



JEFFERSON COUNTY BOARD OF EDUCATION
Minutes of the Regular Meeting of January 12, 2015

REGULAR meeting of the Jefferson County Board of Education held at the VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Monday, January 12, 2015, at 7 p.m.

BOARD MEMBERS PRESENT

Chair David A. Jones, Jr.
Mr. Chris Brady
Mr. Chuck Haddaway
Dr. Lisa Willner

Vice-Chair Diane Porter
Mrs. Linda Duncan
Ms. Stephanie Horne

STAFF MEMBERS PRESENT

Superintendent Donna Hargens
Rosemary Miller, General Counsel
Kathy Smith, Assistant Secretary to the Board

WORK SESSIONS

At 3 p.m., Board members met with representatives from Dean Dorton Allen Ford, PLLC, who will provide Internal Audit Services and report functionally to the Board.

At 4 p.m., the Board conducted a work session to discuss the Draft Budget for Fiscal Year 2015–16. Chief Financial Officer Cordelia Hardin facilitated the discussion and answered Board members' questions.

EXECUTIVE SESSION

The Board of Education met in executive session at 5 p.m. to discuss the formative evaluation of the superintendent.

Order #2015-001 - Primary Motion Passed: A motion that the Board of Education recess and reconvene in Executive Session to discuss the formative evaluation of the superintendent pursuant to KRS 61.810(1)(k) of the Open Meetings Act and KRS 156.557 passed with a motion by Mr. Chuck Haddaway and a second by Mr. David A. Jones, Jr.

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|-------------------------|-----|---------------------|-----|
| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

Order #2015-002 - Primary Motion Passed: A motion that the Board of Education adjourn from executive session passed with a motion by Mr. David A. Jones, Jr. and a second by Mr. Chris Brady.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

REGULAR MEETING

Chairwoman Porter called the January 12, 2015, regular meeting to order at approximately 7:09 p.m. and made the following announcement: "At 5 p.m. the Board of Education met in executive session to discuss the formative evaluation of the superintendent and no action was taken." The meeting began with a traditional moment of silence followed by the Pledge of Allegiance.

II.A. Oath of Office to be Administered to Diane Porter, member, District 1; Stephanie Horne, member, District 3; Linda Duncan, member, District 5; and Lisa Willner, member, District 6

The Honorable Judge Denise Clayton administered the Oath of Office to the newly elected Board members. Each of the members had an opportunity to comment and recognize family members and special guests.

II.B. Organization of the Board: Election of Chairperson for 2015

Chairwoman Diane Porter read the following statement:

"This organizational meeting of the Board of Education of Jefferson County is convened in accordance with KRS 160.160, which requires boards of education to elect a chairman and a vice-chairman for terms fixed by the Board not to exceed two years. Board Policy BCA requires that this be done annually at the first regularly scheduled Board meeting held in January. Therefore, the officers so elected shall serve a one-year term or until their successors are elected and duly qualified.

1. I will call for nominations from the Board for Chairperson to serve a one-year term.
2. After all nominations for Chairperson have been made, I will close nominations.
3. I will call for a vote on the candidate nominated by a show of hands. The votes will be taken in the order in which the candidates were nominated.
4. At the conclusion of the voting, I will declare — assuming a candidate has a majority — the individual receiving the largest number of votes to be elected Chairperson.
5. The newly elected Chairperson shall similarly conduct the election of the Vice-Chairperson."

Chairwoman Porter called for nominations for the Office of Chairperson.

Order #2015-003 - Primary Motion Passed: The nomination of David A. Jones, Jr. to serve as Chairperson of the Jefferson County Board of Education for 2015 passed unanimously with a motion by Mr. Chris Brady and a second by Mr. Chuck Haddaway.

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|-------------------------|-----|---------------------|-----|
| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

II.C. Organization of the Board: Election of Vice-Chairperson for 2015

Chair David A. Jones, Jr. called for nominations for the Office of Vice-Chairman.

Order #2015-004 - Primary Motion Passed: The nomination of Diane Porter to serve as Vice-Chairperson of the Jefferson County Board of Education for 2015 passed unanimously with a motion by Dr. Lisa Willner and a second by Mr. Chuck Haddaway.

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|-------------------------|-----|---------------------|-----|
| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

II.D. Vision Statement

Chair Jones asked Vice-Chair Porter to read the district vision statement and then made the following statement:

“First, I want to thank all of my fellow board members for their trust, their encouragement, and their support. As I take on this role, I am keenly aware that as a school board we have a major responsibility to the public. The governance this body provides, the expectations we set, and the priorities we pursue set the tone for the whole system and create the conditions under which our superintendent, our principals, and our teachers can ensure that all students learn.

Our newly constituted board finds itself at a real inflection point. The district in some ways is really hitting its stride, with annual gains in student achievement moving us from—in 2010—the 6th percentile in Kentucky to last year, the 51st percentile in Kentucky. These increases in academic success are historic, and they’re almost unbelievable nationally for a big urban school district. Almost no other district is showing the progress that Jefferson County Public Schools are showing. We also inherit, as board members,

from our predecessor board a strong, positive relationship of partnership and candor with Dr. Hargens, the superintendent. I want to thank our colleague, Diane Porter, for her chairmanship during which there were a lot of wonderful accomplishments, but that relationship of candor and openness with the superintendent is something that I think we all are very grateful for. We owe our former colleagues on this board a thanks as well.

But every member of this board sought election because we know we've got to do better. We know that even with the improvement spelled out in the state accountability scores, less than half of our students are proficient in reading and math. And we know that at each board meeting we sit in front of a reminder—hidden at the moment behind that screen—that says JCPS is “Shaping the Future.” When Dr. Hargens first came here, she was told by one of our business leaders that “as JCPS goes, so goes Louisville.” If our students don't thrive, our community cannot prosper in the years ahead.

So, the superintendent and the board have driven progress since Dr. Hargens' arrival by executing a strategy called '*Vision 2015*.' And as we notice when we still tell each other Happy New Year, it's now 2015. During our new board member orientation—and Ms. Horne and Ms. Willner have gone through about eight or nine hours so far of orientation—maybe more, but certainly they've dug in pretty deep. But, one of the things that Dr. Hargens—Dr. Hargens made two things very clear. First of all, we are in the middle of the execution phase of this strategy and we need to drive performance through these tactics—through what's spelled out in here to continue to get improvement. But second, 'doing what we've done to get us *here* is not going to be enough to get us where we want to go *from here*.' That's a direct 'Hargensism,' I think. So, new strategies and tactics are needed to drive us forward to achieve our vision of every student graduating prepared for life and to get us to our broader goal of being the best urban district in America.

So, Dr. Hargens has called for this board to work with her to set a new vision, '*Vision 2020*,' and that's probably our biggest work ahead in this calendar year. From conversation with each of you board members, I know that the sense of this board is that we are up for this, that we intend to not only to ask the district to change as necessary to accomplish our goal, but to change our own practices as needed as a board.

In accepting this position as Chair, I commit to you, my colleagues, that I have heard, loud and clear, the sense of this board that we must improve the way we do our business so that we will do well in the three essential elements of governing a big organization like this. We've got to monitor operational improvement, we've got to set a strategic vision, and we've got to assure compliance with all the rules and the laws that shape what we do every day. So, in conversation with each of you, my colleagues, I have learned that all of us are determined to do more than to sit in headquarters and simply listen to reports. We need to find the time to question what's going on, to learn what's happening here and in other places in the country, and to question so that we are prepared for the big decisions that lie ahead. Because no big urban district in America has achieved the goal of every

student graduating prepared for life—that is blue sky territory to aim at. So, we’ve got to create the accountability that empowers the change agents in our schools and on our management team who are going to be the ones that reach our students.

So I want to throw out three structural changes that my sense is this board would like to try. We’ll elaborate on them further and more formally as we go ahead, but they’re aimed at aligning the board’s time with the goals that we are asking management, principals, and teachers to deliver.

First, we want to change the location of some of our board meetings to bring us into the schools, and what I propose is that we try to do that once a month for three months then take a look at how effective it has been. The next meeting—I’m going to make as a motion at the end of this little talk is that we meet at Valley High School on January 26. The purpose of this is the students and the schools are the center of the JCPS universe. The central office is vitally important, but it’s not the center of the universe. We need to get out and about and have broader contact with the community, highlight the strengths and challenges of what’s going on in our schools, and create shared experiences with each other someplace other than around this board table so that we’ll be better prepared for making decisions about schools.

Second, we are going to form ourselves into project-based teams to work with the superintendent and senior leadership to dive deeper into some of the key issues and create deeper board understanding about the critical strategic drivers of progress. In JCPS lingo, think of these as board professional learning communities—Board PLCs.

- One of them will be around finance where the question really is *what data does the board need and in what form* so that we can think about a Vision 2020 and how we’re going to fund it. Because in 2020, we’ve got to be doing things different than we’re doing in 2015 and that implies different people or new people or more technology and we’ve got to get the money together.
- Second, we’re going to have a Technology Utilization Team that will ask *what new competencies the district must build to serve 21st Century stakeholders and how the board can set and measure progress along that route*. That will involve working with management to figure out what are the questions, what are the things that we should begin to build into our workflow so that we can measure and assess change as well as drive it by setting the goal.
- And then the third, which is a more familiar group—but a third PLC will focus on Policy and Pedagogy. Our policy manual has been largely brought up to date through the hard work of our colleague, Linda Duncan, over the last several years and we’ve got the basics in tune, but the framework through which we’re going to teach, the kinds of issues that are coming up today with contemporary learners are new and we’re going to need to decide which ones to grapple with. So, for example, we hear loud and clear from our teachers that the emphasis on high-stakes accountability testing is limiting creativity and constraining the ability to reach some of our students.

Now, we need the data as a board from these tests—we depend on it—but if we’re not really measuring deeper learning, that’s something that between now and 2020 we’re going to have to figure out—how to get after. Those are just some of the examples. These individual work groups will pick their own recommended priorities and help the Board by breaking up the workflow and identify what we want to do. So, that was the second change—these working groups or PLCs.

The third change relates to the quality of our work together as board and management. This is really a request of Dr. Hargens and our management colleagues in the room. We learned last February—the Board did—from an audit of how the Board spends its time in meetings that compared to the highest-performing school boards, we spend too much time on what they call ‘management inquiry’ and not enough on ‘goal monitoring.’ And this board is determined to change that—but to do that, we need the support of management and the way that we get information.

If we’re going to avoid deep dives into micromanagement, we’re going to need you to enhance both the quality and the candor of your presentations. We need your reporting to focus on the fact that you’re the experts and you need to not just dump data on us, but tell us what it means and what you recommend we should do about it. We all are ready to take a pledge that we will do our homework ahead of time. We will read the documents that are on the wonderful board portal, and we will be prepared. So, you don’t have to read your slides to us. You have to summarize, you have to tell us what it means and what action you recommend. We know we’re going to push through into this miraculous, no-big-district-has-gone-there space, but we can only get there if you guys are willing to be bold in making recommendations.

So, in closing, I am confident that JCPS has a great year ahead. I feel the momentum. I think we’re going to get a lot more mileage out of *Vision 2015*, and I thank each of my colleagues for your service on this Board, for your willingness to do it, and for your election of me as Chair, and I just want to express the full Board’s excitement about working with all the wonderful people in JCPS to achieve our vision and our dream.”

Chair Jones made a motion to move Dr. Hargens’ presentation on the District’s Strategic Focus up to this point in the agenda.

Order #2015-005 - Motion Passed: A motion that the Board of Education waive Board Policy 1.45 *Board Meeting Agenda* and amend the agenda to move Agenda Item VII.A. District’s Strategic Focus up to this point in the agenda passed unanimously with a motion by Mr. David A. Jones, Jr. and a second by Mr. Chuck Haddaway.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

Discussion Item Brought Forward: VII.A. District's Strategic Focus

Superintendent Donna Hargens made a presentation concerning the district strategy and its foundation, the structure designed to support execution of the strategy, and the systems in place to support the professional growth of the district's most important and valuable resource—its people.

IV. Recognitions and Resolutions

A. Recognition of the Jefferson County Board of Education in Observance of National School Board Recognition Month

Order #2015-006 - Motion Passed: Superintendent Donna Hargens recommends that the Board of Education receive the recognitions and resolutions for January 12, 2015. The recommendation passed unanimously with a motion by Mr. Chris Brady and a second by Ms. Stephanie Horne.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

III. Approval of Minutes of Previous Meeting

Order #2015-007 - Motion Passed: Superintendent Donna Hargens recommends that the Board of Education approve the attached minutes of the December 15, 2014, regular meeting and December 17, 2014; December 20, 2014; and January 5, 2015; special meetings. The recommendation passed unanimously with a motion by Mr. Chris Brady and a second by Mr. Chuck Haddaway.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

Superintendent's Report

“Chair Jones, members of the Board, just some attention to a few items of special interest. What I want to point out on the Consent Agenda is I appreciate the collaboration with the Jefferson County Teachers Association in developing agreements for staffing at the K–8 Waldorf-Inspired Maupin School, the K–8 Louisville Reach Academy at Atkinson, and Kennedy Metro Elementary.

And I want to say to the Board that Dr. Raisor will be bringing a recommendation for relocating the alternative school, Kennedy Metro. It is an important and necessary alternative school and will be relocated.

As we've talked about, the State Auditor recommended improving our Internal Audit Services. The Board approved a contract with the firm, Dean Dorton. This is an example of how we are moving and improving. Dean Dorton will report functionally to the Board to ensure the principle of independence.

Feedback is a valuable tool for student and employee growth. I appreciate the Board's investment in time in providing me with formative feedback. Our goal is for every student and every employee to be better tomorrow than they were today.

Chair Jones, at this time I recommend the Consent Calendar for the Board's consideration."

V. Consent Calendar for January 12, 2015

- A. Report of Personnel Actions
- B. Approval of Job Descriptions
- C. Approval of Organizational Charts
- D. Approval of Field Trip Requests
- E. Approval of Contract Completion and BG-4 Form for Walking Track at Rutherford Elementary School
- F. Approval of Project Closeouts and BG-5 Forms
 - 1. Middle School Renovation at The Academy @ Shawnee
 - 2. New Operations Building at Blankenbaker Bus Compound
 - 3. Roof Replacement at Layne Elementary School
 - 4. New Elevator Addition at Wilt Elementary School
- G. Approval of Construction Change Orders
- H. Approval of Bid Tabulations, Contract Renewals, and Amendments
- I. Acceptance of Purchase Order Report
- J. Acceptance of Voucher Report
- K. Acceptance of Grants and Funding
 - 1. Acceptance of Donations
 - 2. Acceptance of Funding from the Jefferson County Public Education Foundation
 - 3. Acceptance of Funding from KentuckianaWorks to Fund Customized Adult Education Services at the Kentucky Manufacturing Career Center
 - 4. Acceptance of Funding from The Rector and Visitors of the University of Virginia for The Compassionate Schools Project
 - 5. Acceptance of Funding from Verizon Foundation for Newburg Middle School
- L. Approval to Submit WHAS Crusade for Children Grant Applications

- M. Approval of Agreements
 - 1. Approval of Pharmacy Technician Externship Training Agreements with CVS Pharmacy, Inc.
 - 2. Approval of Memorandum of Agreement with the Jefferson County Teachers Association for Staffing for the Louisville Reach Academy Concept at J.B. Atkinson Academy of Excellence in Teaching and Learning
 - 3. Approval of Memorandum of Agreement with the Jefferson County Teachers Association for Staffing for the Catalpa School Concept at Milburn T. Maupin Elementary School
 - 4. Approval of Memorandum of Agreement with the Jefferson County Teachers Association for Staffing at Alex R. Kennedy Elementary School
- N. Approval of Payment of Out-of-District Expenses for Board Member

Mrs. Duncan requested that the superintendent provide additional information concerning Agenda Item V.K.4. Acceptance of Funding from The Rector and Visitors of the University of Virginia for The Compassionate Schools Project.

Order #2015-008 - Motion Passed: A motion that the Board of Education approve the Consent Calendar for January 12, 2015, passed unanimously with a motion by Mr. Chris Brady and a second by Dr. Lisa Willner.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

Mr. Haddaway made a motion to move the January 26 meeting to Valley High School in District 4. Mr. Brady asked the Superintendent to provide information on the financial impact of moving the meeting to a school. Mrs. Duncan commented that she would have liked the opportunity to discuss this proposal further and voiced her concern about the inconvenience for the public and staff.

Order #2015-009 - Motion Passed: A motion that the January 26, 2015, Board of Education meeting be held at Valley High School in District 4 passed 6–1 with a motion by Mr. Chuck Haddaway and a second by Ms. Stephanie Horne.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | No |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

VI. Action Items

There were no action items this evening.

VII. Discussion Items

VII.A. District's Strategic Focus

Board members voted earlier in the meeting to waive Board Policy 1.45 Board Meeting Agenda and amend the agenda to move Discussion Item VII.A. District's Strategic Focus up before the recognitions.

Order #2015-010 - Motion Passed: A motion that the Board of Education receive an overview of the district strategy and its implementation. The recommendation passed with a motion by Mr. Chris Brady and a second by Ms. Diane Porter.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

IX. Persons Requesting to Address the Board on Non-Agenda Items

Mr. Rick Howland, Bishop Dennis Lyons, and Mr. Brent McKim addressed the Board of Education on non-agenda items.

VII.B. 2014–15 Board of Education Discussion Agenda Planning Calendar

Mrs. Duncan requested that a report on program reviews and the annual report on attendance and suspensions be added to the planning calendar.

Order #2015-011 - Motion Passed: Superintendent Donna Hargens recommends that the Board of Education receive for information a planning calendar outlining discussion agenda items to occur during the 2014–15 fiscal year. The recommendation passed with a motion by Ms. Diane Porter and a second by Mr. Chris Brady.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

VIII. Board Reports and Requests

- Mr. Haddaway reminded Administration that he is still looking for migration trends for National Board Certified Teachers.

- Ms. Horne reported on her recent visit to Uspiritus–Bellewood and distributed a piece of original student artwork to each Board member and the Superintendent.
- Mrs. Duncan requested an update on the Equity Council, demographic information for the elementary clusters by groups, and trend data on small class sizes.
- In response to Mrs. Duncan’s request concerning small class size, Chair Jones suggested that “Leadership make a suggestion about how we could wrap this issue including the demographics, the costs, and the outcomes up in a way that can answer the many different perspectives through which the Board is questioning what is going on with that. Let’s figure out how to get that on the agenda in a work session or something.”
- Vice-Chair Porter noted that she attended a PLC round at Young Elementary School and reported on Code Louisville After School, a new program housed at Beecher Terrace that offers computer and software coding training to youngsters living in the Russell neighborhood. She thanked Board members for allowing her to serve as Chair and thanked the community for allowing her to serve as the District 1 representative on the Board of Education.
- Dr. Willner report that she has visited several schools and gave a shout-out to Celeste Braxton, Family Resource Center coordinator at Luhr Elementary School, for inviting her to attend the kickoff of the WATCH D.O.G.S. (*Dads of Great Students*) Program.

X. Executive Session (If Needed)

XI. Adjournment

Order #2015-012 - Motion Passed: A recommendation to adjourn the January 12, 2015, regular meeting of the Jefferson County Board of Education at 8:29 p.m. passed with a motion by Mr. Chris Brady and a second by Dr. Lisa Willner.

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| Mr. Chris Brady | Yes | Mrs. Linda Duncan | Yes |
| Mr. Chuck Haddaway | Yes | Ms. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter | Yes |
| Dr. Lisa Willner | Yes | | |

Chair David A. Jones, Jr.

Dr. Donna Hargens, Superintendent/Secretary

THESE ACTIONS, ALONG WITH THE AGENDA ITEMS, MAKE UP THE OFFICIAL MINUTES, WHICH ARE ON FILE IN THE OFFICE OF THE SECRETARY