GUILFORD COUNTY BOARD OF EDUCATION
SPECIAL CALLED MEETING
GREENSBORO, NORTH CAROLINA

Wednesday, November 19, 2008

The Guilford County Board of Education met in a special called meeting to hear a presentation regarding attracting and retaining high-performing teachers in low-performing schools on Wednesday, November 19, 2008 at 712 North Eugene Street, Greensboro, North Carolina. The following board members were present: Jeff Belton, Alan Duncan, Darlene Garrett, Garth Hébert (arrived at 12:10 p.m.), Dot Kearns (arrived at 12:45 p.m.), Amos Quick, Nancy Routh and Anita Sharpe. The following board members were absent: Walter Childs, Kris Cooke and Deena Hayes. Also present was Superintendent Maurice Green and Attorney Jill Wilson.

Call to Order
Chairman Alan Duncan called the meeting to order at 11:40 a.m.

Pledge of Allegiance and Moment of Silence
Board member Anita Sharpe led the Pledge of Allegiance and a moment of silence.

Approval of Agenda
Chairman Duncan asked board members to review the meeting agenda and called for a motion to approve or amend it. Chairman Duncan asked the agenda to be amended to include the approval of the 2009 Legislative Agenda brochure. *Motion was made by Amos Quick, seconded by Darlene Garrett, to approve the agenda as amended. The motion passed upon unanimous voice vote.*

Attracting and Retaining High-Performing Teachers in Low-Performing Schools Presentation

Dr. Peggy Thompson, chief human resources officer and Dr. Amy Holcombe, executive director, talent development, presented the details of a proposed research program that will provide differentiated compensation to high quality teachers who agree to be assigned to low performing schools. Data suggests that teacher quality is the key determinant in providing high student achievement.

Dr. Steve Glazerman, senior researcher for Mathematica Policy Research, gave an overview of the proposed program to identify the district's high-performing teachers and offer them incentives for moving and staying in low-performing schools for up to two years. These high performing teachers will be identified on the basis of the contribution they make to their students test scores in the most recent three years using "value-added" analysis. High-performing teachers who are not already teaching in low-performing school will be invited to apply in the spring of 2009. Teachers already teaching in such school need not apply.

A study team will work with district staff to identify eligible schools. To be eligible for the study, schools must have low test scores and a vacancy in a tested grade and subject. Six to eight schools will be selected to participate.

Teachers accepted into the program will receive a stipend of $10,000 per year for up to two years in addition to support and training. Teachers who keep their current positions in low-performing schools will receive a stipend of $5,000 per year for up to two years.

In the spring of 2009, schools who agree to participate will provide district staff with information on their vacancies in targeted grades and subjects. Eligible schools will be assigned by lottery to either a program group (which will have a chance to hire high-performing teachers) or a non-program group (which will fill vacancies using existing strategies and processes). The district will provide test score data after the 2009-10 and 2010-11 school years.

All program activities and services, including the transfer and retention incentives, will be provided at no cost to districts, schools and teachers.

Several board members expressed concerns about moving teachers and teacher pay.

Chairman Duncan asked if there were any timing issues for making a decision regarding this program. Dr. Glazerman said he does not want to rush the district for a decision and did not see a problem with making this decision at the December 2 meeting.

Motion made by Anita Sharpe, second by Jeff Belton, to table this decision to the December 2 meeting. The motion passed upon majority electronic vote of 5-to-3 follows: ***Ayes*** *– Alan Duncan, Garth Hébert, Amos Quick, Nancy Routh and Anita Sharpe;* ***Nays*** *– Jeff Belton, Dot Kearns and Darlene Garrett.*

Approval of Legislative Agenda

Board member Dot Kearns reviewed the following additions to the legislative agenda:

Other Issues

- Prohibit the establishment of any new business that sells alcoholic projects within 1,000 feet of a school building
- Prohibit the development of any new correctional facility within 1,000 feet of a school building.

Chairman Duncan suggest adding the wording “that is not already underway” to the end of the second bullet.

Ms. Kearns said that the Legislative Committee suggests the following wording to Pre-K under Support for High-Quality Learning:

- Continue funding for pre-school education programs
- Include pre-k students in membership count. Strengthen resources for pre-k through grade 3
- Content to expand the concept of pre-k through grade 12 public schools

Motion was made by Dot Kearns, second by Nancy Routh, to approve the Legislative Agenda with the addition. The motion passed upon unanimous electronic vote.

Adjournment

With no further business, at 1:10 p.m., *motion was made by Jeff Belton, seconded by Amos Quick, to adjourn the meeting*. *The motion passed upon unanimous voice vote.*