

**CULPEPER COUNTY SCHOOL BOARD**  
**Minutes**  
**September 28, 2015**

A meeting of the School Board of Culpeper County was held September 28, 2015 at the School Board Office (Colin Owens Conference Room) at 450 Radio Lane at 6 p.m. Present were Nathaniel "Nate" Clancy (Catalpa District); Elizabeth Hutchins (Stevensburg District); Michelle North (Jefferson District); Elizabeth "Betsy" Smith (Cedar Mountain District); Superintendent Dr. Anthony S. Brads; Executive Director of Curriculum and Instruction Rob Hauman; Executive Director of Student Services Dr. Russell Houck; Executive Director of Special Education Angela Neely; Executive Director of Human Resources Dr. Stacey Timmons; and Deputy Clerk Pearl Jamison. Robert Beard (East Fairfax District), Robert A. Houck (West Fairfax District) and Anne C. Luckinbill (Salem District) were absent.

At 6 p.m., Ms. Hutchins called the meeting to order.

**On motion of Mr. Clancy seconded by Ms. North, the Board went into closed session at 6:01 p.m. regarding:**

- [a] Discussion of Personnel Recommendations as permitted by the Code of Virginia 2.2-3711 (A) (1)
- [b] Discussion of Student Matters of Named Students A (Request for Religious Exemption) as permitted by the Code of Virginia 2.2-3711 (A) (2)

**Motion carried 4-0 by voice vote. (Mr. Beard, Mr. Houck, and Ms. Luckinbill were absent.)**

**On motion of Mr. Clancy seconded by Ms. North, the Board ended the closed session at 6:09 p.m. and certified that to the best of each member's knowledge, (i) only public business matters lawfully exempted by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered.**

**YEAS: 4**  
**Nate Clancy**  
**Elizabeth Hutchins**  
**Michelle North**  
**Betsy Smith**

**ABSENT: 3**  
**Robert Beard**  
**Robert Houck**  
**Anne Luckinbill**

Those present observed a moment of silence. Ms. Hutchins led the Pledge of Allegiance.

**On motion of Ms. North seconded by Ms. Smith, the School Board approved the agenda. Motion carried 4-0 by voice vote. (Mr. Beard, Mr. Houck, and Ms. Luckinbill were absent.)**

*The board considered the following action item:*

(a) Personnel Recommendations

**On motion of Ms. North seconded by Ms. Smith, the School Board approved the Personnel Recommendations. Motion carried 4- 0 by voice vote. (Mr. Beard, Mr. Houck, and Ms. Luckinbill were absent.)**

Piedmont Regional Education Program (PREP)

Angela Neely, Exec. Director of Special Education, said the Piedmont Regional Education Program (PREP) has been in existence for 40 years. The local program is offered at Ivy Creek School in Charlottesville. There are eleven regional programs throughout the state that offer different services depending on the program. Regional Programs were started to assist school divisions in providing high cost services to small populations.

Ms. Neely shared a PowerPoint with the Board about PREP.

Ms. Neely shared with the Board that VDOE is conducting a study on regional programs and it possible things could change.

Mr. Clancy asked if the money the division is reimbursed back goes specifically to SPED. Mr. Shomo said yes, the money is placed into the general special education fund.

Ms. Smith asked if there is a limit as to the number of students with autism we can send. Ms. Neely said we can put as many students as we want into the program; however, the cost is inflated based on more students.

Ms. North asked if the only cap is at Ivy Creek. Ms. Neely said we could request more; however, there are no guarantees we would get additional slots.

Ms. North asked if we service students from other counties. Ms. Neely said part of the regional program agreement allows other students to attend a program in another school division. She noted that has not happened since she has been with CCPS.

Personnel Update: Exit Surveys, Teacher Retention, Salary Comparison

Dr. Timmons said the presentation would focus on exit interviews, teacher retention, and salary comparisons. He thanked his staff for all the hard work that went into developing the presentation.

Dr. Timmons shared a PowerPoint with the Board outlining the results from the Employee Exit Surveys as well as teacher retention and salary comparisons.

Dr. Timmons said our current teacher retention rate is 84%. Dr. Brads said he would like to see the retention rate in the range of 90-94%.

Ms. Smith asked if we are doing employee satisfaction surveys. Dr. Brads said he will start working on that very soon.

School Improvement Plan (SIP) Presentations

Mr. Hauman said SIP this year is peculiar in that some legislation and Virginia School Board action, that has yet to take place, is really impacting what happens this school year. He said usually those things take place July 1<sup>st</sup>; however, because of some action by the General Assembly in the spring when they fast tracked approved some action to be taken by the Board it was related to accreditation ratings. He said in June the Board approved a new four year average score for SOL tests; however, school divisions did not know that was done until after the fact. He said A.G. Richardson was positively impacted even though accreditation ratings aren't out yet. He said on August 24<sup>th</sup> staff attended the first AARPE training for school divisions who are in warning. He said on August 28<sup>th</sup> the state announced the delay of accreditation ratings and will vote on them October 22<sup>nd</sup>. He said the new accreditation ratings include the following categories:

- Partially Accredited: Approaching Benchmark-Graduation and Completion Index
- Partially Accredited: Approaching Benchmark-Pass Rate
- Partially Accredited: Improved School-Graduation and Completion Index
- Partially Accredited: Improved School-Pass Rate
- Partially Accredited: Warned School-Graduation and Completion Index
- Partially Accredited: Warned School-Pass Rate

He said this is a logical way to address schools who made progress. He said September 10<sup>th</sup> they learned, after the fact, that the VDOE assessment office presented examples on how rankings would be calculated. He said we will not receive our accreditation ratings until after October 27<sup>th</sup>.

Valeri Meza, Sycamore Park Elementary School Principal, shared with the Board a summary of Sycamore Park's School Improvement Plan.

Cathy Timmons, Culpeper Middle School Principal, shared with the Board a summary of Culpeper Middle School's School Improvement Plan.

Sherri Harkness, Floyd T. Binns Middle School Principal, shared with the Board a summary of Floyd T. Binns Middle School's Improvement Plan.

Mr. Clancy asked if the reward/recognition in the SIP gets in the way on instruction; is a lot of time focused on that. Ms. Harkness said you can change a behavior with positive reinforcement and you stop a behavior with punishment. Mr. Bopp said it is not a distraction to the learning process it just adds to it.

Mr. Hauman noted that both schools wrote specific goals for English because that is our target but they were required to do the math goal because it is part of the state process. He said the main focus is English/Writing.

Ms. North asked Ms. Harkness if teams share their lesson plans on Google Docs. Ms. Harkness said yes, they actually write them together.

Ms. North asked how a student is dealt with if they just "don't get it". Ms. Harkness said students have English/Math every day. She said at the beginning of the year students who did not pass their SOL test the previous year are put into remediation/E-Time. Ms. Timmons said the schools also do formative assessments which allow the schools to do remediation with those children throughout the year.

Ms. Hutchins asked if the tentative ratings could be emailed to the Board. Mr. Hauman said yes.

Ms. Hutchins asked if we have any SOL test updates or changes in the works. Mr. Hauman said there are on-going discussions to evaluate how well the alternative assessments went this past year and how they are going to do it this year. Mr. Hauman said if they were all successful there may be a budgetary reason why the state may take more away.

#### Format of School Board Policy Regulations

Dr. Brads said the SR (Superintendent Regulation)/BR (Board Regulation) concept was shared with the CCSB Administration Committee at their last meeting. He said the Superintendent Regulation would allow change quickly because they deal with more administrative issues and the BR (Board Regulation) would require committee review and School Board approval.

The Board was fine with the new concept.

Disposition of Named Student(s) (A) Religious Exemption

**On motion of Ms. Smith seconded by Mr. Clancy, the School Board approved the Religious Exemptions for Named Student(s) A. Motion carried 3-0-1 by voice vote. (Mr. Beard, Mr. Houck, and Ms. Luckinbill were absent and Ms. North abstained.)**

**On motion of Mr. Clancy seconded by Ms. North, the School Board voted to adjourn at 8:08 p.m. Motion carried 4-0 by voice vote. (Mr. Beard, Mr. Houck, and Ms. Luckinbill were absent.)**

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JEFFREY R. SHOMO, CLERK

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ELIZABETH S. HUTCHINS, CHAIR