

ROCKINGHAM COUNTY BOARD OF EDUCATION

South End Elementary School

1307 South Park Drive

Reidsville, NC 27320

October 24, 2022

12:00 Noon

Board Work Session

Present: Ms. Kimberly McMichael, Board Chair and Ms. Vicky Alston, Vice Chair. Board Members: Ms. Paula Rakestraw, Mr. Brent Huss, Mr. Doug Isley, Ms. Vickie McKinney and Mr. Bob Wyatt. Administrative staff: Mr. Shawn Stover, Superintendent; Dr. Charles Perkins, Assistant Superintendent Curriculum and Instruction; Ms. Erselle Young, Assistant Superintendent of Operations and Logistics; Dr. Cindy Corcoran, Assistant Superintendent of Support Services; Mr. Dean Richardson, Director of Human Resources; Ms. Annie Ellis, Chief Financial Officer; Board Attorney, Mr. Brandon McPherson and Ms. Renée Ross Board Assistant were present.

CALL TO ORDER

Ms. McMichael called the meeting to order.

ROLL CALL

The Board members stated their names. Six members were present at roll call. Board Member Mr. Doug Isley arrived at 12:22 p.m.

ANNOUNCEMENTS

Ms. McMichael announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, November 14, 2022 to be held at Rockingham County Schools Central Administrative Offices, at 511 Harrington Highway, Eden, NC.

APPROVAL OF AGENDA

Ms. Rakestraw moved that the Board approve the agenda as presented. Mr. Huss seconded the motion. The vote was 6/0.

REPORTS / DISCUSSION ITEMS

School Improvement Plans (for 8 schools – Low Performing):

Ms. McMichael recognized Dr. Charles Perkins for comments regarding the School Improvement Plans for Low Performing Schools. Dr. Perkins presented the School Improvement Plans for the eight schools designated as low performing schools. Dr. Perkins stated the following schools were designated by the State Board of Education as low performing as listed below.

1. Dillard Academy
2. Douglass Elementary
3. Huntsville Elementary
4. Lincoln Elementary
5. South End Elementary
6. Holmes Middle School
7. Morehead High School
8. Reidsville High School

Dr. Perkins requested Board review of the plans and approval at the November 14, 2022 Board of Education meeting.

Action: Mr. Wyatt moved the board approve the School Improvement Plans for the eight low performing schools as presented. Ms. Alston seconded the motion. The vote was 6/0.

Dress Code:

Ms. McMichael recognized Dr. Cindy Corcoran for a report regarding dress code. Dr. Corcoran provided information and input that was received from the following stakeholders in regards to student dress code.

- Stakeholders that were Surveyed and Interviewed
 - Student Advisory County
 - RCS Students grades 6-12 – Student Surveys conducted
 - Ad Hoc Committee – worked with Student Focus Groups to ask specific questions
 - Student Focus Groups – Interviews conducted form each middle and high school regarding top five concerns
 - Parent Advisory Council – Presentation was provided to PAC regarding student dress code and survey was conducted
 - Teacher Advisory Council - Presentation was provided to TAC regarding student dress code and survey was conducted
- RCS Student Regulation Dress Code Survey 2022 – 1008 students responded to the survey
- Survey Results:
 - Clothing must be age appropriate (showing no undergarments) 78.5% agreed
 - Dress code applies to all genders 96.3% agreed
 - Blue jeans must not show underwear/undergarments 88.5% agreed
 - Jeans must not have holes above the knee 80.9% agreed
 - Any shirt worn must cover the stomach, the waistband of bottom garment and undergarments 40.3% agreed
 - All tops must have a fitted arm opening 39.7% agreed
 - Leggings must be worn with a shirt no shorter than mid-thigh 25.4% agreed
 - All pants must be worn and fitted at the waist 74.1% agreed
 - Short must be worn at mid-thigh and must no reveal undergarments 53.5% agreed
 - Clothing must not be allowed which promotes alcoholic beverages, tobacco, the use of controlled substance, depicts violence, is of a sexual nature, is racially offensive, demeaning or degrading to a particular group or is disruptive in nature 79.5% agreed
 - No headgear including but not limited to hats, caps, earmuffs, bandannas, hoods sweatbands or sunglasses will be worn inside of the school 68.6% agreed
 - Pajama bottoms, sleepwear or bedroom slippers must not be worn unless prior approval has been obtained from the administration 63.8% agreed
 - Open-ended: what are the 2 things on the dress code that you would like to see changed:
 - Shorts
 - Leggings
 - Blue jeans
 - Fitted Arm holes
 - Head coverings

Looking ahead, Dr. Corcoran stated the district should implement a dress code that supports a safe and positive school climate in which the principal has final authority in making decisions and modifying dress code for special events and occasions. Dr. Corcoran stated the Ad Hoc Committee will be returning to the schools and work with the Student Advisory Committee to complete work needed for dress code proposed changes.

Building a Full Continuum of Social Emotional and Mental Health Supports for Each and Every Student (4 Schools presented from their SEL/Mental Health Teams):

Ms. McMichael recognized Dr. Stephanie Ellis for a presentation regarding Social and Emotional Mental Health Supports for students with four schools reporting.

- Stoneville Elementary School – Principal Kasie Pruitt reported on “Handle with Care Program”
- Wentworth Elementary Schools – Principal Jen Hardin reported on “Kindness Begins with Me” imitative
- Rockingham County Middle School – Principal Moriah Dollarhite presented on Social Emotional Learning with 3 teams per grade approach which is a proven successful model for their students
- Rockingham College Early High School – Principal Russell Vernon presented on the 9th grade mentorships program success with students

Dr. Stephanie Ellis thanked Mr. Stover and the Board of Education for their continued support for the Social Emotional needs of our students.

Mr. Stover Thanked Ms. Renee Ross for Years of Service:

Mr. Stover thanked Ms. Renee Ross for her years of service to Rockingham County Schools and the Board of Education. He stated the Board and school district have benefitted from her dedication, hard work and loyalty. He wished her the best as she retires from Rockingham County Schools.

District Goals:

Ms. McMichael recognized Superintendent Mr. John Stover for an overview of the draft goals for the district. Mr. Stover presented a draft of goals for the school district with four major components; “Listen and Learn to Develop the RCS Way”, “Develop Pathways of Success for Student and Staff”, “Design and Implement New Strategic Plan”, and “Monitoring RCS Systems for Continuous Improvement”(Attachment 1-A). Mr. Stover presentation of the goals included:

- Listening and Learn to Develop the RCS Way:
 - Listen and Learning Tour
 - Develop expectations document for school and central office leaders
 - Develop google site for sharing best practices
 - Plan for comprehensive RCs playbook
 - Ensure development of meeting structures that allow for cross collaboration and problem solving
 - Reorganized departments
 - Create systems for continuous communication
 - Understand teacher working conditions to better understand how to improve student experience
- Develop Pathways of Success for Students and Staff:
 - Reimagine / revamp career options for students
 - Create new pathways for hiring new teachers
 - Expand Pre-K access
 - Strengthen college and career advisory
 - Prioritize early literacy and algebra development
 - Ensure coherent facilities plan to meet maintenance and repair needs and address possible growth
 - Define pathways for “bench” development
- Design and Implement New Strategic Plan:
 - Finish entry plan components
 - Develop listening tours and empathy interviews for parents and stakeholders
 - Create strategic planning process
- Monitoring RCS Systems for Continuous Improvement:
 - MTSS in elementary
 - School planning
 - School safety
 - SEL
 - Small group instruction
 - LETTRS
 - Employee orientation and onboarding
 - Observation and feedback for teachers and staff

Mr. Stover presented draft formats for the superintendent evaluation (Attachment 2-A) (Attachment 3-A). Mr. Stover stated the formats are for board input and discussion as the board determines format for the

evaluation of the superintendent.

Organizational Charts:

Ms. McMichael recognized Mr. Adam Powell, Public Information Officer, for a presentation regarding the RCS organizational charts. Mr. Powell presented the organizational charts for the district for the following areas as listed below. Mr. Powell stated the charts would be posted on the RCS website.

- RCS District Organizational Chart 2-22-2023
- RCS Curriculum and Instruction
- RCS Finance Department
- RCS Operations and Logistics
- RCS Instructional and Support Services and Human Resources Department
- RCS Leadership Team
- Public Information Officer

The Board took a 10-minute break.

CLOSED SESSION

Action: Mr. Isley moved to go into Closed Session pursuant to North Carolina General Statute 143-318.11 subsections 1, 3 and 6 to discuss confidential matters, specific personnel matters, and preserve attorney client privilege. Ms. Rakestraw seconded the motion. The vote was 7/0.

Action: Mr. Isley moved to return to open session, seconded by Ms. Alston. The vote was 7/0.

OPEN SESSION

PERSONNEL ACTIONS

Administrator Contracts:

Employments:

—Administration

—Licensed

—Classified

Jerry Settle

Effective 10/10/22

Wanda Shelton

Effective 10/24/22

Kimberly Johnson

Effective 10/24/22

TERMINATIONS:

—Administration

—Licensed

—Classified

TRANSFERS:

—Administration

—Licensed

—Classified

Anthony Cook

Effective 8/17/22

Shana Nickelston

Effective 9/1/22

Christy Vannoy

Effective 10/17/22

Resignations:

—Administration

—Licensed

—Classified

Taylor Combs

Effective 10/7/22

Amy Corbin

Effective 8/29/22

Kyle Fields
Effective 10/21/22
Kristy Lewis
Effective 10/14/22
Retirements:
—**Administrative**
—**Licensed**
—**Classified**
Leave Request:
None

Action: Ms. Alston moved to amend the personnel report to include the salary adjustment for Dr. Watkins, seconded by _____ Ms. McKinney. The vote was 7/0.

Action: Ms. Rakestraw moved to accept the personnel report and addendum as presented, seconded by Mr. Isley. The vote was 7/0.

Action: Ms. Rakestraw moved to adjourn, seconded by Ms. McKinney. The vote was 7/0.

Minutes read and approved:

Ms. Kimberly McMichael, Board Chair
Rockingham County Board of Education

Mr. John Stover III
Superintendent of Schools

November 14, 2022