

**Minutes
Transylvania County Board of Education
September 20, 2010**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Resolution of Recognition, Thanks, Commendation and Congratulations
4. Education Foundation Mini-Grants Showcase
5. Good News Report
6. Former Students in the Military
7. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
8. School Health Advisory Council 2010-2011
9. Achievement Committee
10. Student Services Update
11. Policy:
 - A. GCN/B "Notice and Hearing Rights of Probationary Teachers"
 - B. IGB "Health and Safety Education Program"
 - C. IGB-R "Health and Safety Education Program"
 - D. IGB-E "Special Activities/Field Trip Permission Form"
 - E. Reproductive Health and Safety Education Permission Form
 - F. JGA "Corporal Punishment"
 - G. JGA-R "Corporal Punishment"
 - H. JGA-E "Corporal Punishment"
12. Application for Local Board Training Credit
13. Superintendent's Goals 2010-2011
14. Important Dates
15. Other Items
16. Public Comment

The Transylvania County Board of Education met in regular session at 6:30 p.m. on September 20, 2010 in the Rogow Room of the Transylvania County Library. Present were Chris Whitmire, Chairman; Tawny McCoy, Vice Chairman; Shelia Norman; Cindy Petit; and Sue Fox. Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; and approximately 100 staff members, media representatives and guests. Mrs. Petit gave the invocation and Mrs. Fox led the Pledge of Allegiance. Chairman Whitmire welcomed everyone and called the meeting to order.

1. **Approval of Agenda**
ON A MOTION BY MRS. FOX, SECONDED BY MRS. NORMAN, the meeting agenda for September 20, 2010 was approved as presented.
2. **Public Comment**
There was no public comment.
3. **Resolution of Recognition**
Each year the Board of Education devotes one evening to honoring the teachers and staff whose service to the students of Transylvania County is truly outstanding. The

Board recognized the following individuals for their dedication and commitment through their years of loyal service and excellence in their fields:

Twenty-five year pins were presented to:

Mike Bailey, Principal, PFES
Ann Gerlach, Office Support, BMS
Barbara Kilpatrick, Bus Driver & Child Nutrition, RHS
Connie Sapp, Teacher, BMS
Linda Shipman, Custodian, PFES
Mike Shotwell, Teacher, BMS
Trudy Wetli, Teacher, PFES

Media Specialist of the Year - Dr. Kim Elliott announced the Media Specialist of the Year for 2010-2011, **Dawn Brookshire**, PFES. Mrs. Brookshire received a plaque and \$500 award from the Board.

Counselor of the Year - Dr. Scott Elliott announced the Counselor of the Year for 2010-2011, **Stacey Seefeldt**, BHS. Ms. Seefeldt received a plaque and \$500 award from the Board.

Rookie of the Year - Dr. Jeff McDaris named the Rookie of the Year for the preceding school year, **Amanda Griffin**, RMS. Ms. Griffin received a plaque and a \$200 award from the Board.

Principal of the Year - Dr. Jeff McDaris announced the Principal of the Year for 2010-2011, **Tammy Bellefeuille**, BES. Ms. Bellefeuille received a plaque and a \$500 award from the Board.

Teacher Assistant of the Year - Principals and/or colleagues introduced the individuals listed below who were named as Teacher Assistants of the Year by their respective schools. Each school-level Teacher Assistant of the Year received a \$200 award from the Board. **Tonya James** was named the district Teacher Assistant of the Year. Ms. James received a plaque and an additional \$500 award.

Brenda Byrd, BES, introduced by Charlene Cali
Tonya James, BHS, introduced by Doug Odom
Heather George, BMS, introduced by Jeff McDaris
Penny Owen, DRS, introduced by Donna Wilde
Colleen Mackey, PFES, introduced by Marie Dean
Valerie Pangle, RES, introduced by Donna Raspa
Sandy O'Rourke, RHS, introduced by Brian Weaver
Maureen Whisman, TCHES, introduced by Beth Morgan

Teacher of the Year - Principals and/or colleagues introduced the individuals listed below who were named as Teachers of the Year by their respective schools. Each school-level Teacher of the Year received a \$500 award and an engraved paperweight from the Board. **Jay Case** was named the district Teacher of the Year. Mr. Case received an additional \$1,000 award from the Board, a plaque, and a crystal apple from Wachovia Bank.

Karen Kreigsmann, BES, introduced by Jeanne DeJong
Jay Case, BHS, introduced by Doug Odom
Connie Newman, BMS, introduced by Alan Justice
Joe Russo, DRS, introduced by Donna Wilde
Laura Leatherwood, PFES, introduced by Marie Dean
Laura Russo, RES, introduced by Donna Raspa
Carolyn Smith, RHS, introduced by Brian Weaver
Kristy Hasman, RMS, introduced by Greg Carter
Jennifer Corn, TCHES, introduced by Fran Hughes

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, the Board unanimously approved a resolution expressing recognition, thanks, commendation and congratulations to the persons named.

4. Education Foundation Mini-Grants

Dr. McDaris reported that the Transylvania County Schools Educational Foundation (TCSEF) awarded 15 mini-grants last year for educational projects in amounts ranging from \$129 to \$2,000. Foundation President Page Lemel gave a presentation showcasing some of the projects that were funded by the TCSEF mini-grants. She reported that the application form for the 2010-2011 mini-grants is now available online. Grant applications are due to Jessica Merrill by midnight on October 29, 2010. Grants will be awarded in January 2011, and grant recipients will have until June 30, 2012 to use the funds. The total amount of funds available this year is \$9,600. In addition to this pool of undesignated funds, the TSCEF also has money available for the Cornelius Hunt African-American Leadership Award. In past years, this award has provided a student with the opportunity to attend a national youth leadership conference. Mrs. Lemel stated that the TCSEF looks forward to receiving applications for the 2011 grant year and urged teachers to apply. She also encouraged everyone to consider making a donation to the Foundation. Donations are tax-deductible and may be designated as gifts. Chairman Whitmire commended Mrs. Lemel for her work in re-establishing the TCSEF as an active organization and expressed thanks for the Foundation's work on behalf of the schools.

The Board recessed for 30 minutes in order to have photos taken of the honorees and to allow everyone to enjoy a reception provided by the TCS Child Nutrition department. Chairman Whitmire commended Carolyn Barton and her staff for the lovely refreshments.

5. Good News Report

Dr. McDaris reported the following good news items:

AGRICULTURE CLASSROOM KITS

Transylvania County Schools has received the gift of "The Farmer Grows a Rainbow" *Ag in the Classroom Kits* for each grade level at the elementary schools. The kits are provided by the local North Carolina Farm Bureau. The kits integrate well with the science, health and social studies curricula. Thanks go to Jackie Whitmire and Louise Lamb, the respective local and state Farm Bureau contacts, for the project.

2010 CENSUS

Transylvania County Schools has received a commendation from the United States Census Bureau for its dedication of time and resources to help raise awareness of and encourage participation in the 2010 census count.

JUVENILE CRIME PREVENTION COUNCIL

At the meeting of the Transylvania County Board of Commissioners on August 23, the Board voted to appoint Alan Justice to serve as the superintendent’s designee on the Juvenile Crime Prevention Council (JCPC).

VOTER REGISTRATION AWARENESS MONTH

Governor Beverly Perdue has proclaimed September 2010 as “Citizens Voter Registration Awareness Month” in North Carolina. All public high schools are encouraged to work in collaboration with their county’s local board of elections to encourage students who are 16 years of age or older to register or pre-register to vote as permitted by North Carolina law during the month of September 2010.

CHILD NUTRITION HONORS

The TCS Child Nutrition Department will receive its award for Best Practices at the state conference in October. In addition, Director Carolyn Barton will begin a two-year term as Chair for Region 8 on the North Carolina Purchasing Alliance. Mrs. Barton has also been asked to serve on the Child Nutrition Advisory Council for the next two years. This is a new council comprised of two directors from each region and the State Director of Child Nutrition Services.

For more good news, please visit the Transylvania County Schools website at www.tcsnc.org.

6. Former Students in the Military

The Board of Education reviewed the list of former students from Brevard High School, Rosman High School, and Davidson River School who are currently serving or have previously served in the U.S. Military. Dr. McDaris reported that one new name, Kim Hooper Smith, has been added to the list. Additional names will be included as they are received.

7. Consent Agenda

ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. FOX, the minutes from the August 16, 2010 meeting and the personnel report for September 20, 2010 (attached) were unanimously approved.

8. School Health Advisory Council 2010-2011

ON A MOTION BY MRS. PETIT, SECONDED BY MRS. NORMAN, the School Health Advisory Council membership roster for 2010-2011 was approved unanimously. The roster may be updated as more names are received.

Name	Position/Representative	Term (years)
Safe Schools		
Alan Justice	TCS Safe Schools Coordinator	P*
Scott Thomas	School Resource Officer, TCHES	3
Health & Physical Education		
Missy Ellenberger	Teacher, BMS	2
Carrie McCall	Teacher Assistant, PFES	2
Staff Wellness		
Anela McMahan	Teacher, RES	1
Health Services		

Steve Smith	Director, Trans. Co. Health Department	P*
Kim Rogers	School Health Nurse (Exc. Children)	P*
April Owenby	School Health Nurse	P*
Amy Parker	School Health Nurse	P*
Ann Farash, MD	Pediatrician	2
Nancy Donnelly	Dental Hygienist, Henderson/Transylvania	3
Ruth Jones (Chair)	Transylvania Co. Health Department	P*
Mental & Social Health		
Stoney Blevins	Director, Trans. Co. Dept. Social Services	P*
Sheila Mooney	Counselor, DRS	1
Beth Branagan	School Social Worker	P*
Nutrition Services		
Carolyn Barton	Director, TCS Child Nutrition	P*
Parental/Family Involvement		
Wayne & Kim Brown	Parents, PFES	1
Mavis Smith	Parent, DRS	1
Ann Farash, MD	Parent, BMS/BHS	1
Alternative School		
Andy Bullwinkel	Teacher, DRS	1
Administrator		
Mike Bailey	Principal, PFES	1
Ad Hoc		
John Folger, MD	Transylvania Co. Board of Health	
Stephanie Ramsey	Obesity Program, Trans. Co. Health Dept.	
Amanda Fisher	Dietician, Transylvania Regional Hospital	
Ex-Officio		
Tawny McCoy	Transylvania Co. Board of Education	P*
*permanent as long as they occupy their position		

9. **Achievement Committee**

Dr. McDaris reported that the Community Achievement Team (CAT) will hold a Racial Equity Training workshop on October 11, 2010 for principals and central office administrators. The workshop will be held from 8:00 a.m. to 12:00 p.m. in the board room of the Morris Education Center. Board members are invited to attend the workshop. A second workshop is being planned for assistant principals and lead teachers.

10. **Student Services Update**

Dr. Scott Elliott presented an update on Student Services for 2010-2011. He reported that the TCS dropout rate appears to have decreased by 15% from last year, and by 20% from year before that. This reflects a reduction of one-third over the last two years. It is believed that the economy may play a role in the improved numbers. Students seem more willing to stay in school due to the lack of job opportunities.

Dr. Elliott reported that the four- and five-year cohort graduation rates are high and reflect positively on systemic achievement. He reported there are currently 12 students

in day treatment and that a program for BMS could start as early as next year. Eight students are currently employed in the TCS after-school internship program. Each student works for 10 hours a week. Application has been made for a partnership with DPI on a Safe and Supportive Schools grant. If approved, the grant would provide a full-time prevention education coordinator position for up to four years. This person would work with alcohol and drug abuse prevention efforts, Safe Dates, and other programs.

Dr. Elliott reported that TCS has been asked to participate in a state pilot for free software that would analyze student information such as attendance, grades, etc., and produce a list of those students most at risk of dropping out. The software would provide objective data that could help the administration to better focus intervention services.

Dr. McDaris reported that he recently learned that a large portion of federal *Race to the Top* money may be dedicated to getting low-performing school systems up to the 60% cohort graduation rate. Since Transylvania County already far exceeds that goal, it will be unlikely that TCS would receive much in the way of *Race to the Top* funding. Dr. McDaris observed that once again, high performing systems like Transylvania are being shut out of opportunities for additional resources in favor of low performing systems.

11. Policy

Dr. McDaris reported that no changes had been made to new Policy GCN/B "Notice and Hearing Rights of Probationary Teachers" since the first read on August 16. There were no questions from the Board, and ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, Policy GCN/B was unanimously approved.

Dr. McDaris reported that no changes had been made to revised Policy IGB and new Regulations IGB-R "Health and Safety Education Program" since the first read on August 16. Exhibit IGB-E/IICA-E "Special Activities/Field Trip Permission Form" was presented for rescission. Dr. Scott Elliott and Dr. Kim Elliott reported that the new parental permission form for reproductive health and safety education would be revised to further clarify the options presented to parents. Currently, parents who choose to opt out may not realize that their child will miss out on the *Safe Dates* portion of the curriculum. Dr. Elliott gave a reminder that the new permission form is not a part of policy. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, Policy IGB and Regulations IGB-R were unanimously approved as presented. ON A MOTION BY MRS. FOX, SECONDED BY MRS. NORMAN, Exhibit IGB-E/IICA-E was unanimously rescinded.

Dr. McDaris presented revised Policy JGA "Corporal Punishment" for first-read information. Regulations JGA-R and Exhibit JGA-E will be presented for rescission. Dr. McDaris reported the policy has been changed to prohibit corporal punishment in the schools. Previously, JGA allowed school administrators to administer corporal punishment. Dr. McDaris reported that the state legislature has passed new laws regarding corporal punishment; and coupled with the fact that most school districts have done away with corporal punishment altogether, he believes it is time to change the TCS policy. He noted that only one elementary school has administered a paddling within in the last two years, and then only at the parent's request. Eight of the nine TCS principals have not paddled a student in years. Alan Justice observed that while he was an assistant principal at BMS, he was surprised at the number of parents who wanted school officials to paddle their children, even when they had never done so themselves. He stated that the parents seemed to feel they might get in trouble with DSS if they

spanked their child, and that school administrators would not. Action on the policies will be requested at the next regular meeting.

12. Application for Local Board Training Credit

Dr. McDaris reported that the North Carolina School Boards Association provides an avenue for school board members to comply with N.C.G.S. 115C-50, which requires all members of local boards of education to receive a minimum of 12 clock hours of training annually. Local boards may apply for credit for training activities that are not sponsored by the state organization. The applications require local board approval. ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. PETIT, the Board approved the following applications for local training credit:

1. TCS Administrators' Retreat, August 16-17, 2010 / Chris Whitmire - 1.5 hours
2. TCS Administrators' Retreat, August 16-17, 2010 / Tawny McCoy - 1.0 hour
3. TCS Administrators' Retreat, August 16-17, 2010 / Sue Fox - 13.0 hours

13. Superintendent's Goals 2010-2011

Dr. McDaris reviewed his goals for the 2010-2011 year (see attached). Regarding the fourth goal, he reported that some community members believe that ADM is dropping because the school system is losing market share to private schools, charter schools and home schools. Dr. McDaris stated that the loss of ADM is not a market share issue, but an economic development issue. He reported that TCS has lost 134 students since June 15, 2010. Of those 134 students, 90 have indicated that their reason for leaving was because their families were moving to another state or another NC school district in order for the parents to find work. He emphasized that economic development and jobs are urgent needs in this county.

Mrs. Fox stated that the superintendent's goals are very worthy and that she is glad to be a part of a community that makes its children feel cared for. Chairman Whitmire commented that the excellence of our school system is one of the best attractions of this county and that our schools are worthy of support.

14. Important Dates

Sept. 21	RHS Open House, 5-7 p.m., RHS
Sept. 30	NCSBA District 8 Meeting, 3:30 - 8:00 p.m., Asheville High School
Sept. 30	Superintendent's Communication Council, 3:45 p.m., MEC
Oct. 1	Student Advisory Council, 7:30 a.m., MEC
Oct. 4	Parent Advisory Council, 7:30 a.m., MEC
Oct. 18	REGULAR MEETING, 6:30 p.m., MEC
Oct. 20	Ethics Training, 9-11 a.m., Asheville, NC
Oct. 20-22	NCSBA Law Conference, 3 half day sessions, Asheville, NC
Oct. 28-29	Teacher Workdays
Nov. 2	Election Day
Nov. 11	Veteran's Day Holiday
Nov. 15	REGULAR MEETING, 6:30 p.m., MEC
Nov. 15-17	NCSBA Annual Conference for Board Member Development, Greensboro
Nov. 24	Teacher Leave Day
Nov. 25-26	Thanksgiving Holidays

15. Other Items

The Board discussed the following items:

Calendar Waiver Request

Dr. McDaris reported that he had received notice just that afternoon that school calendar waiver requests for the 2011-2012 year would be due in Raleigh by September 30, 2010. He noted that calendar waiver requests were previously due in the spring. He reported that recent legislation allows early dismissals and late starts to be counted in the formula for calendar waiver eligibility. Based on the new formula, Transylvania County Schools would qualify for a calendar waiver. If approved, the waiver would allow TCS to start school on August 15, 2011. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the calendar waiver request for the 2011-2012 school year was unanimously approved for submission to DPI. Dr. McDaris reported that the waiver request would be sent via certified mail in order to guarantee delivery.

Personnel Records Resolution

Dr. McDaris reported that there have been issues recently across the state regarding requests to open school personnel records for public review. The NCSBA is opposed to such access and has asked local boards to consider passing a resolution indicating support of and participation in possible litigation to oppose personnel records access and/or a request for the Attorney General's opinion on the matter. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the Board unanimously approved the following resolution:

BE IT RESOLVED BY THE TRANSYLVANIA COUNTY BOARD OF EDUCATION to join any (a) request for an Attorney General's opinion and/or (b) statewide lawsuit to see a declaratory judgment filed by the North Carolina School Boards Association and/or other North Carolina school boards to clarify to new statutory requirements of House Bill 961, Session Law 2010-169, regarding the public release of certain personnel records, if such an action becomes necessary in the judgment of the Executive Committee of the North Carolina School Boards Association Board of Directors. Passed by unanimous vote of the Transylvania County Board of Education on the 20th day of September 2010.

/s/ Chairman

/s/ Secretary

Voting Delegates

Dr. McDaris reported that the NCSBA has asked local boards to officially designate the school board members who will serve as voting delegates at the NCSBA Annual Conference for Board Member Development in November. Transylvania County will have two board members in attendance at the conference. ON A MOTION BY MRS. PETIT, SECONDED BY MRS. MCCOY, the Board designated Sue Fox and Shelia Norman as the voting delegates for Transylvania County Schools.

Chairman Whitmire conveyed the Board's get well wishes to Bo Williams, David Williams and Mike Bailey. Dr. McDaris reported that Principal Tony Meachum is recovering well from recent surgery and will be back at work at T. C. Henderson Elementary School in October.

Mrs. Norman reported that the Transylvania County Sheriff's Department would be partnering with TCS on a Giving Tree project.

Mrs. Norman asked for an update on student restraint. Dr. McDaris reported that teachers have recently begun the first part of Nonviolent Crisis Intervention (CI) training.

Alan Justice explained that the CI training focuses on prevention and verbal de-escalation skills; teaches safe, nonharmful techniques to be used only as a last resort; and emphasizes strategies to help prevent future crises. The training benefits staff by reducing the risk of injury, increasing personal safety, boosting confidence to intervene verbally and physically, and alleviating stress and anxiety associated with crisis situations. It also benefits the system by minimizing potential liability, complying with legislative mandates, and creating a safe and caring environment for students and staff.

16. Public Comment

There was no public comment.

There was no further business, and ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. FOX, the meeting was adjourned at 9:50 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
September 20, 2010**

I. ACCEPT THE REPORT OF RESIGNATIONS/TERMINATIONS ACCEPTED/INITIATED BY THE SUPERINTENDENT FROM/FOR THE FOLLOWING PERSONS:

Licensed Personnel

Carolyn McKee, Part-Time Teacher, TCS, effective September 10, 2010

Classified Personnel

Michelle Cates, Teacher Assistant, BMS, effective August 23, 2010

Deborah Sherman, Cafeteria Manager, BHS, effective August 30, 2010

II. APPROVE THE EMPLOYMENT RECOMMENDATIONS MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Katie Gray, Interim Teacher, BMS, effective August 24, 2010, through October 15, 2010

Betty Scruggs, Part-Time Teacher, BES, effective August 30, 2010

Classified Personnel

Michelle Cates, Teacher Assistant, BMS, effective September 7, 2010

Cristina Gibbons, Teacher Assistant, BES, effective August 24, 2010

Carri Harris, Part-Time Teacher Assistant, TCS, effective September 21, 2010

Theresa Hutchins, Bus Driver, TCS, effective September 2010

Stephen Meek, Bus Driver, TCS, effective August 31, 2010

Josh Parker, Bus Monitor, TCS, effective September 21, 2010

Pat Sales, Interim Part-Time Office Support Professional, BMS, effective September 21, 2010 through October 15, 2010

Erica Shelton, After-School Program Coordinator, RES, effective August 25, 2010

Clare Willey, Part-Time Teacher Assistant, BES, effective August 26, 2010

III. ACCEPT THE REPORT OF TRANSFER OF ASSIGNMENT MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

Brenda Campbell, from Substitute Cafeteria Worker to Cafeteria Worker, RHS, effective August 23, 2010

Jenifer Christian, from Part-Time Office Support, BMS, to Interim Teacher Assistant, BMS, effective September 7, 2010, through October 15, 2010

Tara Corn, from Substitute Cafeteria Worker to Cafeteria Worker, RES, effective August 23, 2010

Patricia Daves, from Cafeteria Worker, RES, to Cafeteria Worker, RHS and TCH, effective August 23, 2010

Rhonda Mason, from Cafeteria Worker, BES, to Cafeteria Worker, PFES, effective August 23, 2010

Linda Orr, from Substitute Cafeteria Worker to Cafeteria Worker, RHS, effective August 23, 2010

Pam Owen, from Cafeteria Worker, RES, to Cafeteria Worker, RHS, effective August 23, 2010

Karen Warren, from Substitute Cafeteria Worker to Cafeteria Worker, BES, effective August 23, 2010

IV. APPROVE THE LEAVES OF ABSENCE RECOMMENDED BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

Erica Shelton, After-School Program Coordinator, RES, GCBDB Family Leave effective October 1, 2010, through November 26, 2010

V. APPROVE THE SUPERINTENDENT'S RECOMMENDATION FOR THE FOLLOWING SUBSTITUTE EMPLOYEES:

Substitute Teachers

Nachin Bone

Tessa Brown

Allison Edney

Mark Knox

Janice Murray

Lena Zaludek

Substitute Child Nutrition Workers

Christy Mackey

Abigail Passmore

Tina Phillips

Sabrina Tyler

Rosemary Lance Wilson

**Superintendent's Goals
2010-2011**

Goal One: Transylvania County Schools will meet and exceed the goals as set forth by the Transylvania County Board of Education and North Carolina for:

- Globally competitive students
- 21st Century professionals
- Healthy and responsible students
- Innovation
- Governance and support

To that end, I will continue to develop and promote leadership to address all strategies through:

- Conversation (communication);
- Community (relationships); and
- Credibility (honesty and caring).

Goal Two: All schools in Transylvania County Schools will meet expected growth according to the North Carolina ABCs of Public Education.

Goal Three: All schools in Transylvania County Schools will make Adequate Yearly Progress (AYP) as determined by Federal and State AYP standards.

Goal Four: Transylvania County Schools will deepen our engagement in efforts to return and recruit economic prosperity to Transylvania County.

Strategies and action will be filtered through a community lens with our students as the main focus. This focus includes the beliefs that:

- All children learn differently, but all can learn;
- Students will learn the value of community and place;
- Students, parents and the community will feel pride in their schools;
- Students will know that their teachers, administrators and staff care about them;
- Our schools will be *part* of the community and not merely *in* the community;
- Children are our most valued and protected resource;
- Respect is mutual, deserved and earned;
- We will improve learning;
- Students will be successful in education and in life; and
- We are here to help them succeed.

In order to facilitate these goals, we must be open to constructive criticism and community input, even if this means a restructuring of how we do business and how services and supports are positioned.