

# Lawrence County Board of Education Regular Meeting

*Every Child College and Career Ready;  
A Community Involved and Informed*

June 23, 2016 5:00 p.m.  
Lawrence County High School  
Louisa, Kentucky

Attendance Taken at 4:59 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman  
Ms. Barbara Robinson  
Mr. James See  
Ms. Maddlene Roberts

Absent Board Members:

Ms. Garnett Skaggs, Vice-chair

Present: Dr. Robbie Fletcher, Superintendent; Edris Humphrey, Finance Director/Federal Programs; Betty Mullins, Board Secretary

## MINUTES

### 1. CALL TO ORDER

Chairman Preston affirmed the mission of Lawrence County Schools, *Every Child College and Career Ready; A Community Involved and Informed*, and then he led *The Pledge to the United States Flag*.

### 2. STUDENT LEARNING AND SUPPORT SERVICES

**2.A.** Approve **Minutes** of the June 20, 2016 Regular Meeting passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

**2.B.** Approve **Claims and Orders of the Treasurer** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Garnett Skaggs absent. (*Dr. Fletcher pointed out large items and other items of interest on the warrants including data lines, Teachscape, graduation expenses, KAGAN workshop costs, and hosting services. Finance Director Edris Humphrey stated that she is anticipating that the year-end carryover will be more than the 1.9 million projected.*)

#### 2.C. Consent Agenda

Approval of the **Consent Agenda** items, as indicated, passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

**2.C.1. Per diem and expenses for members present**

**2.C.2. Fundraisers: Louisa Middle School and Lawrence County High School**

**2.C.3. Use of Facilities: LCHS Soccer Field by Lawrence County Youth Soccer for Challenger Soccer Camp; June 27 to July 1, 2016; Myram Brady (*proof of insurance provided*)**

**2.D.** Approval of the **Second Reading** of Annual KSBA Policy Updates and district-initiated policies: *KSBA: 01.0 Definitions; 01.61 Records management; 03.11 Certified Personnel-Hiring; 03.111 Certified Personnel-Medical Examination; 03.112 Certified Personnel-Certification and Records; 03.14 Certified Personnel-Health and Safety; 03.18 Certified Personnel-Evaluation; 03.211 Classified Personnel-Medical Examination; 03.24 Classified Personnel-Health and Safety; 03.5 Paraprofessionals; 04.0 Finance Officer Qualifications; 05.11 Alterations of Buildings and Grounds; 06.23 Driver and Substitute Driver Training; 08.1121 Pre-College Curriculum; 08.1312 Home/Hospital Instruction; 08.133 Extended School Services; 08.3 School Calendar; 09.11 School Attendance Areas; 09.122 Attendance Requirements; 09.123 Absences and Excuses; 09.1231 Dismissal From School; 09.12311 Release of Students to Divorced, Separated, or Single Parents; 09.14 Student Records; 09.227 Child Abuse; 09.313 Eligibility (Athletics); 09.36 School-Related Student Trips; 09.422 Bullying/Hazing; and 09.438 Student Discipline Code; DISTRICT-INITIATED: 0.111 District Planning; 02.44 Accountability (SBDM); 02.441 Assessment of Student Progress (SBDM); 02.442 School Improvement Plan; 08.132 Gifted and Talented Students; 09.425 Assault and Threats of Violence* passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

### **3. PERSONNEL**

#### **3.A. Superintendent Professional Growth and Evaluation System (SPGES)**

##### **3.A.1. Annual Evaluation: Dr. Robbie Fletcher, Superintendent**

Dr. Fletcher first reviewed the packet provided to board members previously which included *Policy 2.14 Evaluation*. He noted that discussion and adoption of the summative evaluation must be conducted during open session. Other items provided were Superintendent Fletcher's Professional Growth Plan, the SPGES evaluation rubric, and a copy of the PowerPoint used by Dr. Fletcher in his Capstone presentation. The Capstone Presentation included a review of the indicators of all seven evaluation standards and the artifacts supporting each standard, which follow:

##### **STANDARD 1: STRATEGIC LEADERSHIP**

1. Data Map to a Distinguished District (Goal 2017)
2. AEP Credits Count<sup>SM</sup> Collaboration
3. School Big Rock Planning Rubric
4. District Big Rock: Academic and Organizational Effectiveness
5. Pathway to Proficiency

##### **STANDARD 2: STRATEGIC LEADERSHIP**

1. Leadership in purchasing math textbooks (and ELA)
2. RtI work with principals
3. Learning walks
4. District Quarterly Dashboard
5. Standards Based Grading professional development (conducted by Dr. Fletcher)

##### **STANDARD 3: CULTURAL LEADERSHIP**

1. Three employee "actions"
2. Dual credit opportunities for students

3. Twitter account / visibility at school functions
4. Rotary membership
5. Recognition of faculty / staff / students at BOE meetings

#### STANDARD 4: HUMAN RESOURCE LEADERSHIP

1. ESS allocation (Allen)
2. SOAR/NBC hub
3. Development of SIG 2.0
4. Principal Academy/Standards-Based Grading PD – led by Dr. Fletcher
5. PIPE work – On-boarding, etc.

#### STANDARD 5: MANAGERIAL LEADERSHIP

1. Purchase of textbooks (ELA/Math)
2. Expanding PLTW
3. Evaluation of Read 180
4. Emergency plans
5. Technology vision for each school

#### STANDARD 6: COLLABORATIVE LEADERSHIP

1. Credit Counts<sup>SM</sup> work with ACTC and AEP
2. Quarterly reporting process
3. Professional growth work
4. Work with Sullivan University
5. AOAR/NBC hub

#### STANDARD 7: INFLUENTIAL LEADERSHIP

1. State Accountability Steering Committee
2. Involvement in KASS
3. Work with Senator Jones to impact SB 50
4. Three staff actions
5. Enforcement of attendance policy

**3.A.2.** Approval to enter **Executive Session** for preliminary discussions relating to evaluation of the superintendent pursuant to KRS 61.810(1)(k) and KRS 156.557(6)(c) passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

**3.A.3.** Approval return to **Open Session** passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

**3.A.4.** Discussion followed by approval of the adoption of Dr. Robbie Fletcher's Summative Evaluation for 2015-16 passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

Chairman Preston: "We have seven standards and we've given you exemplary in all of them and written comments." He then read the comments made through consensus on each standard:

#### STANDARD 1: STRATEGIC LEADERSHIP

- Exemplary: Still bringing good ideas to LC.

#### STANDARD 2: STRATEGIC LEADERSHIP

- Exemplary: Still has high expectations-Always seems to be willing to help.

#### STANDARD 3: CULTURAL LEADERSHIP

- Exemplary: Always visible in all aspects. Does all he can to help the community as well as the school.

#### STANDARD 4: HUMAN RESOURCE LEADERSHIP

- Always leads the way! Creates and maintains a good working environment.

#### STANDARD 5: MANAGERIAL LEADERSHIP

- Leads the school system toward financial stability!!

#### STANDARD 6: COLLABORATIVE LEADERSHIP

- Always looking for ways to improve both the schools and the community!!

#### STANDARD 7: INFLUENTIAL LEADERSHIP

- Possesses the ethical and cultural leadership!

Overall comment on the Summative Evaluation: “So glad to have you as a part of the Bulldog family!!” Dr. Fletcher responded: “Thank you all. I appreciate you very much.”

Due to a family emergency, Board Member Garnett Skaggs was unable to attend but called prior to the meeting to voice her position on Dr. Fletcher’s evaluation. “I would give him the highest rating on all the standards, Exemplary,” she stated. “I am very pleased with his leadership in all areas.”

#### **3.B. Superintendent's Personnel Action/Update (none)**

#### **4. ADJOURNMENT**

Approval to adjourn passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Ms. Garnett Skaggs absent.

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**Chairman – D. Heath Preston**

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**Secretary to the Board – Betty Mullins**