

School Board Meeting Minutes

March 14, 2018

MEMBERS PRESENT: Leah Paladino, Chairperson; Harry Daniel, Vice-Chairperson; Rodney Kibler, Member; Jason Collier, Member; Andrea Whitmarsh, Superintendent; Jennifer Shepherd, Clerk

MEMBER PRESENT BY TELEPHONE: Sharon Mack, Member (Open Session Only)

MEMBERS ABSENT: Sharon Mack, Member (Closed Session)

BOARD OF SUPERVISORS: Bill Martin, Vice Chair

The closed session meeting was called to order at 6:00 pm in the Central Office conference room.

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

Mrs. Paladino announced that we would reconvene into open session in the County Meeting Room at the County Administration Building at 7:00 p.m.

Board certified by roll call vote that only such matters identified in the motion were heard or discussed. Dr. Kibler, Mr. Daniel, Mr. Collier and Mrs. Paladino certified.

Mr. Daniel made a motion to include Mrs. Sharon Mack in the proceedings by electronic means. Dr. Kibler seconded. All Ayes, motion carried. Mrs. Sharon Mack is out of town for a work related meeting and participated via telephone from her hotel room in Iselin, NJ.

Dr. Kibler made a motion to amend the agenda to include an action item for Construction Management Services RFP Contract Award. Mr. Daniel seconded. All Ayes, motion carried.

Mr. Collier made a motion to accept the consent agenda. Mr. Daniel seconded. All ayes, motion carried.

Mrs. Paladino and Dr. Whitmarsh presented recognition certificates to MaKaylah Cowan (not present) and McKenzie Smith. MaKaylah has been matched with Colby College as a QuestBridge match recipient and will receive a full ride scholarship totaling over \$250,000 in free education. McKenzie Smith was chosen to participate in the United States Senate Youth Program and is receiving a \$10,000 scholarship to be used at a school of her choice. McKenzie also received an all-expense paid trip to Washington, DC where she met senators and cabinet members as well as met with the President and a Justice of the Supreme Court.

Mrs. Paladino and Dr. Whitmarsh presented a recognition certificate to Adrianna Taylor for her exemplary volunteer service. She received the Certificate of Excellence from The Prudential Spirit of Community Awards and a President's Volunteer Service Award.

Mrs. Paladino and Dr. Whitmarsh presented a recognition certificate to Kim McIntruff, School Library Media Specialist at Nathanael Greene Elementary School. Mrs. McInturff was named the 2018 Virginia Association of School Librarians Shenandoah Region Librarian of the Year.

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

Ms. Mallory Lamb addressed the Board and expressed concerns regarding the walk-out that occurred at the schools on Wednesday, March 14th. She advised that she understood that the school division was not supporting the walkout. She expressed an opinion that since the walkout wasn't supported that all students and teachers who participated should be punished. She also expressed concern over possible future walkouts in support of other controversial topics.

Ms. Nancy Rodland addressed the Board and read a letter from a teacher in San Antonio, TX about the walkout that occurred Wednesday, March 14th. The letter challenged students to get to know other students

who may not have a social circle as opposed to walking out. The letter also challenged the teachers to speak to their students who act out to check on their well-being. Ms. Rodland believes that although the walkout already took place that the letter still applies in order to get teachers and students talking to each other.

Mr. Shaun Sparks presented action item # 11-468 Preliminary Perkins Plan. Mr. Sparks is seeking approval of the 2018-2019 Perkins Plan as submitted at the last board meeting. Dr. Kibler made a motion to approve. Mr. Collier seconded. All Ayes, motion carried.

Ms. Kristie Spencer provided a quick review of the process for the Construction Management Services RFP Contract Award process. Ms. Spencer made a recommendation that the Board grant the Superintendent the authority to pursue a contract with Branch Associates. Dr. Kibler made a motion that the Board award to the firm Branch Associates the contract to serve as Construction Manager for the Board approved facilities upgrades. Dr. Kibler further moved that the Board authorize and direct the Superintendent, Dr. Whitmarsh, to execute the final contract documents. Mr. Collier seconded. All Ayes, motion carried.

Mr. Bryan Huber, Mr. Dale Herring and Mr. John Mitchem, presented information item # 11-469, 1 to 1 at WMHS. Mr. Huber advised that this initiative was launched at the beginning of the second semester. It is a continuation of a 4 to 5-year project. Grades 2 – 8 have a 1:1 chromebooks with a classroom cart model, but a different approach was needed at the high school. In the ninth grade model each student is issued their own device. This project used current budgeted funds. It allows us to pursue other aspects of the strategic plan to include blended learning, online learning and flexible learning for students moving forward.

Mr. Herring passed around the flip screen chromebook model that was chosen for the high school. This model has a 5-year end of life, which means that Google will update this model for 5 years. Students were trained on proper use and cyber citizenship. Content is filtered on and off campus. Mr. Herring reviewed the process in the event there is a hardware or software failure. If a chromebook is stolen, the student's family is required to file a police report in order to not be held liable for the cost. There is a charging station in the high school if needed and each classroom has spare chromebooks. Mrs. Paladino asked if students were storing their documents in google docs. Mr. Herring confirmed that all docs are stored in the cloud so that they are accessible from any device. Mr. Collier asked if the device was touch screen. Mr. Herring confirmed that they are and they also come with stylus pens.

Mr. Mitchem presented information on staff support as well as student and parent feedback. The chromebooks were tested by a 9th grade teacher cohort. Administration did a needs assessment of the teachers on their google knowledge and the teachers were broken into three groups for professional development purposes: beginner, intermediate and google certified. This gives more teachers a digital presence. Parents can see the assignments online. Positive feedback has been received.

Mr. Huber shared an infographic of the plan. The goal is for all employees to become google certified and any new employees to be google certified by the end of their first year. Mrs. Paladino asked how much is cost for a google certification. Mr. Huber advised that all of the modules are free and there is a \$10 exam fee. Mr. Huber also touched on his current book study which is "Classroom Management in the Digital Age" in order to stay connected, exchange ideas and provide assistance with using technology.

Mrs. Paladino commented that these three are "the dream team". Mr. Daniel asked if this will replace the textbooks. Mr. Huber advised that the environment is changing but that this is just an extra tool. He added that everyone has access to OpenSource, which is a free exchange of information for teachers. Mrs. Paladino appreciated them leading the students and providing a digital road map. Mr. Daniel expressed his excitement stating that when he visited the schools he didn't see any textbooks or traditional classroom environments and that the teachers and students were all excited. Mr. Collier advised that he witnessed the chromebook use in all of the classes he visited except maybe art. He added that the chromebooks are a good value. Mr. Herring advised that you can buy three chromebooks for every one laptop purchased. Mrs. Paladino expressed concern for the elementary students' vision. Mr. Huber advised that they are not 100% digital and they still do many things without screen time.

Mr. Bryan Huber, Dr. Kyle Pursel and Dr. Wendy Mitchem presented information item # 11-470 Crisis Planning & Prevention. Mr. Huber began with stating that this presentation falls under the core value of Safe

and Supportive Learning Environment. They will discuss four action items that are midway through implementation.

Dr. Pursel gave an overview of processes and timelines that all schools and the division will complete in regard to safety audits and surveys. He gave examples of items included in the building crisis plans which include over 20 different events. He spoke about the types of crisis assessments which are threat, harm to self, and bullying and what they are used to accomplish. He also highlighted some of our safety and security systems such as thumb locks, security lighting as well as cameras and GPS on buses. Mrs. Paladino asked if the parents receive an alert when an intruder drill is conducted. Dr. Pursel advised that he is not aware of that occurring but they can look into adding that in the future.

Dr. Mitchem spoke regarding the social and emotional component of school safety and security. She highlighted some of the procedures used to determine the needs of the students and staff as well as training that is conducted throughout the year for staff. She reviewed the current practices in place in our buildings to improve social skills, build relationships, improve confidence and develop coping skills.

Mr. Huber added that this is an evolving process. There are ongoing upgrades at school and division levels. There is a lot of collaboration to keep the processes current and effective. They are vetting technology to be used as well including the STOP !T app which is an anonymous bullying reporting system. Mr. Daniel asked if this was available on the chromebook. Mr. Huber advised it is available online so it is accessible through the chromebook but believes that most students will use it as an app on their phone. Mrs. Paladino asked if it was already in use and Mr. Huber advised that they are implementing it. Mr. Daniel asked who receives the MANDT training. Dr. Michem advised that some schools received the de-escalation component of MANDT training for their staff but their goal is for everyone to participate. Mrs. Paladino added that she wished everyone in the public could be there to hear these presentations.

Mr. Bryan Huber and Ms. Kristie Spencer presented information item # 11-471 Recruitment. Ms. Spencer reviewed the current state of the profession in general. Student enroll is going up and the number of teachers is going down. Mr. Spencer shared a snapshot of the shortages for the State of Virginia. Greene has developed a new strategy for attracting teachers. Mr. Huber discussed some of the new items used in the recruitment process such as the launching of the new recruitment website, use of a revamped interview process and sustained engagement. We want our potential candidates to connect with us on social media, join us for professional development and visit our schools. Ms. Spencer reported on Greene's participation in the Shenandoah Valley Regional Job Fair on March 3rd. We used a new approach displaying our technology and our instructional coaches. Ms. Lawson added that she showed the attendees our spheros and they seemed very amazed. She thought that we were ahead with our presentation. Ms. Spencer provided statistics from the job fair including seven letters of intent which were issued with two of those positively returned.

Mr. Daniel asked how the letter of intent works. Ms. Spencer advised that it lets them know that we want to offer them a position but salaries are not finalized. We will keep in touch with them throughout the process. Mrs. Paladino expressed that the process is well done and very innovative as usual. Mr. Daniel asked who participates in the school visits. Mr. Huber advised that it could be an administrator, instructional coach or a department head if available.

Dr. Whitmarsh presented item #11-472, FY2019 Budget Update. Dr. Whitmarsh stated that the General Assembly reached an impasse in regard to the FY19 budget. The Governor has called a Special General Assembly Session for April 11th on the State Budget. Hopefully they will come to a resolution. Our budget proposal is based on revenues from the Governor's proposal so things may continue to change. The local budget process continues simultaneously. We presented our budget to the Board of Supervisors last week. There was a workshop last night and another tomorrow night. The budget will be advertised by March 25th. There will be a public hearing on April 24th and the Board of Supervisors will adopt a budget on May 8th.

Dr. Whitmarsh presented item #11-473, Superintendent's Update. Dr. Whitmarsh expressed congratulations to all that were recognized tonight. Next month there will be many recognitions, so the meeting will be held at the middle school. She thanked all who presented. She advised that Greene Education Foundation was being revived by a small group including Mr. Daniel and they would determine how best to support the schools. The first fundraiser is the "Get Fit for Greene" 5K to be held on April 21st. Kindergarten registration is coming up on

March 22nd and the Arts Festival will be held on March 24th with the theme “Wild about the Arts”.

Mrs. Mack apologized for not being able to be present and thanked everyone for letting her participate remotely. She thanked all of those who provided public comment.

Dr. Kibler says there were a lot of cool things. He is mostly impressed with the recruitment process. With the national numbers the way that they are he is glad that we haven’t given up. He is excited that we are not accepting the numbers and deciding to we can be different.

Mr. Daniel expressed his excitement about the recruitment and retention process. He is glad that we now have a constructions management firm and that one day the outside will reflect the inside of our schools. He stated that great things are coming. He agreed with Mrs. Paladino’s earlier comment that it would be great if all of the community could have heard tonight’s presentations but it would be even better if they could visit our schools and see if for themselves. He thanked everyone.

Mr. Collier gave a PREP update. He advised that Dr. Toni Elitharp will be retiring and the Director search will be coming. PREP passed their budget. He remembers when the chromebooks were first started and that they were inexpensive and the kids love them. He further commented that it was great to see our technological advancements because we live in a digital world. We do a great job stepping outside of the box. The recruitment process is amazing. Mr. Collier stated that our staff is like family and everyone works well together. He appreciates us always staying up to date on safety. He offered appreciation for those who made public comment.

Mrs. Paladino thanked Mr. Martin for being in attendance tonight and for being our liaison. She offered appreciation for his time and knows that he will do a great job sharing the information that he has heard in our meetings. She thanked everyone in attendance, including those who commented and presented.

Mrs. Paladino adjourned the meeting at 8:58pm.

Chairman

Clerk