

ORANGE COUNTY
BOARD OF EDUCATION

AGENDA ITEM ABSTRACT

Meeting Date: April 14, 2014

AGENDA ITEM No. 14-04-12

ACTION ITEM: (Y/N) N

SUBJECT: Board Priorities Update

INFO. CONTACT: Donna Coffey, Board Chair PHONE: 919-732-8126

ATTACHMENTS:

1. List of Board Priorities as captured at the March 10, 2014 Board of Education meeting.
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PURPOSE: The purpose of this agenda item is to continue to discuss the board priorities that were identified at the March 10, 2014 Board of Education meeting.

BACKGROUND: It is important for the Board to continue to identify their top priorities. Various recent reports and district studies have provided backdrop for this important work. These include the Safe Havens Report, the Facilities Assessment Report, the Capital Investment Plan, various data points as they relate to student achievement, and state-level mandates that have an impact on the local level (Read to Achieve, Teacher Contract Law).

During the March 24, 2014 board meeting, the board identified the top five budget priorities as follows:

Social worker
Recruit and retain best staff
Safe Havens
Facilities
Achievement Gap

During tonight's session, the board will identify their top five non-budget priorities as chosen from the attachment contained herein.

FINANCIAL IMPACT: There is no financial impact associated with this agenda item.

RECOMMENDATION(S): The Superintendent recommends the Board of Education receive this opportunity to further discuss and define its priorities.

List of Board Priorities As Captured at the March 10, 2014 Board of Education Meeting

Key

Underline = Identify mandates/recurring

\$\$ = Identify those associated with \$\$ costs

W = Work session

1. Human Resources

- Work towards repeal of Senate Bill 402 (elimination of tenure bill)
- Explore options (including non-traditional means) for attracting and retaining the best staff
 - Salary and Benefit Study \$\$
 - Ensure lowest paid employees make minimum living wage \$\$ (as defined by Orange County local Government)
 - Ensure salaries (including supplements) \$\$ and benefits \$\$ are competitive with surrounding counties-especially benefits such as supplements \$\$ and dental insurance
 - Recruitment
 - Put our best foot forward in recruiting minorities for teaching and administrative positions
 - Cast broad net and look outside the education pool of candidates for administrative positions (for example, Chief Operating Officer should be someone with construction/facilities management background and Chief Technology Officer should be someone with technology background)
 - Develop standardized practices for filling vacant positions to ensure consistency (for example, interview committee make-up, standard questions, etc.)
- Succession Planning – growing “our own” – growth within
- Leadership Academy \$\$
- Compliance with Affordable Care Act. \$\$
- Instructional Organization (athletics)
- Staffing Social Worker \$\$

2. Facilities and CIP

- Ensure that we are moving towards full implementation of Safe Havens Report \$\$ either through CIP or annual maintenance budget
- **W** Board needs to complete thorough review of Facilities Study and develop short- and long-term funding plans (i.e. annual budget, pay-as-you-go capital monies and unfunded (future bond)
- Involve principals and other administrators in identifying needs and developing CIP to a greater extent
- Assess energy usage by facility to determine if there are ways to implement changes and attain savings
- Stormwater projects savings
- Energy Efficient Savings position

3. Budget and Finance

- Compliance with State requirement to have financial information available via website
- Create more transparency in connecting budget with actual expenditures
- Multi-year view as opposed to one year snapshot
- Involve principals and other administrators in identifying operational and capital needs (for example, allotment formulas)

- Develop more comprehensive budget planning process (for example, zero based budgeting) beginning in 2015-16
 - Develop method for projecting fiscal impact of all new initiatives undertaken by the district – short and long term – ongoing review/cost benefits
 - Internal Auditor \$\$
4. School Capacity & Membership
- Re-engage contract with ITRE (district lines) \$\$ to better align individual school capacity with membership for the immediate as well as longer term periods
 - Using currently available tools for planning future facilities, such as SAPFO, Orange County School Construction Standards, etc., begin pro-active planning for future facilities
5. Technology
- Full assessment of short- and long-range technology needs and plans \$\$ to implement? (including 1:1 initiative and infrastructure) with more consistent involvement of community technology group and reporting to Board
 - Strengthen process for projecting fiscal impact of all IT initiatives and ensure that projections are fully vetted by Board and community tech group
 - Hire new Chief Technology Director who has technology background - \$\$ cost for transition coverage?
 - Paperless Board meetings
 - **W** Future needs (technology, telephones, etc)
6. Curriculum & Instruction – Making OCS the Schools of Choice for Parents and Students
- Professional Development – software purchases, training \$\$
 - Transition of new Chief Academic Officer
 - Focused Schools
 - Are current focused schools giving us the results that we envisioned?
 - Assessment of current focused programs such as STEM, Leader in Me, IB, Year-round middle college, etc
 - Develop long-range plans to transition current focus programs from elementary to middle and high
 - Short- and long-range plans (including fiscal impact) to implement additional focused programs
 - Expand literacy and AVID programs \$\$ into high schools
 - Safeguard and expand Career & Technical Education programs \$\$
 - Assess our past and current efforts on closing the gap to determine if we need to implement alternative measures in particular areas – in other words, be creative and think-out-of-the-box (including fiscal impact)
 - Find ways to balance inconsistencies – for example, if district pays for IB exams should it also pay for AP exams or vice-versa. Are there other areas where there are similar inconsistencies exist? \$\$
 - Additional courses (Alg I/Eng I at middle school – impacts high schools); virtual courses
7. Child Nutrition
- In an effort to combat childhood hunger and its impact on learning, explore options for the district to offer free breakfast to all children \$\$ (with General Fund, not Child Nutrition, bearing the cost)
8. Communities in Schools
- Explore opportunities to join forces with community partners to expand/enhance after school programs (SportsPlex for example)

- On-line payment
9. Policy
- Continue work with NC School Board Association and School Attorney to review and update current board policies and establish new policies as needed - fiscal impact for implementation of policies \$\$
 - Ensure, where appropriate, fiscal impact of policies is clear when presented to Board and public
10. Board Transition with at least two new board members July 2014
11. Superintendent Transition
12. Stronger Focus on Communication & Public Relations with new Communications Director
- Bigger spotlight on the good things we are doing for students by increasing the number of press releases
 - Revamp website to be more intuitive and user friendly
 - Use clear, concise, easy-to-understand language that does not require you to be an educator in order to comprehend – eliminate “Edu-speak”
 - Understand the audience (i.e. general public, parents, board, students, staff)
 - Develop plan for moving from non-recorded meetings to recorded ones – web streaming, TV, etc (will require training of board & staff on presentation skills, possibility of using videography class or teacher, etc.) \$\$; provide board meeting highlights; transparent, proactive communication regarding board decisions even when they may not be popular
13. School Calendar
- Is it our goal to meet minimum days/hours to attend per year or do we want more (to counteract difficult weather years)? Upsides/Downsides? Fiscal impact?
 - Continue to push General Assembly for local calendar flexibility
14. Strategic Planning, Visioning and District Accreditation
- Partner with Leading and Governing Associates, Inc. to ensure that the process incorporates community members
 - Ensure that final report provides district with do-able and sustainable priorities and goals
15. Student Transfers
- Provide clear reports regarding student transfers
 - Look at Transfer Policy