project Based Learning (PBL), Innovate 2021, Curriculum Development
6. Veteran Teacher Panel (which the new teachers loved)

Mrs. Talbert shared that the new teacher handbook has been made digital and put on the web. A link was provided on the county's website for resources such as:

1. Livebinder of the New Teacher Handbook
2. Presentations on Instructional Strategies
3. Mentor Information
4. Tutorials for Technology used at New Teacher Orientation.

Resources will continue to be updated and added throughout the year.

Mr. Huber closed things up by saying that Mrs. Talbert understates her position and that he doesn't know of any other school division which has a position like hers dedicated to serve as a coach to help professionals get off on the right foot so we can keep them here and that they are successful and they feel successful. Also so that our kids have a great time. Mr. Huber thanked Mrs. Talbert and opened the floor for questions.

Mrs. Paladino asked where this idea came from. Dr. Whitmarsh stated that we looked at what our goals are and that is to not only recruit the best but to keep the best and so we needed someone dedicated at central office to support the new teachers.

Mr. Daniel asked how do the kids react. Mrs. Talbert stated that she was in a classroom this morning and realized that the student probably had no idea why she was helping so she introduced herself. She advised the students are very receptive.

Mr. Daniel asked when do the new teachers have time to get together. Mrs. Talbert advised that they will have scheduled meetings after school and the first one is coming up at the end of September. Then she is going into their classroom when they are planning and then also when they are teaching.

Mrs. Paladino thanked Mr. Huber and Mrs. Talbert for supporting the school board's priorities.

Mr. Sparks thanked WMMS for their Innovation presentation and advised it was fantastic and cool. He also gave a special thank you to Leah for all her help. He stated that it takes a great educator in order to support that position and that's who she is.

Mr. Sparks presented information item #11-379, Career Planning. Core Value: Aligning students and equipping them with what we want them to achieve as they pass through their educational experience. That drills down to personalized and relevant learning and life-long goals.

Mr. Sparks showed a diagram that is showing the "Profile of a Graduate" as per the VDOE. He said 2 things to pull from this is the "Whole Child Approach" which is educating the whole child but also connecting all of the great things that we are already doing. We all want our students to be career ready and to be a citizen in our community.

In the past, education was concentrating on work with the student once they arrived in high school but it really needs to start in elementary school. That is starting with goals, dreams, ambitions and also introducing them to career clusters and what careers may look like for that. As it progresses to middle school the focus is on exploration. As this progresses to high school this is really putting it all together. Sequencing of programs, opportunity for students, work based learning.

Current Progress. This is a three-year process. We are in stage one. We are fortunate in Greene that our campuses are close together so we really can work together to better help our students.

At RES & Nathanael Greene, that is started with awareness throughout the building which will be supported by our counselors and our teachers. They will be holding a career fair and that will be backed up with research and a project with community involvement. At the middle school, advisory was started this year. The lessons each month will focus and be guided around careers. Academic and career planning will officially start in that which was backed up what was set in elementary school and then goal setting and interest inventory as well as career exploration and career clusters. The high school also started an advisory this year that will also be supported through our counselors and our teachers. We support this through innovation and our google classroom and support. Then exposing our students to what they are interested in.

The next steps are to continue to expose the students. It is a coordinated effort through all of our schools to make learning personalized and to tie it into our innovation plan and that every student that progresses through has an idea of what they want to achieve and what that looks like.

Mrs. Paladino asked if Mr. Sparks could explain how the interaction happens with the students through the advisory. Mr. Sparks stated that the counselors will be the lead in supporting lesson plans and pullouts/pushins and things of that nature. It's also supported through our teachers. Counselors will meet with a small group of students and they will track and monitor as they progress through their educational stages. Mrs. Paladino commented that it's great that we aren't waiting for the student to come to us. Mr. Sparks stated that part of the career planning process is for students to understand what opportunities there are out there for them.

Mrs. Paladino stated that she is always worried about the ones that say "oh I'm a junior, what am I going to do". The fact that there is an interventional process that starts early on and gets their gears moving and she really appreciates that.

Mr. Daniel asked if the students will have career planning in the 3<sup>rd</sup> & 4<sup>th</sup> grade that will follow them. Mr. Sparks stated that they will have experiences. We want to be very intentional but we also understand that what happens in Kindergarten is not the same as what happens in 4<sup>th</sup> grade.

Mr. Daniel asks if seniors have to have an industry certification now. Mr. Sparks advised that all standard diplomas have some different aspects of that but the industry credentials can be part of that process.

Mr. Daniel asked if the Industry certification & workplace readiness going to be taken by a large group of students or a select few. Mr. Sparks advised that they want the industry certificate to be program specific and industry specific based on what the student wants to achieve.

Mrs. Paladino asked what is the hub of all of this? what is the glue that holds this all together? Who guides these advisories and gives them the ideas? How are they talking to each other? Mr. Sparks advised that it is a coordinated effort. The administrators in each building have been fabulous to work with and define different groups to help pull all this together. And Mr. Huber's been great. He's kind of been coordinating the whole effort and leading it and different people have been involved during that process.

Mrs. Paladino added that Mr. Sparks is also leading and working with the counselors. That's great. Thank you.

Mrs. Paladino recognized Mr. Huber's birthday today and had the board sing "Happy Birthday".

Mr. Huber presented information item #11-380, State Accreditation and Accountability. State Accreditation Report was released today by the State Dept. and I want to highlight the results of that report as well as talk about what is next for us this school year.

Mr. Huber advised that it all goes back to our Strategic Plan. When we first started this people were worried and said we were either going to be innovative or we were going to pass tests. Those things are exclusive from each other. Through the work of the people that you saw earlier this evening we really proved those people wrong. Because, for the second year in a row, all of our schools are fully accredited as a division. {applause} We did all of that while be innovators and changing the learning experiences for kids and we are really proud of that as a division.

Mr. Huber stated the highlights of where we fell in the difference areas (each of the four core subjects as well as the GCI). You can see where each school fell as well as the State Benchmarks. We made some pretty significant gains in some areas.

Mr. Huber highlighted the division priorities. It's very simple for us because it all comes from our strategic plan. It's very targeted. It's intentional.

1. Innovation & Academic Excellence, we are going to continue the work that you heard about last year while also focusing on these additional objectives and action items.
2. Safe & Supportive Learning Environment, our second core value, we are concentrating on these 2 objectives. A big push in our K-12 about social emotional learning. We've continued our support of Tiered System of Integrated Structures and Supports as our students continue to come to us with more and more needs outside of the classroom.
3. Looking at Resources. We continue to automate & integrate with technology. The collaborative procurement of goods, supplies & materials continues to be a focus.
4. Looking at Collaboration and Communication as a division, our continued partnership with parents.

Looking at school level, we asked all schools to incorporate a comprehensive school improvement plan. These are the priorities from those plans for this year.

1. Ruckersville is going to continue to look at student engagement. Integrated structures and supports as well as supporting our teachers through professional development.
2. Nathanael Greene, they have a huge focus to look at student engagement, increase the 21<sup>st</sup> century learning experiences. They've revamped their STEM program. Focusing on their RTI process, community engagement and then always to focus on student achievement as well.
3. Middle school. They are going to focus on reading and writing. Really take a look at our students with disabilities. As always looking at our school climate and improving that as well.
4. High school, focus on discipline and school climate. Looking at innovation and really insuring that we move from pockets of innovation to spread out among more of our teachers and staff. Making sure that again we are focusing on our students with disabilities. It's all about getting our students to that starting line and that's graduation.
5. Tech center and really CTE across the board, Mr. Sparks is working to make sure that they are aligning industry certifications with industry demand so that we can send out graduates out and they are competitive and can get good solid careers and be successful in the workforce. Looking at all of our programs to insure that they are going to be sustainable and successful. Begin our work in Work Based Learning which is an exciting venture.

Dr. Kibler asked does this mean that we can have fun and test well. Mr. Huber responded, "Yes".

Mrs. Paladino asked if they still have the Stars program at Nathanael Greene. Mr. Huber advised that we do. Mrs. Paladino asked if the reading numbers were still holding and if the program was bearing fruit like it initially was. Mr. Huber advised that across the board reading writing seem to be the areas that are the biggest struggle for us and that is really in most places. We are going to continue to hammer away at that.

Mrs. Paladino asked how do you lower the absentee rate at the high school. Mr. Huber advised that you make school fun again and you do some of the things mentioned so that students don't hate coming to school quite as much. Mr. Huber recognized Mrs. Brunelle, Principal at the High School. She added that they have been meeting with students one on one who have attendance issues to find out why and see what we can do to meet them part of the way.

Dr. Whitmarsh presented information item #11-381, FY2019 Budget Calendar. She has draft of the budget calendar. It follows about the same progression as this year's budget. If you agree and we don't make any changes, we would ask that it be voted on as an action item for next month. It is based around the Governor's Budget. No Discussion or suggestions were made.

Dr. Whitmarsh presented information item #11-382, Superintendent's Update. First she said congratulations to the students who were recognized. She thanked everyone for the incredibly positive presentations that highlight some of the great things going on in our schools. It's all because of the great people that we have here. She is thankful that one of the board's priorities is providing adequate compensation and things we can do to keep great

people here who are doing amazing things with our kids. Today was the 21<sup>st</sup> day of school. Progress Reports went home. We had a great opening. She can't save enough about InfoSnap and how helpful it was. Thanks to Mr. Huber and Danelle Clem who worked on that rollout. She gave a facilities project update. We are looking for bus drivers. She invites everyone to come to our schools to see some of the amazing things that you've seen tonight.

Mr. Collier stated that it's great to see amazing, exciting things in schools. Especially the middle school and CTE presentations tonight. Awesome to see the kids excited. He is sure that the young men who were recognized will be back. Invites everyone to attend the State Fair to see the high school competition. Appreciated the job of the staff and the successful students tell it all.

Mrs. Mack, thanked everyone for coming out tonight. Thanked the presenters for their impressive presentations. She thanked the leadership for all of the support. She is proud to be a part of this school community. It's great to see education not getting stale & boring. Thanks for being awesome!

Mr. Daniel stated that the Innovation at the Middle School was a great job. He is excited about Mrs. Talbert's role. Thanks to Shaun for taking charge on the career pathway; Congratulations to the staff on the Accreditation.

Dr. Kibler said it is impressive. He came to Greene County 40 years ago and it was a small school division back then. 1<sup>st</sup> grandchild got on the bus this year and brought home. He is excited. There are a bunch of Kibler grandkids coming and he asked that the staff stick around and take care of them.

Mrs. Paladino thanked everyone for the great presentations and she agrees with all of the board member comments. The thing that peaked her attention tonight was "learning that is personal and relevant". She advised that all of the presentations tonight made that point. It's having a huge impact in the community. Happy Birthday to Mr. Huber.

Mrs. Paladino adjourned the meeting.

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Chairman

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Clerk