

STATE OF WEST VIRGINIA
COUNTY OF FAYETTE, TO-WIT:

The Board of Education of the County of Fayette, West Virginia, met in special session at 9:00 a.m. on Friday, August 4, 2017, at Fayette Institute of Technology, 300 W. Oylar Ave., Oak Hill, West Virginia, to conduct a work session. Board members and Central Office personnel present were:

Steve Bush	President
Pat Gray	Vice-President
Steve Slockett	Members
Darrin McGuffin	
Patsy Holliday	
Terry George	Superintendent
Gary Hough	Associate Superintendent
Anna Kincaid-Cline	Director of Secondary Schools
Margaret Pennington	Director of Personnel
Paula Fridley	Treasurer
Judy Lively	Director of Attendance
Joe Dooley	Director of Child Nutrition
Dawn Dooley	Director of Elementary Schools
Mary Ann Freeman	Director of Federal Programs
Robert Hollandsworth	Director of Technology
Linda Palenchar	Director of Special Education
David Keffer	Director of Operations
David Warvel	Director of Transportation
Beverly Campbell	Executive Secretary

CALL TO ORDER:

Mr. Bush called the meeting to order following with the Pledge of Allegiance led by Mr. Slockett. It was noted all five members were present.

08-04-17-1000: Recognitions and Reports

1002 Work Session

1003 Goal Setting for FY 18 – T. George

Mr. George said thanks for coming this morning. I appreciate everybody who got to come out this morning. This is the second time that we have had one of these. We had one last year. I would like to continue to grow this particular activity and develop it more as we move forward. A lot of the counties go away and have retreats. It is very difficult for Fayette County being in the situation that we are in to justify going away and going to a resort and spending money to make plans when we are still trying to renovate our facilities and provide activities for our students that we feel that they deserve. I think it is wise for us to continue to have it here in our own facility. It is not costing Fayette County schools a dime. There has been a long time here where the state was kind of generating control and setting your goals and telling you what you are going to do and dictating everything to us. It is time for Fayette County to accept and embrace local control. We have a tremendous board to do that and I think that as a board we should establish our goals

and the most appropriate way to do that is to work with our central office staff so that we all develop goals and what skills that we want to be able to reach and what we want to do to be successful and I think to do that we have to work together. So that is why I asked to have these work sessions. It allows us to discuss everything about our school system and the public is welcome to come in and sit down and listen to this if they would like. That is why we have it as an open meeting. It also gives you an opportunity once we set these goals to develop a template by which to evaluate your superintendent to see if you want to keep him or her. This is how I have been accustomed to setting county goals and developing evaluation tools is with the board in an open session working and I have always done it with the county staff present and I have been doing it this way either as an assistant superintendent or superintendent since 2006. This will be starting number 12 that I have been involved in doing it like this. I think it is a very successful model. It is a model that most of the counties in the state use.

1004-1010 Board of Education Goals

Mr. George began with his power point presentation outlining possible goals to be adopted by the board. This is an open work session. There are no wrong answers. There are no inappropriate questions. Everything here today is designed to set goals for our county to achieve by June 30, 2018.

11:30 RECESS FOR LUNCH UNTIL 1:00 P.M.

After lunch, Mr. Gray showed the board a report card excel spreadsheet that outlined various sections to document as evidence of completion of our goals.

1011 Goal Setting for Evaluation of Superintendent

Mr. George said this is a copy of the last evaluation that I had by the State Superintendent of schools and I took only the scoring sheets and gave them to you. It is your responsibility as a board to work with me to develop a tool that you would like to evaluate me with. You can develop any tool you want. I put the goal and the areas of interest here and I just went down and left it there and I put the standards and you can change it anyway you want. I just had these up here for us to look at if you want to look at them. It is your job to develop an evaluation tool. You can tell me what to put on it and I will type it for you and bring it to you, but that is last year's evaluation. You can use that format. I have used multiple formats. There are certain areas you are required to look at. Each one of those on there are areas that you are required to look at. Each of those areas touch upon information that is contained in the three goals that we have developed here today. I don't care how you evaluate. At the end of the year, if you are happy with me then you will have me again. If you are unhappy with me, it is Route 19 North. Mr. Gray asked if this was developed by the state and Mr. George said yes, this is the state's tool. I do not care what you use, but I wanted to bring you an example and show you the standards that you can. You have plenty of time to do this as long as you have it in place before November 1st. November 1st is by statute. You have to have a document that I can begin collecting data for no later than November 1st. And since I am not in the last year of my contract, you can evaluate me as late as June. It is your call. You can do it in March, you can do it in February. You can do it anytime you want. You can evaluate me as many times as you want. But you will have to at the end of the year at one point, you will have to do a final evaluation. At which time you do it in executive session, and at which time you come out and you make a general statement to the public concerning the evaluation and that is all you do and it is put in a personnel file. Mr. Gray asked by statute what is the last date we have to evaluate you? Mr. George said the last date you have since I am not in the final year of my contract, is June 30th. Mr. Slockett said by November 1st we have to develop a superintendent evaluation form. Mr. George said yes, there has to be one that you have developed that I sign and you sign and we agree upon. Mr. Gray said I think what I would recommend to the board is that we take, we have until November 1st, we take maybe a month or so to review this and come up with ideas and then we can come into an executive session workshop and if you have a draft you want to present, or if you are completely comfortable with this, we bring that and then have the discussion. Is that acceptable? Mr. George said that is acceptable with me. Mrs. Holliday said I agree. Mr. Gray said so maybe late

September. Mr. Slockett said schedule it the second meeting in September we will have an executive session at that meeting. Mr. George said I just want you to have a tool that you are comfortable with. Mr. Gray said I think we need time to look at it. I like this tool. Mr. George said it is used a lot throughout the state. It is your call. If you are satisfied with setting a date to work and the board agreed and the President who is responsible for setting the agenda can direct me to put that on the item for executive session at that meeting and that is what we will do. I surrender the floor back to President Bush to continue with the remainder of the agenda.

08-04-17-2000 Minutes-Agreements-Contracts

None

08-04-17-3000 Consent Calendar

None

08-04-17-4000 Finance

None

08-04-17-5000 Personnel

None

08-04-17-6000 Points of Personal Privilege: (comments are not all inclusive)

Mr. Gray said the only comments I have is I just want to thank the superintendent and staff for this great session. I want to commend all of my fellow board members for the participation and discussion today.

Mr. Slockett said I firmly believe we have a quality personnel director that keeps us out of trouble and does a fantastic job. I do not necessarily know all that she does. As a board member, we get calls on how do you recruit teachers? I really cannot answer that when I get that call so I would like Margaret to tell it to us. I am interested in knowing how many teachers and what different subjects are taught at each middle school and high school. I would like to know if we have ten math teachers at a particular school, how many are vacant, how many are full-time subs, how many are certified. Mr. George said that is a meeting all in itself. Mr. Slockett said all I am saying is at some point can she inform us. It does not have to be all verbal. Because when we get calls, we do not want to make mistakes when we answer a question. Mr. George said I understand that entirely and I can certainly work with Margaret to do that.

Mrs. Holliday said I thought this was a very productive meeting. I have learned very much from it. I am very impressed with the informative chart that Mr. Gray has put forth. I like the idea of having everything at my fingertips like that. Is the roach situation taken care of at Fayetteville Elementary School? Mr. George said as far as I know, yes. I will have that information for you Tuesday night. Mrs. Holliday said again, I thought it was very informative. I was very impressed with the meeting.

Mr. McGuffin said I would like to thank all of our directors for being here today. It is good to see all of you face to face and hear your comments on how we can improve the education system here in Fayette County. That is always beneficial to us as board members to hear directly from each director and to be able to gauge what direction we need to go in in the upcoming year. It is very beneficial to us to have these work sessions such as what we had today. I hope we can continue to have those in the future. Every session that we have had I have gained a little bit of knowledge. I believe we covered a broad range of subjects here today and it looks like we are willing to engage the students, we are willing to engage our staff, and to promoting as far as academically. In the years past we haven't stressed improving on our test scores, improving on the academic performance of our students in the classroom. We have not stressed that. We set the goals at 5% at the midterm, 10% by the end of the year. I believe we can achieve those. But it is engaging our staff, it is engaging our principals, it is engaging our students in making that happen. In years past, we have not taken that on, on the board of education level. I believe it is the right step. As Terry George mentioned, we are 54th out of 55 counties. It is that image that we have to change. It is also the morale of our students. They see those numbers also and say why should we try any harder? We must improve. It starts by engaging them directly. Raising

the expectations of our students and our staff. I think that is the direction we need to go here in Fayette County.

Mrs. Holliday said I would like to add something. I forgot to mention that I am looking forward to Mr. McGuffin about the media what is going on with our schools and the board and that information. I am looking forward to that happening. Mrs. Holliday asked about the new dental program. Mr. George said it depends on the dentist that they have as to whether you pay up front or not. They may need to find another dentist. Discussion took place about getting information about the new dental and vision plans out to employees.

Mr. Bush said thank you board members for being here for this workshop. Thank you to all of the directors for being here. It was an outstanding get together.

08-04-17-7000 Superintendent

Mr. George said I just want to thank everybody for coming. I want to thank you for indulging us in working on our goals. I think it is important that we do this. I think it is important that we should have a couple of work sessions throughout the year to check things to see what we have done. Thank all of you for your hard work. We are successful because of our board. Fayette County schools is successful because of the hard work of our board. I want to thank each and every one of you. Thanks for coming out today.

08-04-17-9000 Future Meetings

Date	Purpose	Location
08/08/17 at 6:00 pm	Regular Meeting	Board of Education Office
08/22/17 at 6:00 pm	Regular Meeting	Board of Education Office

ADJOURNMENT:

At approximately 2:01 p.m., it was moved by Mr. Slockett, second by Mr. McGuffin carried 5-0 to adjourn the meeting.

President

Secretary/Superintendent