

**Minutes of Regular Meeting of the El Dorado School Board
October 8, 2018**

The directors of the board met on the above date at 6:00 p.m., in the Board Room, School Administration Office, 200 West Oak Street with Susan Turbeville presiding. Other directors present were Vicky Dobson, Wayne Gibson, Renee Skinner, Keith Smith, Todd Whatley and Shaneil Yarbrough. Also attending was Supt. Jim Tucker, Rhonda Simmons, Melissa Powell, Bonnie Haynie, Shelley Pruitt, and Lou Ann Voris.

Mrs. Turbeville asked if there were any corrections or additions to the minutes of the meetings held September 10 and 25. On a motion by Wayne Gibson, seconded by Shaneil Yarbrough, and carried on a 7-0 vote, the minutes were approved at 6:00 p.m.

The board reviewed the monthly bills. After some discussion and on a motion by Todd Whatley, seconded by Keith Smith, and carried on a 7-0 vote at 6:01 p.m. A list of bills paid and monthly financial statement are on file in the business office.

Mrs. Turbeville introduced the Student of the Month Alyssa Bean from Washington Middle School. Alyssa is the daughter of Marsha and Glenn Bean and a sixth grader. Teachers nominating her and her principal, Mrs. Jody Vines stated Alyssa is a very sweet presence on our campus and always shares her big infectious smile with everyone. She works very hard in class and sets a positive example for her peers. She is willing to help anytime she is called upon.

In July, she gave up part of her summer break to come back as a peer leader for CATS Academy to help incoming fifth graders learn positive character traits and model what a great Washington Middle School student looks like. According to Mrs. Vines, "Alyssa does so well here at Washington. She has grown into such a leader and role model for others. We are so happy that such a deserving student is being awarded the El Dorado School District Student of the Month." Mrs. Turbeville presented Alyssa with a certificate from the board. 6:03 p.m.

Mrs. Turbeville said that Haley Simpson is Student of the Month from Barton Jr. High School. Haley is an eighth grader and the daughter of Alicia Simpson and granddaughter of James and Mary Beth Simpson. She has a sister, Ashlyn Rogers at Washington Middle School and twin sisters who are not in school yet.

Teachers nominating Haley stated she is a great student. Every day Haley is ready to learn, is organized and prepared. She participates to the fullest by always contributing to discussion, raising her hand, and just following all the procedures. Haley also works great with others. She is such a team player. What an amazing young lady! Another said that Haley works hard in class and does her best on every assignment. She also puts all her effort into her extra-curricular activities. At times last year, she helped classmates with assignments for my class and other classes and was patient with each one. She never seemed to get frustrated with others if they didn't understand her explanation the first time. She took a leadership role in group activities and eagerly participated in class discussions. She never hesitated to ask a question if she needed help with work and she never made a classmate feel inferior if he or she asked questions.

Her principal, Mrs. Sherry Hill said that Haley is a cheerleader, a Barton Bistro worker, a member of National Junior Honor Society, and has a 3.7 grade point average. Mrs. Hill added, "I could not be more excited that Haley has been chosen El Dorado School District's Student of the Month. Haley is very friendly, a hard worker, kind to everyone, and an overall delight to be around. Haley's teachers always say they wish they had a classroom full of students with her work ethic, kindness, and happy personality. She achieves high marks in school while also spending a lot of time after school with cheerleading responsibilities and before school working in the Bistro. I have no doubt that her strong work ethic is going to serve her well at El Dorado High School and then on to college. I fully expect Haley to be successful in whatever she chooses to do in her future. But it may be her kind, generous spirit that will leave her best legacy. Last year during lunch, I observed a new student enter the lunch room a little late who was obviously overwhelmed and a little teary. Before any adult could get to her, Haley went over and spoke with her sweetly and offered to sit with her. It made me a little teary to see such spontaneous kindness! She received one of our Blizzard awards that week. The

El Dorado School District could not have a better representative for Student of the Month! Congratulations Haley!” Mrs. Turbeville presented her with a certificate from the board. 6:06 p.m.

Director Vicky Dobson stated the Classified Employee of the Month from Washington Middle School is Carmen Clark. Ms. Clark works at Washington as a paraprofessional in reading and literacy interventions and this is her first year in the district. She is a hard worker and willing to help with absolutely anything. Students love her and want her to work with them in small groups to improve reading skills. She has helped to promote a love of reading through her positive attitude and willingness to help the students push forward and learn more.

According to Mrs. Vines, “Carmen brings a bundle of energy and enthusiasm into her work. She is eager to learn and takes the initiative to find ways to help our students. She came in as a new employee this school year and jumped in doing anything she could to help out. Now she can be seen daily working with students in the hallway, in classrooms, and wherever space is available doing reading interventions. I am so glad Carmen chose to help our students at Washington Middle School.” Congratulations Carmen Clark, Classified Employee of the Month from Washington Middle School. Mrs. Dobson presented her with a certificate from the board. 6:09 p.m.

Classified Employee from Barton Jr. High School is Brecken Perry. Mrs. Dobson stated that Brecken Perry received her bachelor’s degree in communications from the University of Arkansas at Monticello. She has been employed in the El Dorado School District for eleven years, all at Barton!

The co-worker nominating Brecken said: Brecken Perry is the best to ever do it! She is the glue! The roles that she takes on are waaay out of the “job description.” No matter how busy she is, she helps in any way she can. Her principal, Mrs. Sherry Hill said: The staff could not have chosen a more deserving person for the Classified Employee of the Month. Officially, she is the student data coordinator and the student/teacher technology coordinator, but she is much more than that.

Since the office area was remodeled to allow for the glass doors up from the Hall Pass entry system, I had to move the attendance clerk to this area. I then had to move Brecken to the main office to help cover the intercom and phones when others are out or at lunch. It has worked really well; however, it is not really what her job is. The point is, Brecken is one of those people who sees the big picture and who looks for ways to make the school run more smoothly and make it a better place for students and staff.

Brecken volunteered to help coach the archery team, chaperone trips to New York City and Washington, D.C., handle the sub situation each morning, and a plethora of other things. Anytime we cook for the staff, she is right there with me making it happen. Brecken helps me coordinate Barton Gives Back Day and Project Christmas. She comes early and stays late to make positive things happen at Barton. She LOVES our kids and finds many ways to help them. As a result, they LOVE Mrs. Brecken! With her calendars, color coding, and “to do” note books, she is probably the most organized person I know! Since I am not the most organized person, Brecken helps keep me on task. Barton would be lost without our Brecken! The staff, students, and I are thrilled Brecken Perry was chosen Classified Employee of the Month for El Dorado School District. Mrs. Dobson presented Mrs. Perry with a certificate from the board. 6:12 p.m.

Director Wayne Gibson said Teacher of the Month from Washington Middle School is Catherine Kozubski. Ms. Kozubski received her psychology degree from the University of Arkansas at Monticello and her Master’s degree in technology from the University of Central Arkansas. She is currently teaching sixth grade science.

Co-workers nominating her stated Ms. Kozubski is an amazing educator. She works tirelessly to provide quality, fun, and creative instruction to her students. You can tell by the way she teaches that she LOVES her content and her students. She is always willing to try new things and monitor and adjust as needed. She is upbeat and positive even when things are not going to plan.

This year Ms. Kozubski took it upon herself to begin a school garden to teach her sixth grade science students about the scientific method. She comes to the school on weekends to water it and care for it so that her students can see their hard work come to life.

According to Mrs. Jody Vines, "Catherine Kozubski is an incredible teacher. She takes on a leadership role helping new teachers and others around her. Miss K seeks out professional learning opportunities and brings them into her classroom providing the latest in technology instruction for her students. We are so blessed to have such a driven, caring, and hard-working educator serving our students." Congratulations Catherine Kozubski, Teacher of the Month from Washington Middle School. 6:15 p.m.

Mr. Gibson introduced the Teacher of the Month from Barton Jr. High School, Heather Jennings. Mrs. Jennings received her Bachelor's degree from the University of Central Arkansas and teaches seventh grade social studies at Barton. She has five years of teaching experience prior to coming to our district in 2013.

Co-workers nominating Mrs. Jennings said she works hard to reach all of her students. She has learned some Spanish to help her communicate with her students who have Spanish as a first language, she is diligent about helping her students who need modifications and makes every effort to help them be successful. Another said Heather has worked hard already this year to help a new teacher who teaches a different grade. She used her time after school many days and time during second period before she had students to work with this teacher on curriculum and other areas where needed.

This year she has risen to the challenge of teaching general and Pre-AP classes as well as helping lead a new teacher in her grade's department while working alongside another teacher who is only in her second year with us. She spends hours outside of school working more on curriculum and helping put together projects for her students. She attends school sporting events whenever she can to show support for her students and connects with them through these activities. Heather has also applied for and received a \$500 grant from Scholastic books through author James Patterson, she has created her own classroom library from which she allows students to check out books to read for their Bingo card. She is always willing to help other teachers when needed, even if it is not school related. She helps transport another teacher's children places or take care of them after school even though she has her own children to tend to.

Mrs. Hill said that Mrs. Jennings teaches seventh grade regular and Pre-AP geography. She stays late most every day to not only prepare for her classes, but also to help other teachers with curriculum and activities. She is invested in Barton Junior High and the El Dorado School District to the point that she and her family bought a house and moved here from Camden this past summer. We have also benefited from her husband's technical skills in developing grading formulas for teachers to use, as a guest speaker, and...well, Mrs. Jennings believes if she is employed here, then we get his expertise for free!

Mrs. Jennings volunteers for extra responsibilities and tries to be helpful in any way she can. She actively seeks new engaging activities for her students and often shares what she finds with other teachers. She also helped coordinate activities for Celebrate Freedom Week this year. She truly cares for her students and is an asset to Barton Junior High. The staff, students, and I are very happy to see Mrs. Jennings recognized in this way. Congratulations Heather Jennings, Teacher of the Month! Mr. Gibson presented Mrs. Jennings with a certificate from the board. 6:18 p.m.

Mr. Tucker said in July the board was given each school's School Improvement Plan. This month they have in their packet each school's progress report related to the S.I.P. He said this is long term, there is no quick fix but they feel good about strides made and noted that the principals are present if the board has questions for them. Mrs. Turbeville thanked the principals for their hard work, appreciated them making the progress reports for the board, and said that seeing this in writing truly helps and is appreciated. 6:20 p.m.

Jody Vines gave a principals report from Washington Middle School. She said since breakfast is now free for their students they have a big increase in participation. She noted they have started *Breakfast Reading in the Cafeteria* each morning where students hear audio books read to hopefully get them hooked on reading. So far this school year the students have heard: I Survived the Great Fire of Chicago, I Survived Pearl Harbor,

39 Clues: Maze of Bones, and Peter and the Starcatchers. Not only is breakfast free but so is the student's lunch each day. Currently Washington has eight teachers doing morning tutoring, serving more than 100 students each day in the areas of math and literacy. Mrs. Vines said, the school has partnerships with members of the community, such as the Eagle Foundation – where Justin Geurin comes in, has a reading club and mentors male students; the Boys and Girls Club has an after school tutoring program; Wyatt Baptist Church has a group of mentors that work with students; the school has participation from local mental health services; the Elbow 2 Elbow program has consultants on board; on November 1 the school will have Big Event Friends, and Southern Arkansas University and Henderson State University will be sending STEM students to work with Washington students. Mrs. Vines noted the school has at least fifty to seventy-five community members that volunteer on a regular basis at the school. Carmen Clark is a paraprofessional that works with students to read faster and comprehend and the staff notes seeing great strides in this pull out.

LanXess has continually helped with projects and for the staff to attend the FETC Conference in Orlando, Florida to receive an award. Mrs. Vines brought students to demonstrate two projects related to that award. She noted that a neuron board was developed by a man in China and Washington Middle School was the first school in America to build the MakeBlock Neurons vehicle which is operated by the neuron board and an iPad. Students demonstrated the miniature vehicle using the neuron board, neuron and Lego blocks, lights, and an iPad. Another group of students demonstrated a gardening project. Their demonstration showed how after several weeks they have figured out how to feed a dry plant water by using math skills, the neuron board, ranges, plants, soil, and water to not over or underwater the plants. Their teacher Mrs. Sprawls said they have received a grant to expand this project. Students presenting both project demonstrations were: Damion Molina, Hutch Jackson, Hope Webb, McCoy Davison, and Isaac Stell.

Mrs. Vines added the school's STEAM program has great science labs and robotics classes which include Vex, underwater robotics and MBots. Computer coding classes are involved with the MIT app building competition. There are resources for teaching, coding and after school math meetings. Also, used weekly are computers that were built by sixth graders. She added Washington has an intense response to intervention program. The Sonday System has been implemented to help with reading. Sonday is a systematic, multi-sensory approach which is designed to help with dyslexia and struggling readers. Mrs. Vines said this program is serving approximately sixty students each day. Finally, excitement is in the air at Washington with the upcoming Magical Mystery Tour. Every student has the opportunity to be involved. The Accelerated Reader Program currently has thirty-eight students working toward points for the Magical Mystery Tour. Some of the clues are: growl, splash, an aerial photo of a big city and she showed the last clue which was a picture of dinosaur bones in a museum. She said their highest reader this year already has 599 points, which is two times the number of points any one student achieved at this time last year! Mrs. Vines said plans are to do another mystery tour in the spring. 6:39 p.m.

Sherry Hill presented a principal's report from Barton Jr. High School. She noted they are at the end of the first nine weeks and she has a very strong staff that she is enjoying working with and they are bringing students along. Barton is excited to have two new facilitators Callie Kittel, Math Instructional Facilitator and Wendy Strickland, Literacy Instructional Facilitator. Mrs. Hill covered the schools goals and mission statement for their 650 students. She explained how they are spending their money in tutoring, reading labs, RTI – Response to Intervention, parapro in SWS - school-within-a-school, supplemental instructional materials in tutoring. She addressed professional development opportunities provided for her staff.

Mrs. Hill said Barton is offering a new program that was piggy-backed off the summer Reading to Excel program offered to students at St. John Missionary Baptist Church. A STEM class "What's your problem?" is a new 9 week class offered to seventh graders and the eighth graders are offered a 9 week class, Wild Kitten Way, which deals with social and emotional skills. Barton's parent involvement facilitator, Della Davis and attendance officer, Scot Perry are working together on outreach this year. Teachers are using Google Classroom – a free web service developed by Google for schools that aim to simplify creating, distributing and grading assignments in a paperless way. This

streamlines the process of sharing files between teachers and students. Mrs. Hill said parents may also access their child's work at this site, too. 6:51 p.m.

Director of the El Dorado Promise brought a report to the board reminding them that the \$50 million promise to graduating students from Murphy Oil Corporation was announced in January 2007. It is for all students who graduate from the El Dorado School District and the eligibility percentage is based on the student's length of attendance. She said that currently the amount is \$9,067.50 per year, which is the maximum annual amount for tuition and fees. Mrs. Thompson noted the top five public universities that students are attending and percentages are: South Arkansas Community College – 24%; Southern Arkansas University at Magnolia – 20%; University of Arkansas at Fayetteville – 17%; University of Central Arkansas – 16% and University of Arkansas at Monticello – 7%. Other schools with top attendance are Louisiana Tech University, Ouachita Baptist University, Henderson State University, Arkansas State University and University of Arkansas at Pine Bluff.

Mrs. Thompson said that Promise scholars have attended 138 different colleges and universities in 31 different states. They have graduated from 39 different out of state colleges. She added Promise scholars have graduated from almost all of the state's colleges and many of the private colleges. Currently our students are attending 71 different colleges. In her power-point presentation, Mrs. Thompson presented a pie-chart of where Promise students are attending: In-state vs Out of State – showed 84% in state and 16% out of state; Public vs Private – showed 92% public and 8% private and 4-year vs 2-year – 75% attend 4 year colleges and 24% attend 2 year.

She presented a list of Promise outreach work, events and presentations in the El Dorado area: KinderBash and first day of school events; FAFSA workshops and Senior parent presentation; EHS Open House and Parent/Teacher Conferences; American Education Week at Retta Brown; Barton 8th grade class; Chamber of Commerce ULead – leadership program, Rotary and Civitan Clubs; Remind 101 – Text messaging and Paying It Forward. Additionally she has Promise outreach in the United States: Numerous articles during Murphy Arts District (MAD) opening media blitz; "Life in Chenal" magazine, November 2017; J. Farris Leadership Conference, Chamber of Commerce; University of Arkansas' Office of Educational Policy had two working papers released; John Hopkins Institute – 21st Century Neighborhoods 2017 Symposium, Baltimore, Maryland, November 2017; PromiseNet Conference, Kalamazoo, Michigan, November 2017; "Arkansas Business" article, August 2018; "Only in Arkansas" – First Security, August 2018 and National College Access Network (NCAN), National Conference, Pittsburgh, Pennsylvania.

Mrs. Thompson said the 12th Annual Academic Signing Day was held on April 18, 2018 with keynote speaker, Sidney Moncrief. Mr. Moncrief is a former razorback basketball player and N.B.A. star. Coverage of the event was on radio, television, social media and had local and out-of-town newspaper coverage. She mentioned that he has been one of her favorite motivational speakers and took so much time with the students, before and after the event. She visited with the board about the College and Career Coaches, from South Arkansas Community College, that are on campus to visit with students about attending college and also the Southern Arkansas University's "Promise to Promise" elementary student mentoring program. 7:08 p.m.

The board approved petition for transfer requests for one student to transfer to Parkers Chapel School District. 7:09 p.m.

Mrs. Turbeville said the school visits by the board will start Tuesday, October 30. Mrs. Turbeville said the A.S.B.A. Fall Leadership Institute is Friday, October 26 at the Chancellor Hotel in Fayetteville. The A.S.B.A. Region 13 Annual Meeting will be Monday, October 29 @ 5:30 p.m. in the Bearden School cafeteria, 100 Oak Avenue, Bearden. Also the A.S.B.A. Annual Conference will be held December 5 – 7 at the Marriott Hotel and State House Convention Center.

Mrs. Turbeville stated she will not be able to attend the delegate assembly at the annual conference but the board needs to elect a representative. On a motion by Wayne Gibson, seconded by Vicky Dobson and carried on a 7-0 vote, it was resolved at 7:10 p.m. that

RESOLVED, That the board hereby approves Renee Skinner as the board's representative to the A.S.B.A. delegate assembly at the annual conference on December 5.

The meeting adjourned to an executive session to discuss personnel matters, then reconvened to an open meeting. On a motion by Wayne Gibson, seconded by Keith Smith, and carried on a 7-0 vote at 8:10 p.m., it was

RESOLVED, That the board hereby approves the superintendent's recommendations concerning the acceptance of resignations and the employment of new personnel.

There being no further business the meeting was adjourned.