

CULPEPER COUNTY SCHOOL BOARD

Minutes

September 3, 2015

A meeting of the School Board of Culpeper County was held September 3, 2015 at the School Board Office (Colin Owens Conference Room) at 450 Radio Lane at 6 p.m. Present were Robert Beard (East Fairfax District); Nathaniel "Nate" Clancy (Catalpa District); Robert A. Houck (West Fairfax District); Elizabeth Hutchins (Stevensburg District); Anne C. Luckinbill (Salem District); Michelle North (Jefferson District); Elizabeth "Betsy" Smith (Cedar Mountain District); Superintendent Dr. Anthony S. Brads and Deputy Clerk Pearl Jamison.

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

On motion of Ms. North seconded by Ms. Smith, the School Board approved the agenda. Motion carried 7-0 by voice vote.

Work Session

Bill Dean with McPherson and Jacobson distributed a handout detailing the role of the superintendent and role of the School Board. He said there are certain expectations of the Board and Superintendent. He briefly reviewed the expectations.

Dr. Dean said the main focus of the meeting this evening is to discuss and establish superintendent performance goals for 2015/2016.

Dr. Dean asked the Board to list their top three superintendent performance goals.

Board members shared their suggestions for goals.

1. Diversity
2. Increasing parental/guardian involvement in the schools
3. Establish a plan for schools that are lacking – school improvement/achievement
4. Uniformity of the system and consistency between schools – all schools handle things the same way
5. Improve morale/staff compensation
6. Ensure students leave CCPS prepared for the next step – reflect the desire and need of the community
7. Inclusion of diverse students and their families and improved achievement
8. Morale of teachers and staff
9. Eliminate waste and scrutinize the budget in all areas
10. Contact and rapport with the community

11. Plan for facility needs and growth
12. Rapport with local government
13. Market the school system
14. Staff attendance

Board members were asked to rank their three most important goals from the aforementioned list.

The board agreed on the following two goals:

Plan for and communicate school improvement goals that reflect local and state needs that also ensure students are ready for the next steps – e.g. college, trade school or the workforce.

Indicators:

- Schools in warning present their school improvement plans to the Board by October
- All schools present their school improvement plans to the School Board by winter break (extended to February) and the following year have a report to the School Board about the plans and their results
- Workforce Readiness report as to what the community is asking for in March
- See improvement in the GAP groups for SIP schools
- To identify what expectations are for the community for graduates and to identify strategies for meeting those expectations

Improve morale of teachers and staff

Indicators:

- All employees need to complete exit interviews and documentation thereof if not done
- Demonstration of efficient meetings and planning time
- Confidential employee survey that is available to all staff and that there is a certain percentage expectation of completion so it can be statistically valid – questions of importance to the employees satisfaction of work
- Identify reasons for employee absences and figure out how to address the issue
- Make a plan to address the Evergreen Salary Recommendation

Dr. Dean said going forward Dr. Brads will review the items and develop an action plan that the School Board will adopt.

Board members requested to have an informal mid-year superintendent/school board evaluation that is two-sided.

Dr. Dean stated that Dr. Brads needs the level of support commensurate with the size of the job he has. The job is made easier by knowing he has the support of elected officials.

Members of the Board thanked the Dean's for finding the division another good superintendent.

On motion of Mr. Clancy seconded by Mr. Beard, the School Board voted to adjourn at 8:33 p.m. Motion carried 7-0 by voice vote.

JEFFREY R. SHOMO, CLERK

ELIZABETH S. HUTCHINS, CHAIR