



Board Meeting Minutes
December 7th, 2015
6:00 p.m.

Our Mission is to inspire scholars to Learn with Passion, Lead with Confidence, and Live with Character so they will achieve their dreams for college, career, and life in a competitive global marketplace.

In Attendance: Thomas Parrish, Chip Williams, Morris Wilder, Margaret Evans, Ricky Parks, and Marcus Whitaker

Staff In Attendance: Doug Haynes, Tim Everett, Grova Bridgers, Angela Langley, Trent Weatherford, Melissa Watson, Richie Mitchell, Ben Barnes, Ben Barnes, Ben Eustice, Melody Lynch, Inezsia Anderson, Faith Boayke, Tiffany Hickman, Rochelle Dunlop, Rebecca Meng, and Teresa Balmer.

Others Present: Eddie Speas and Charlett Dixon

Thomas Parrish, Chairman, called the meeting to order at 6:00 p.m.

1. Chairman's Report – Thomas Parrish
 - a. Thomas Parrish welcomed board, parents, and staff members.
 - b. He indicated that the state has expressed concern about school performance over the last three years and has required school management and the board to develop a written strategic plan for academic growth. A large portion of the discussion today will be related to this strategic plan.
2. Approval of Consent Agenda – Minutes and Financials
 - a. A motion to approve the minutes and financials was made by Mr. Wilder, seconded by Mr. Williams and unanimously approved.
3. Parental Concerns – Charlett Dixon
 - a. Ms. Dixon has been a parent at the school for eight years and expressed concerns about communication and college preparation for her scholars.
 - b. Mr. Parrish thanked her and stated that he and the board are committed to making changes to improve the school in the future.

4. Management Report – Doug Haynes

- a. Mr. Haynes informed the board about several key events this week. The Parent Teacher Council Meeting and 3rd Grade's Read to Achieve Night is scheduled for Tuesday, December 8, 2015 at 6:00 p.m. Elementary scholars will be performing carols at Chick-fil-A in partnership with our winter supply drive called Stock a Sleigh on Wednesday, December 9, 2015 at 7:00 p.m. A Financial Aid Workshop for Rocky Mount Prep seniors is scheduled for Thursday, December 10, 2015 at 6:00 p.m.
- b. He reminded the board that the school has been asked by the state to complete a process to renew of our charter that been in effect for the past 10 years. We are in the process of renewal, which would happen about a year and half away from now. We have been asked to complete a Renewal Self-Study that includes a two-page summary of the mission as original stated in our charter and what the school is doing to fulfill that mission. Additionally, we are asked to set three five-year goals and describe our educational program by December 17, 2015. They will also send representatives in the spring to review. Mr. Haynes will send a draft of the Renewal Self-Study to the board this week for their review and feedback prior to submission.
- c. He also distributed a definition of how the state determines whether a school Meets, Exceeds, or Does Not Meet Academic Growth on the state's Education Value-Added Assessment System (EVAAS). The state has stated that they will define success for this year as the school Meeting or Exceeding Growth. Academic Growth will be determined by the state later in the summer. In order to be in compliance, management proposed as a goal to meet or exceed growth by the state. He asked for feedback in terms of goal-setting.
- d. Thomas Parrish stated that there are no issues with financial and operations goals, however he did want to discuss the academic goal.
- e. Mr. Parrish said he had done his own research on the state's EVAAS system in order to determine reasonable goals for Rocky Mount Prep. He distributed a plan for board reorganization into committees that included goals for Academic Growth and overall Achievement. Rocky Mount Prep had a growth performance last year of 56.7 on the school's report card, which did not meet state growth expectations. He stated the performance score to meet growth last year was 72 and proposed this as a goal for the current school year. In terms of the overall achievement score, the school had a 36. He projected raising growth to this level should move the overall achievement score from 36 to 43. Based on his findings and research, a growth goal for us for this year would be 28% for growth and 20% for our achievement score.
- f. Mr. Haynes discussed the Strategic Improvement Plan that the Office of Charter Schools and Charter School Advisory Board had asked management and the board to develop and submit by December 22, 2015 by 5:00 p.m. He shared the questions the CSAB asked us to answer in the plan and provided highlights from the previously approved academic plan for the year that would answer these questions: the process for analyzing academic data; sources of and trends in low performance, key factors in low performance; a detailed plan for academic improvement; and a governance plan for the board's involvement in developing the plan and overseeing successful execution of the plan. He asked for feedback from the board in regard to the written plan, which will be sent to the board by next week in order to have time to make the necessary changes.

- g. Finally, Mr. Haynes distributed a report showing preliminary internal Benchmark scores for 3rd, 4th, and 5th grade math, which was completed in mid-November, showing improvement in this area of performance. He stated that NWEA MAP scores for mid-year and benchmark data will be shared with the board in January.
- 5. Mr. Parrish called the board into a Closed Session to discuss management performance related to the plan – Thomas Parrish, Chip Williams, Morris Wilder, Margaret Evans, Ricky Parks, Marcus Whitaker, and Eddie Speas
- 6. Discussion and vote on new board structure – Thomas Parrish
 - a. Following the closed session, the board voted to reorganize its responsibilities to improve board governance logistics of Rocky Mount Prep. The board’s new structure includes three committees: Mrs. Evans will be overseeing finances, Mr. Whitaker will be overseeing academics, and Mr. Parks will be overseeing government.
- 7. Other Business
 - a. Mr. Haynes reminded the board to review the plan that will be sent out via email, and Mr. Parrish stated that the board would have a special called meeting the following Monday, December 14, at 6 p.m. to discuss the goals, plan and renewal self-study prior to submitting them to the Office of Charter Schools.

Mr. Williams made a motion to adjourn, seconded by Mr. Wilder and unanimously approved at 7:35 p.m.