

November 1, 2021

The Board of Education of the County of Kanawha met in Special Session on Monday, November 1, 2021 at Mary C. Snow West Side Elementary, Charleston, West Virginia. The meeting was called to order by Board President Pro Tem Tracy White at 5:00 p.m.

PRESENT

Becky J. Jordon, President (via phone)

Tracy White, President Pro Tem

Ric Cavender

Jim J. Crawford, Sr.

Ryan White

Thomas E. Williams, Secretary

Debra J. Lewis, Recording Secretary

ADMINISTRATIVE STAFF

Paula Potter, Deputy Superintendent

Melissa Ruddle, Assistant Superintendent, Curriculum & Instruction

Mellow Lee, Assistant Superintendent, Elementary

Briana Warner, Communications Director

Lindsey McIntosh, General Counsel

Melissa Wilfong, Title I Director

Leah Sparks, Executive Director, Technology

Amon Gilliam, Assistant Superintendent, Middle & Alternative Schools

Ron Pauley, Executive Director, Human Resources

LSIC REPORT

Destiny Spencer-Welcome to Mary C. Snow West Side Elementary, I am Destiny Spencer the Principal and this is Brian Wooten our Assistant Principal. Our theme this year is "It's grow time". We had a few good men come in at the beginning of the year that were from the community and they supported our students and greeted them on their first day of school. Another thing is we have an established PTO for the first time in years and we are really excited about that. We had 260 attend our Family Night which is amazing and we profited from the book fair for the first time in years as well. Our big rocks are academics, culture and behavior. For curriculum our students are using SAVAAS and Success Maker and they are already seeing gains. We are also using Title I guided reading with Jan Richardson and we see a lot of growth with that program as well. For culture, we are a Leader in Me school, we have an SEL Coordinator with some of our ESSERF money and we do Mindful Mondays. That means the whole school shuts down for a couple of minutes and we just breathe. The students and the staff like it. We also do Wellness Wednesdays. Our counselors go into each of the classrooms and give the teachers seven minutes of free time and they are really thankful for that. We have a new teacher club that we are partnering with Edgewood and Piedmont. We are providing instructional and classroom strategies for our new teachers.

Brian Wooten-For behavior we are in the early stages of PBIS, a behavior strategy which focuses on the positive. We were able to celebrate a no office referral days in which no kids were written up in the office and that was a great accomplishment. We had a "hats on day" for no office referrals and the staff and students enjoyed that day. We provided de-escalation training to our staff. We really want to focus on the students that are two years behind. We have the Wildcat Academy that will help us get those kids caught up. We have a Watch Dogs Program which is very similar to the good men that came here. It's a researched-based program that shows that having men in the school building interacting with our kids lowers behavior problems. Thank you all for coming.

Mrs. White-You said that this is the first year that you have had a PTO. Most of our elementary schools are fortunate to have a PTO, so who's been doing all the fun things that the PTO usually does? Destiny Spencer-The administration. Mrs. White-Thank you for that. I know that it is a lot to take on. I noticed that you had two great men role model things set in place. Do you have anything for the girls? Destiny Spencer-We actually do. It's going to be a few good women and people from sororities will be coming in for the girls. Dr. Williams-I think boys and girls both can benefit from one or the other. Destiny Spencer-Most definitely.

LSIC REPORT (continued)

Mr. White-Have you seen a negative effect from the pandemic and the loss of learning that students had because of missing school? Destiny Spencer-Yes. A lot of our students don't have internet at home so that created a learning gap within itself. We were already behind before the pandemic, so it created a larger gap. Mr. White-Correct me if I'm wrong, but this is the school with the highest percentage of low income people in the entire State of in West Virginia correct? Destiny Spencer-I believe so. If not we are pretty close. Mr. White-When you said 2 years behind, they probably were 2 years behind before the pandemic so it's probably even more.

Mrs. White-How are you getting to those kids that are home so much due to quarantine? Destiny Spencer-We do provide paper packets if they don't have internet and we also have done a survey for all of the students and we put in each student's name for an internet box. We do have Schoology conferences in the morning for each grade level and they are able to log on.

Mr. White-How is it different than before trying to catch these kids up, is it a lot harder? Destiny Spencer-It is a lot harder. We are still required to teach grade level standards so when you are trying to teach somebody in 5th grade that is actually on a 2nd or 1st grade level it is extremely hard. Dr. Williams-Talk a little bit about Success Maker and how that helps with the grade level differences. Destiny Spencer-With Success Maker we can differentiate the instruction in the program. It's looking at gains more so than grade level achievement. We have things in place, such as Success Maker and guided reading to close the gaps.

Mrs. White-Do we need more resources here? Destiny Spencer-Honestly, whenever I reach out for support, we get support from the County. We've had Title I support. Anytime I need anything, they are here.

Mr. Cavender-Is the transient issue getting any better? Destiny Spencer-It is still transient but we still have stability within the students that are here.

Mr. White-What is the percentage of students living with guardians that are not their parents? Destiny Spencer-I would say 40%.

PERSONNEL

A. Personnel Agenda for November 1, 2021 (Enclosure 60)

Mr. Ric Cavender moved: The Board approve the Personnel Agenda as included in Enclosure 60. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

NEW BUSINESS

A. Out of State Travel Requests (Enclosure 61)

Mr. Ric Cavender moved: The Board approve the Out of State Travel Requests as contained in Enclosure 61. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

B. Superintendent's Evaluation Instrument (Enclosure 62)

Mr. Ric Cavender moved: The Board approve the Superintendent's Evaluation Instrument as developed by the West Virginia School Board Association and the West Virginia Association of School Administrators as shown in Enclosure 62. Motion was seconded by Mr. Jim J. Crawford.

Dr. Williams-The School Board Association and the School Administrators Association have developed this together jointly. It is being sent to the State School Board and it is up for approval at their meeting this month. An evaluation tool has to be approved by this Board by the end of the year. This evaluation tool is fine with me. It ties in with our strategic plan, which is what we work on every year and to me it just makes sense. Mr. Crawford-It's more flexible than what we had previously. Dr. Williams-It's more than just a check off box. Mr. White-So basically if I'm reading this correctly this is very similar to what we had before? Dr. Williams-Before we had a longer form where you had to check off when you did something and you had to show the data. This is basically one or two pages. One goal has to be academics and the other goals can be from the County's strategic plan and the Superintendent would provide the evidence of how it is done. It is still me providing the evidence for the goals that you all have set. Mr. White-This one isn't until next year right? Dr. Williams-That's correct. This goes into effect for next school year. Mr. White-The upcoming evaluation will still be done under the old rules. Dr. Williams-That is correct. Mr. White-Before September 15th of next year we fill in this chart correct? Dr. Williams-After June 30th of this year, like July 1, 2022, we would start working on this. Mr. White-Do we have to get that approved by the State Board every year? Dr. Williams-No, once you all approve it it's approved.

NEW BUSINESS (continued)

If you all don't want to do this and come up with your own evaluation tool, then that would have to be approved by the State Board.

Mr. Cavender-July would be the next time we do an evaluation right? Dr. Williams-No, you will do one for this year that we are in right now. When we did my evaluation last year I was under the impression that you wanted me to continue working on those goals through this year, which is what I am doing. Mr. Cavender-I thought we did your evaluation in July. Dr. Williams-Any time after the first of the year you can do my evaluation.

The above motion unanimously carried.

SUPERINTENDENT'S PRESENTATION

Mr. Ric Cavender moved: The Board adopt the findings and conclusions of the hearing examiner and approve the Superintendent's recommendation for dismissal of Frances Hamilett, and Francis Hamilett shall be, and she is hereby, terminated from her employment with the Kanawha County Board of Education, effective immediately. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

QUESTIONS/ANSWERS

Mr. White-On the next agenda are we going to talk about doing the employee thing?
Dr. Williams-Yes, it is on the preliminary agenda.

Dr. Williams-I would just like to thank everyone at Mary C. Snow. I know that Destiny, Brian and Jerry work extremely hard to get the kids where they need to be. They have had a difficult year with the passing of Dr. Carena, but they are still marching forward and doing what needs to be done and the staff is to be commended as well.

Mrs. White-I would like to give a super shout out to everyone who either had Trunk or Treats for our kids or had parties and parades.

ESTABLISHMENT OF MEETING DATES

- A. Monday, November 1, 2021, 5:00 p.m.-Special Session at Mary C. Snow West Side Elementary
- B. Thursday, November 18, 2021, 5:00 p.m.-Regular Session

ESTABLISHMENT OF MEETING DATES (continued)

- C. Monday, December 6, 2021, 5:00 p.m.-Special Session at Riverside High School
- D. Thursday, December 16, 2021, 5:00 p.m.-Regular Session
- E. Monday, January 3, 2022, 4:00 p.m.-Special Session
- F. Thursday, January 20, 2022, 5:00 p.m.-Regular Session

NOTE: The above meetings of the Kanawha County Board of Education, unless otherwise indicated, will be held in the Board of Education Building, 200 Elizabeth Street, Charleston, WV.

ADJOURNMENT

Mr. Ric Cavender moved: That the Special Session of the Board be adjourned. Motion was seconded by Mr. Jim J. Crawford and unanimously carried. The Special Session was declared adjourned by Board President Pro Tem Tracy White at 5:17 p.m.

President

Secretary

djl

11/16/2021