ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING

Administrative Offices - Board Room

Monday, September 16, 2024 at 5:00 PM

BE IT REMEMBERED: The Asheville City Board of Education met in a regularly called session on Monday, September 16, 2024, at 5:00 PM at the Administrative Offices - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

Page

1. REGULAR MEETING

1.1 CALL TO ORDER - Board Chair, George Sieburg

Equity Statement:*In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, George Sieburg

1.3 PLEDGE OF ALLEGIANCE - Board Chair, George Sieburg

1.4 APPROVAL OF AGENDA - Board Chair, George Sieburg

Motion to approve the amended agenda to include action item School Voucher Resolution as presented.

Moved by: George Sieburg

Seconded by: James Carter

Carried

2. GOOD NEWS- Dr. Dechant, Chief of Staff

2.1 HomeTrust Bank Presentation - Josh Tallent, Investment Banker

2024 Teacher of the Year - Lizzie Rogers and Principal of the Year Shannon Baggett

2.2 After School Programs Update - Ms. Melissa Hedt, Executive Director of Community Partnerships

Afterschool Programs in ACS 2024

3. PUBLIC COMMENTS - Board Chair, George Sieburg

Public Comment Guidelines

In-Person and Virtual Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

3.1 In Person Public Comment

Chris Gordon

Pepi Acebo

3.2 Virtual Public Comments

No virtual comments due to audio technical issues. We hope to get the issue resolved before the next meeting.

4. CONSENT ITEMS - Board Chair, George Sieburg

4.1 Draft Minutes

WORK SESSION - Aug 05 2024 - Minutes

Closed Session Minutes Aug 05 2024

REGULAR MEETING - Aug 12 2024 - Minutes

NOTICE OF SPECIAL CALLED OPEN MEETING - Aug 22 2024 - Minutes

4.2 Student Releases to Buncombe County 2024-2025 - Tanya Presha, Director of Enrollment, Student Records, and Alumni Relations

Consent

4.3 September Personnel Report

4.4 Policies Second/Final Read - Dr. Dechant, Chief of Staff

1310/4002 Parental Involvement (This was manually changed since we have local changes)

4130 Discretionary Admission of Out-of-District Students (This was manually changed since we have local changes)

4240/7312 Child Abuse and Related Threats to Child Safety

8510 School Finance Officer

Title IX for 2nd Read:

1510/4200/7270 School Safety

1710/4020/7230 Discrimination and Harassment Prohibited by Law

1720/4030/7235 Title IX Nondiscrimination on the Basis of Sex

1725/4035/7236 (NEW) Title IX Sexual Harassment-Prohibited Conduct and Grievance Procedures (with CS revisions) Local Changes

4023/7233 Pregnant and Parenting Students and Employees

4329/7311 Bullying and Harassing Behavior Prohibited

Rescinded Policies: **2nd Read**

1725/4035/7236 Title IX Sexual Harassment-Prohibited Conduct and Reporting Procedures

1725/4035/7236 R Title IX Sexual Harassment Definitions

1726/4036/7237 Title IX Sexual Harassment and Grievance Process

7232 Discrimination and Harassment in the Workplace

Information Only

4130-P Discretionary Admission of Out-of-District Students (Revised 7.31.24) Local Changes

FERPA Release for Enrollment Local Doc

Title IX Information Only

1300 Governing Principle- Parental Involvement

1500 Governing Principal-Safe, Orderly, and Inviting Environment

1600 Governing Principal-Professional Development

1700 Governing Principal-Removal of Barriers

1742/5060 Responding to Complaints

1760/7280 Prohibition Against Retaliation

2500 (Option A) Hearings Before the Board (Current Policy)

4040/7310 Staff-Student Relations

7335 Employee Use of Social Media

7820 Personnel Files

Motion for Consent Items.

Moved by: Amy Ray
Seconded by: Rebecca Strimer

The motion passed

5. ACTION ITEMS - Board Chair, George Sieburg

5.1 RFP - Paving Proposal - Ms. April Dockery, Chief Operations Officer 7 - 16

Site Improvements, Asheville High School Contract.pdf

Motion for Action Item. 7 - 16

Moved by: James Carter

Seconded by: Amy Ray

Carried

5.2 Resolution - Board Chair, George Sieburg

Resolution in Support of Prioritizing Public Schools and Opposing Unaccountable Taxpayer Funded (002) (00123896xBC088) (1).docx

Motion to approve the School Voucher Resolution

6. SUPERINTENDENT'S REPORT

September 2024 Board Meeting Superintendent Remarks.pdf

Update on WRC.pdf

7. BOARD CHAIR REPORT

8. ANNOUNCEMENTS/FUTURE MEETINGS -

Board Chair, George Sieburg

Asheville City and Buncombe County Schools Consolidation Feasibility Study Community Engagement Sessions

Information can be found by clicking the link

Required Teacher Workday - No School for Students

Monday, October 7, 2024

Work Session Meeting

Monday, October 7, 2024

Administrative Offices - Board Room

Parent Teacher Conference Day - No School for Students

Tuesday, October 8, 2024

Homecoming and Block Party

Friday, October 11th

5:00-7:00 PM - more details to come

Regular Meeting

Monday, October 14, 2024

Administrative Offices - Board Room

2024-2025 ACS Board of Education Meeting Schedule

9. ADJOURNMENT - Board Chair, George Sieburg

Motion to adjourn the meeting.

Moved by: James Carter
Seconded by: Amy Ray

The motion passed

Dr. Maggie Fehrman

Dr. Maggie Fehrman,
Superintendent

George Sieburg

Board Chair, or Designee

Davis CivilSolutions, PA

September 13, 2024

Mr. Tim Holcombe
Asheville City Schools
Capital Projects Coordinator
90 Mountain Street
Asheville, North Carolina 28801
tim.holcombe@acsgmail.net

RE: Site Improvements, Asheville High School

Dear Mr. Holcombe:

Bids for the subject project were opened Tuesday, September 10, 2024, at 2:00 pm in the offices of the Asheville City Schools Administrative Offices. The low bidder for the project was JLS Company, LLC. of Skyland, North Carolina in the amount of $149,856.25. Enclosed is a copy of the Certified Bid Tabulation as well as a copy of each bid (two (2) bids total). We have reviewed the bid for confirmation of unit prices and total bid prices. We herein recommend award of the Contract to C&T Paving, Inc. in the amount of $149,856.25.

Attached are three (3) copies of the completed Contract Documents for appropriate execution by the Board of Education, once the award is approved, by signing the Notice of Award (page NA-1) and the Agreement (page AG-6). Once approved and executed a Pre-Construction meeting will be scheduled for final signatures by the Contractor and issuance of a Notice to Proceed. Should you have any questions, please feel free to call.

Sincerely,
DAVIS CIVILSOLUTIONS, P.E.

GARY D. DAVIS, P.E.

BID TABULATION SUMMARY

SITE IMPROVEMENTS
ASHEVILLE HIGH SCHOOL
for
ASHEVILLE CITY BOARD OF EDUCATION

Asheville, North Carolina

JLS COMPANY, LLC	$149,856.25
PATTON CONSTRUCTION GROUP, INC.	$179,402.00

This is to certify that the bids tabulated herein were received and opened on Tuesday, September 10, 2024, 2024 in the offices of the Asheville City Board of Education, 90 Mountain Street, Asheville, North Carolina, 28801.

DAVIS CIVILSOLUTIONS, PA

GARY D. DAVIS, P.E.



SECTION BP – BID PROPOSAL

Date: 9/10/24

Gentlemen:

In compliance with your Advertisement for Bids, the undersigned hereby proposes to furnish all labor, equipment and materials and to perform all work for the construction of improvements referred to herein as:

ASHEVILLE CITY BOARD OF EDUCATION
SITE IMPROVEMENTS
ASHEVILLE HIGH SCHOOL
419 McDOWELL STREET
ASHEVILLE, NORTH CAROLINA

in strict accordance with the Contract Documents and in consideration of the amounts shown on the Bid Schedule (printed on yellow paper) attached hereto and totaling:

$one hundred forty nine thousand eight hundred fifty six and twenty five cents (words) ($149,856.25 (numbers))

The undersigned hereby agrees that, upon written acceptance of this Bid, he will within **10** days of receipt of such notice execute a formal Contract agreement with the Owner, and that he will provide any bonds or guarantees required by the Contract Documents.

The undersigned agrees that, if awarded the Contract, he will commence the work within **10** calendar days after the date of receipt of written Notice to Proceed, and that he will complete the work within **75** calendar days thereafter.

The undersigned acknowledges receipt of the following addenda:

Addendum #1 and Addendum #2

Respectfully submitted,

JLS Company LLC
Firm Name

P.O. Box 1265
Skyland, NC 28776
Business Address

(Seal)

By: Linda L Urban

ATTEST: [signature]

Title: Managing Member

END OF SECTION BP

BID SCHEDULE

(ATTACH TO BID PROPOSAL)

SITE IMPROVEMENTS
ASHEVILLE HIGH SCHOOL

419 McDOWELL STREET

ASHEVILLE, NORTH CAROLINA

ITEM	DESCRIPTION	QUANTITY		UNIT PRICE	EXTENSION
1	MOBILIZATION (3% MAXIMUM)	1	LS	$ 3,000.00	$ 3,000.00
2	SITE GRADING COMPLETE INCL. BUT NOT LIMITED TO GRADING, EXCAVATION, COMPACTION, STRAW MATTING ON SLOPES, AND RELATED ACTIVITIES INCL. MAINTENANCE & REPAIR (1300 SY IN LOCATION OF CLR. AND GRB.)	1,300	SY	$ 11.54	$ 15,002.00
3	3" MILLING OF EXISTING ASPHALT SOUTH PARKING LOT, PORTION OF EXISTING DRIVE	2,412	SY	$ 5.00	$ 12,060.00
4	S9.5C - 3" THICKNESS OVERLAY, SOUTH PARKING LOT	2,412	SY	$ 25.50	$ 61,506.00
5	RESTRIPE PARKING LOT SPACES, SOUTH	17	EA	$ 65.00	$ 1,105.00
6	RESTRIPE NO PARKING SPACES, SOUTH	3	EA	$ 92.00	$ 276.00
7	S9.5B - 2" THICKNESS, NEW DRIVE	605	SY	$ 17.65	$ 10,678.25
8	CABC - 6" THICKNESS, NEW DRIVE	605	SY	$ 19.00	$ 11,495.00
9	STRIPE HANDICAPPED SPACE, NEW DRIVE	1	EA	$ 350.00	$ 350.00
10	STRIPE HANDICAPPED AISLE, NEW DRIVE	1	EA	$ 350.00	$ 350.00
11	HANDICAPPED SIGN	1	EA	$ 400.00	$ 400.00
12	PARKING BUMPER (AT HANDICAPPED PARKING SPACE)	1	EA	$ 260.00	$ 260.00
13	6" STAND-UP CONCRETE CURB, VARIABLE HEIGHT	108	LF	$ 30.50	$ 3,294.00
14	15" X 6" WYE	2	EA	$ 1,800.00	$ 3,600.00
15	18" YARD INLET	1	EA	$ 2,700.00	$ 2,700.00
16	6" HDPE, ROOF DRAIN LATERAL, YARD INLET CONNECTION	12	LF	$ 163.00	$ 1,956.00
17	LANDSCAPING - TREES, LARGE DECIDUOUS, BASSWOOD	2	EA	$ 740.50	$ 1,481.00
18	LANDSCAPING - TREES, SMALL DECIDUOUS, TRIDENT MAPLE	2	EA	$ 649.00	$ 1,298.00
19	LANDSCAPING - TREES, SMALL DECIDUOUS, SERVICEBERRY	2	EA	$ 781.00	$ 1,562.00
20	LANDSCAPING - SHRUBS, SMALL DECIDUOUS, DWARF FOTHERGILLA	5	EA	$ 87.00	$ 435.00
21	LANDSCAPING - SHRUBS, SMALL DECIDUOUS, SUMMERSWEET	5	EA	$ 96.00	$ 480.00
22	LANDSCAPING - SHRUBS, SMALL EVERGREEN, SAINT JOHN'S WORT	20	EA	$ 96.00	$ 1,920.00
23	LANDSCAPING - SHRUBS, SMALL EVERGREEN, LITTLE LEAF BOXWOOD	20	EA	$ 81.50	$ 1,630.00
24	LANDSCAPING - SHRUBS, SMALL EVERGREEN, INKBERRY HOLLY	20	EA	$ 87.00	$ 1,740.00
25	LANDSCAPING - SHRUBS, MEDIUM EVERGREEN, DROOPING LEUCTHOE	3	EA	$ 126.00	$ 378.00
26	MISC. WASHED STONE	50	TN	$ 55.00	$ 2,750.00
27	MISC. CABC	50	TN	$ 51.00	$ 2,550.00
28	MISC. CONCRETE	10	CY	$ 560.00	$ 5,600.00
				TOTAL BID	$ 149,856.25
	ALTERNATES				
A1	ACO KLASSIKDRAIN, K100S TRENCH DRAIN, OR EQUAL	6	LF	$ 444.00	$ 2,664.00
A2	2' X 2' X 2' DROP INLET, INCLUDING CASTINGS, COMPLETE	1	EA	$ 2,550.00	$ 2,550.00
A3	CONCRETE BOLLARD	2	EA	$ 1,200.00	$ 2,400.00

END OF SECTION BS

Identification of HUB Certified/ Minority Business Participation

I, JLS Company LLC
(Name of Bidder)

do hereby certify that on this project, we will use the following HUB Certified/ minority business as construction subcontractors, vendors, suppliers or providers of professional services.

Firm Name, Address and Phone #	Work Type	*Minority Category	**HUB Certified (Y/N)
None			
None			

*Minority categories: Black, African American (B), Hispanic (H), Asian American (A) American Indian (I), Female (F) Socially and Economically Disadvantaged (D)

** HUB Certification with the state HUB Office required to be counted toward state participation goals.

The total value of minority business contracting will be ($) 0.00 .

State of North Carolina AFFIDAVIT A – Listing of Good Faith Efforts

County of Buncombe

Affidavit of JLS Company LLC
(Name of Bidder)

I have made a good faith effort to comply under the following areas checked:

Bidders must earn at least 50 points from the good faith efforts listed for their bid to be considered responsive. (1 NC Administrative Code 30 I.0101)

- ☑ **1 – (10 pts)** Contacted minority businesses that reasonably could have been expected to submit a quote and that were known to the contractor, or available on State or local government maintained lists, at least 10 days before the bid date and notified them of the nature and scope of the work to be performed.
- ☑ **2 --(10 pts)** Made the construction plans, specifications and requirements available for review by prospective minority businesses, or providing these documents to them at least 10 days before the bids are due.
- ☑ **3 – (15 pts)** Broken down or combined elements of work into economically feasible units to facilitate minority participation.
- ☐ **4 – (10 pts)** Worked with minority trade, community, or contractor organizations identified by the Office of Historically Underutilized Businesses and included in the bid documents that provide assistance in recruitment of minority businesses.
- ☑ **5 – (10 pts)** Attended prebid meetings scheduled by the public owner.
- ☐ **6 – (20 pts)** Provided assistance in getting required bonding or insurance or provided alternatives to bonding or insurance for subcontractors.
- ☑ **7 – (15 pts)** Negotiated in good faith with interested minority businesses and did not reject them as unqualified without sound reasons based on their capabilities. Any rejection of a minority business based on lack of qualification should have the reasons documented in writing.
- ☐ **8 – (25 pts)** Provided assistance to an otherwise qualified minority business in need of equipment, loan capital, lines of credit, or joint pay agreements to secure loans, supplies, or letters of credit, including waiving credit that is ordinarily required. Assisted minority businesses in obtaining the same unit pricing with the bidder's suppliers in order to help minority businesses in establishing credit.
- ☐ **9 – (20 pts)** Negotiated joint venture and partnership arrangements with minority businesses in order to increase opportunities for minority business participation on a public construction or repair project when possible.
- ☐ **10 - (20 pts)** Provided quick pay agreements and policies to enable minority contractors and suppliers to meet cash-flow demands.

The undersigned, if apparent low bidder, will enter into a formal agreement with the firms listed in the Identification of Minority Business Participation schedule conditional upon scope of contract to be executed with the Owner. Substitution of contractors must be in accordance with GS143-128.2(d) Failure to abide by this statutory provision will constitute a breach of the contract.

The undersigned hereby certifies that he or she has read the terms of the minority business commitment and is authorized to bind the bidder to the commitment herein set forth.

Date: 9/10/24 Name of Authorized Officer: Linda L Weaver

Signature: Linda L Weaver

Title: Managing Member

JESSICA BEST NOTARY PUBLIC BUNCOMBE COUNTY, N.C. SEAL MY COMMISSION EXPIRES Aug. 1, 2028

State of NC, County of Buncombe

Subscribed and sworn to before me this 10 day of Sept., 2024

Notary Public Jessica Best

My commission expires Aug. 1, 2028.

SECTION BP – BID PROPOSAL

Date: September 10, 2024

Gentlemen:

In compliance with your Advertisement for Bids, the undersigned hereby proposes to furnish all labor, equipment and materials and to perform all work for the construction of improvements referred to herein as:

ASHEVILLE CITY BOARD OF EDUCATION
SITE IMPROVEMENTS
ASHEVILLE HIGH SCHOOL
419 McDOWELL STREET
ASHEVILLE, NORTH CAROLINA

in strict accordance with the Contract Documents and in consideration of the amounts shown on the Bid Schedule (printed on yellow paper) attached hereto and totaling:

$One hundred Seventy nine thousand four hundred two dollars ($ 179,402.00).
(words) (numbers)

The undersigned hereby agrees that, upon written acceptance of this Bid, he will within **10** days of receipt of such notice execute a formal Contract agreement with the Owner, and that he will provide any bonds or guarantees required by the Contract Documents.

The undersigned agrees that, if awarded the Contract, he will commence the work within **10** calendar days after the date of receipt of written Notice to Proceed, and that he will complete the work within **75** calendar days thereafter.

The undersigned acknowledges receipt of the following addenda:

1 & 2

Respectfully submitted,

Patton Construction Group Inc
Firm Name

PO Box 15054
Asheville, NC 28813
Business Address

(Seal)

By: [signature]

ATTEST: [signature]

Title: Vice President

END OF SECTION BP

BID SCHEDULE

(ATTACH TO BID PROPOSAL)

SITE IMPROVEMENTS
ASHEVILLE HIGH SCHOOL

419 McDOWELL STREET

ASHEVILLE, NORTH CAROLINA

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3	3" MILLING OF EXISTING ASPHALT SOUTH PARKING LOT, PORTION OF EXISTING DRIVE	2,412	SY	6.00	14,472.00
4	S9.5C - 3" THICKNESS OVERLAY, SOUTH PARKING LOT	2,412	SY	34.00	82,008.00
5	RESTRIPE PARKING LOT SPACES, SOUTH	17	EA	60.00	1,020.00
6	RESTRIPE NO PARKING SPACES, SOUTH	3	EA	60.00	180.00
7	S9.5B - 2" THICKNESS, NEW DRIVE	605	SY	30.00	18,150.00
8	CABC - 6" THICKNESS, NEW DRIVE	605	SY	16.00	9,680.00
9	STRIPE HANDICAPPED SPACE, NEW DRIVE	1	EA	470.00	470.00
10	STRIPE HANDICAPPED AISLE, NEW DRIVE	1	EA	470.00	470.00
11	HANDICAPPED SIGN	1	EA	470.00	470.00
12	PARKING BUMPER (AT HANDICAPPED PARKING SPACE)	1	EA	220.00	220.00
13	6" STAND-UP CONCRETE CURB, VARIABLE HEIGHT	108	LF	34.00	3,672.00
14	15" X 6" WYE	2	EA	380.00	760.00
15	18" YARD INLET	1	EA	1,790.00	1,790.00
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A2	2' X 2' X 2' DROP INLET, INCLUDING CASTINGS, COMPLETE	1	EA	1,730.00	1,730.00
A3	CONCRETE BOLLARD	2	EA	730.00	1,460.00

END OF SECTION BS

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(Name of Bidder)

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- ☐ **9 – (20 pts)** Negotiated joint venture and partnership arrangements with minority businesses in order to increase opportunities for minority business participation on a public construction or repair project when possible.
- ☐ **10 - (20 pts)** Provided quick pay agreements and policies to enable minority contractors and suppliers to meet cash-flow demands.

The undersigned, if apparent low bidder, will enter into a formal agreement with the firms listed in the Identification of Minority Business Participation schedule conditional upon scope of contract to be executed with the Owner. Substitution of contractors must be in accordance with GS143-128.2(d) Failure to abide by this statutory provision will constitute a breach of the contract.

The undersigned hereby certifies that he or she has read the terms of the minority business commitment and is authorized to bind the bidder to the commitment herein set forth.

Date: 9/10/24 Name of Authorized Officer: Austin Patton

Signature: [signature]

Title: Vice President

SUSAN STEVENS Notary Public Buncombe County My Commission Expires 9/16/27 SEAL NORTH CAROLINA

State of NC, County of Buncombe

Subscribed and sworn to before me this 10 day of September, 2024

Notary Public [signature]

My commission expires 9/16/27

ashevillecityschools.net

you belong here

#YouBelongInACS

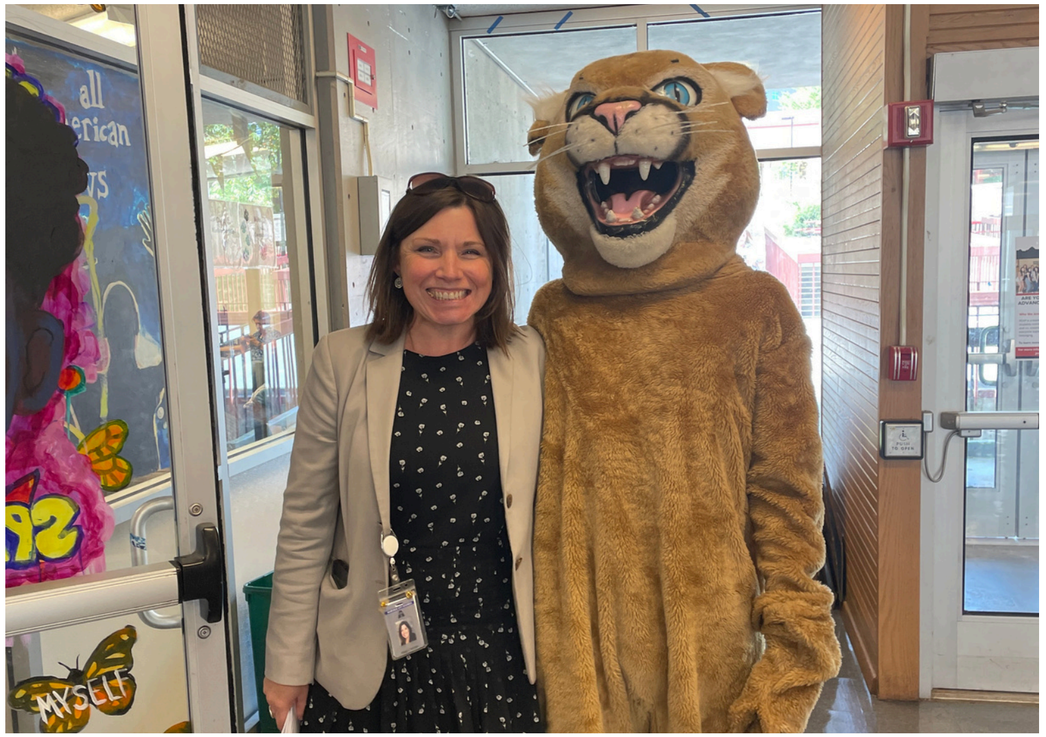
#ChallengingAndRelevantInACS

#EverySecondCountsInACS

Superintendent's Report

September 16, 2024





ashevillecityschools.net

you belong here

#YouBelongInACS

#ChallengingAndRelevantInACS

#EverySecondCountsInACS

First Day of School



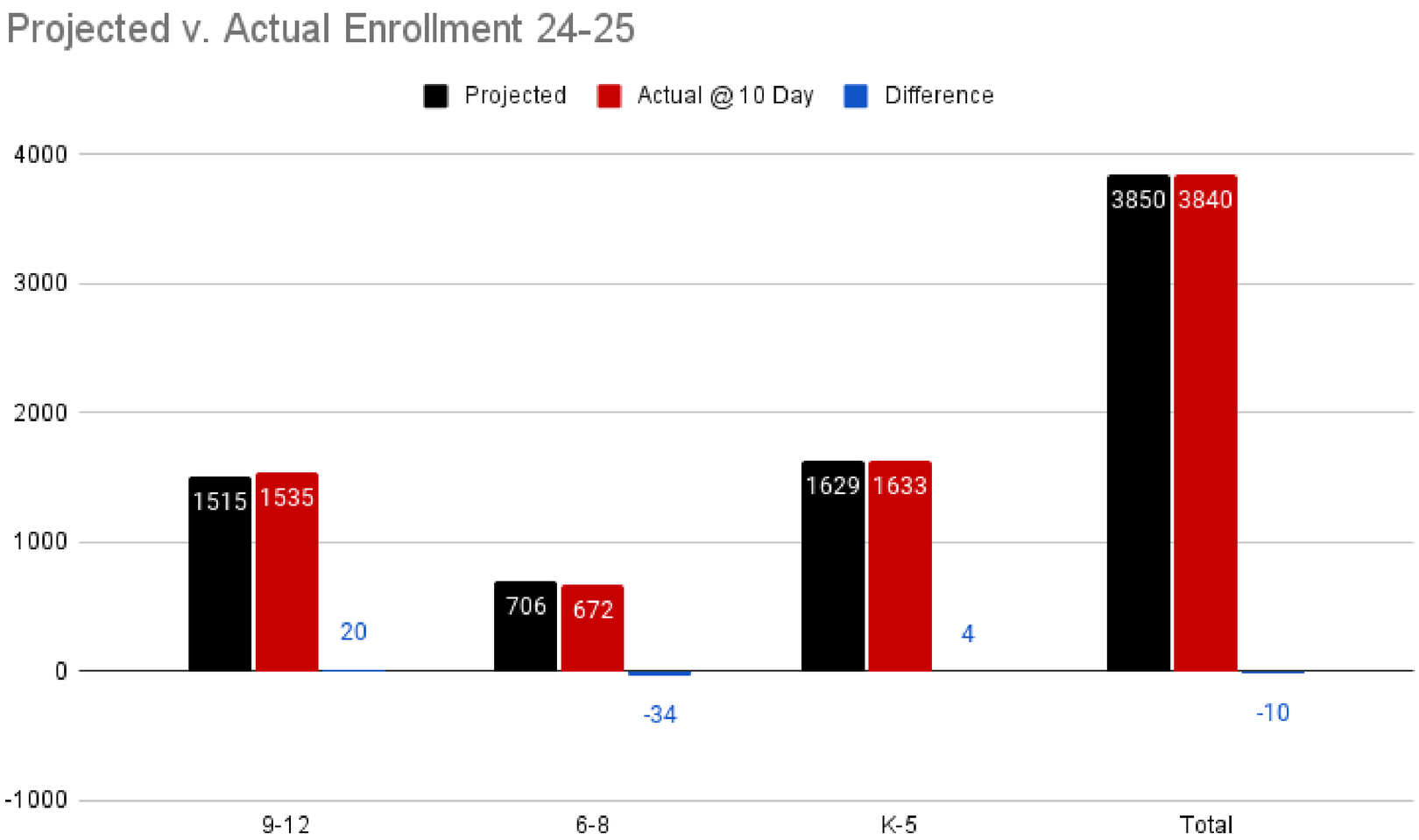






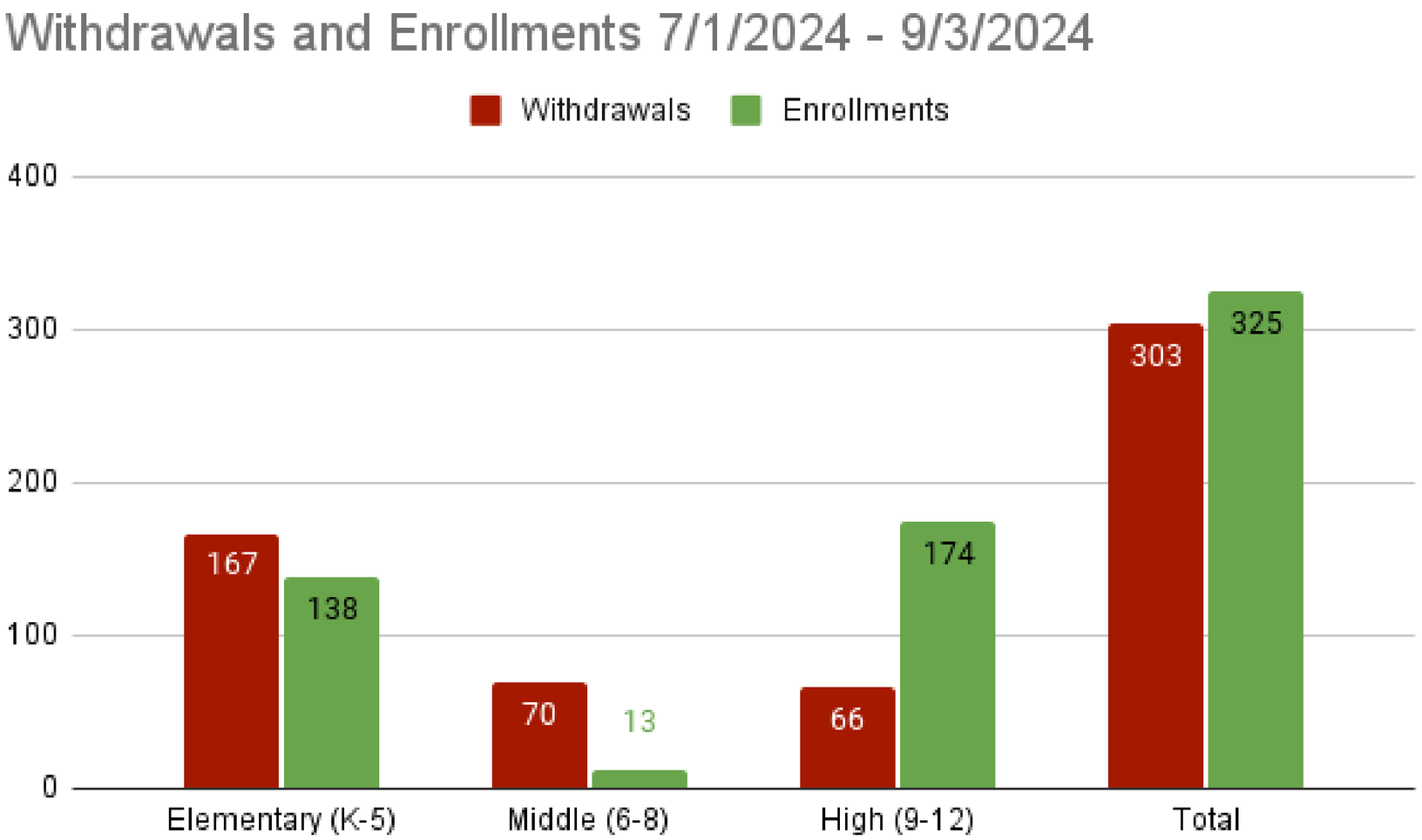


Enrollment Data

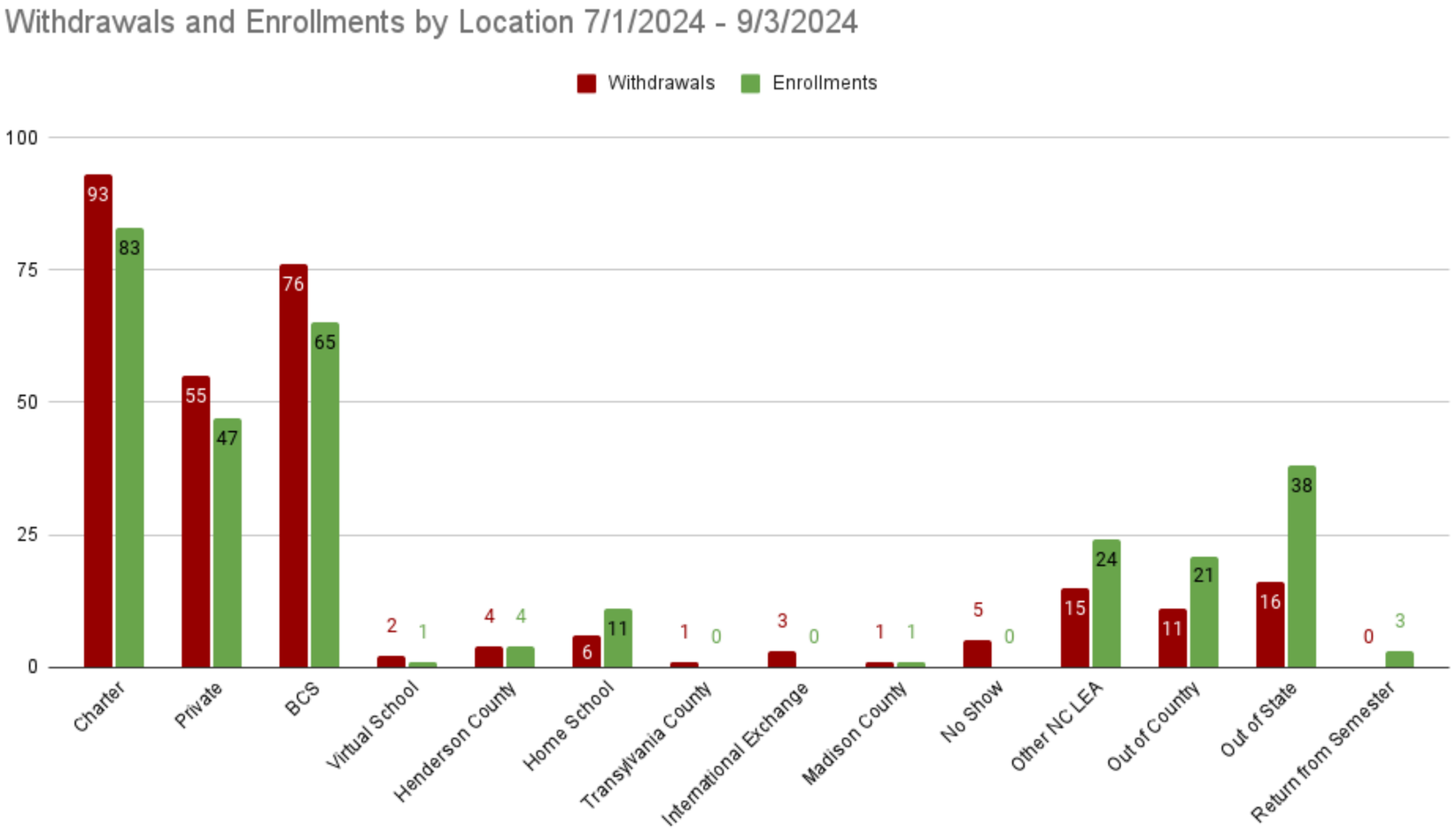


YOU BELONG HERE • CHALLENGING AND RELEVANT • MAKE EVERY SECOND COUNT

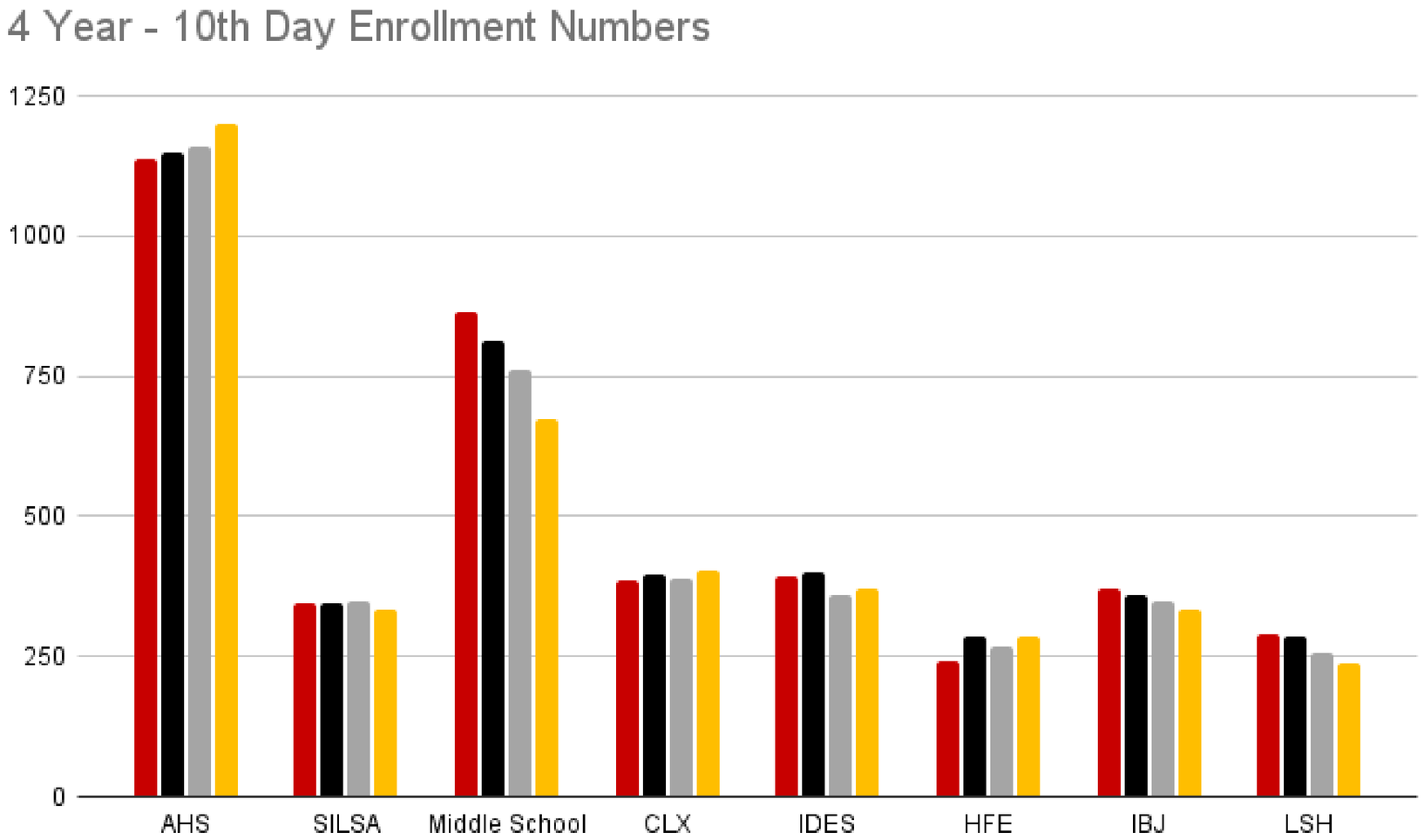
Enrollment Data



Enrollment Data



Enrollment Data



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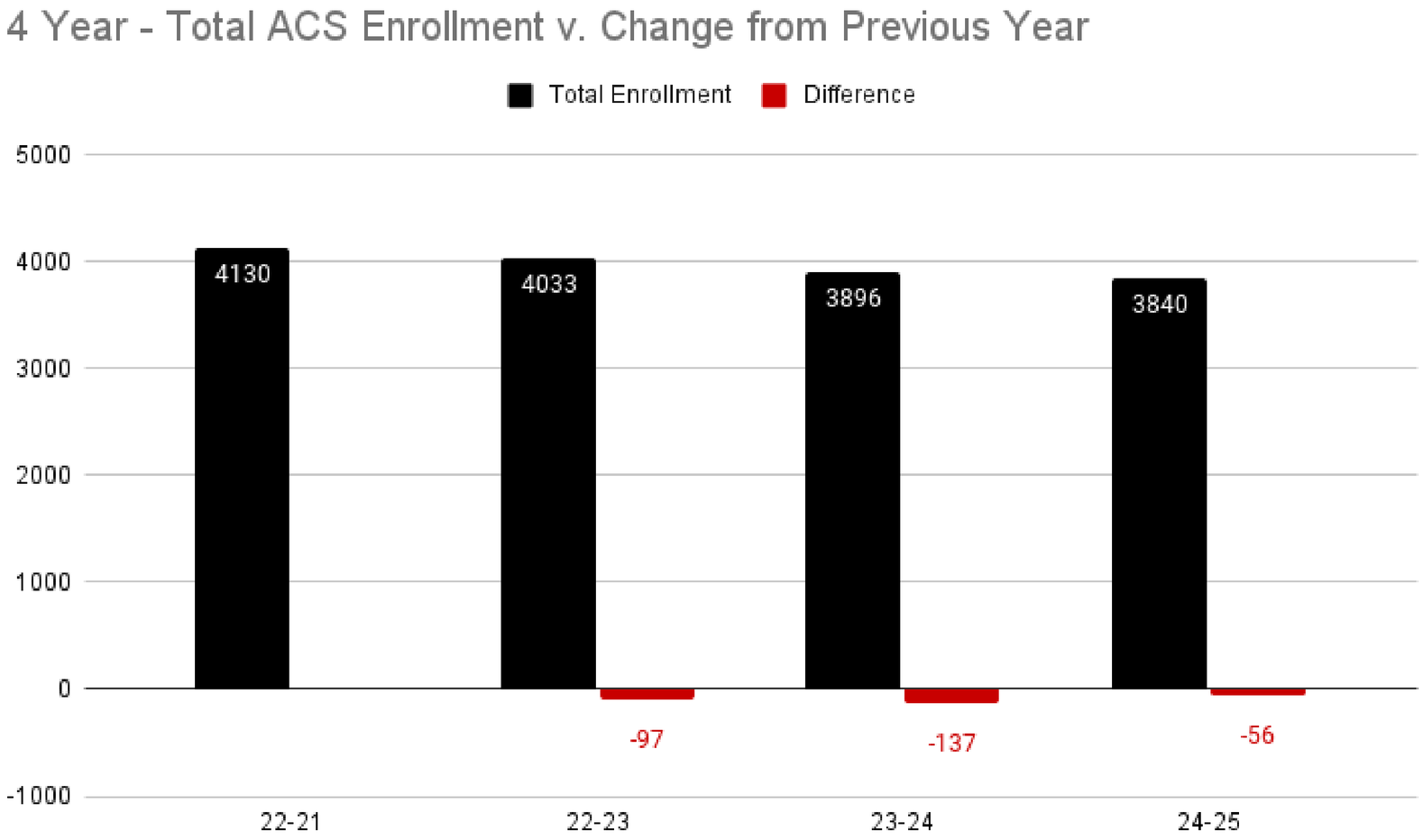

Congratulations!

Overall student achievement in ACS increased by 2.5%!



Congratulations!

Overall student achievement for Black students in ACS increased by 3.5%!

100% of our schools met growth for our Black studen group!

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HALL FLETCHER ELEMENTARY

Congratulations!

Hall Fletcher Elementary staff, students, and families for improving a grade on your NC Report Card!

Zero **schools in ACS are designated as low performing.**



Congratulations!

Hall Fletcher Elementary

- Overall proficiency for all students increased by 9.6%, 10.2% in math, 7.2% in reading, and 14.3% in science!
- Proficiency for Black students at HFE grew by overall by 3.8%, 14.2% in math, and 3.8% in reading!



Congratulations!

Isaac Dickson Elementary

- Overall math proficiency improved by 3.9% and overall science proficiency improved by 10.4%
- Proficiency for Black students at IDES grew by 3.1% in Reading and 9.1% in math!



Congratulations!

Claxton Elementary

- Proficiency for Black students at CLX grew by 2.9% in math and 1.7% in reading



Congratulations!

Ira B. Jones Elementary

- Overall student proficiency increased across the board by 7%.
- Proficiency for Black students at IBJ grew overall by 10.1%, 9.9% in math, 7.9% in reading.



Congratulations!

Lucy S. Herring Elementary

- Overall student proficiency increased across the board by 6%.
- Math proficiency increased overall by 11.3%
- Proficiency for Black students at LSH grew by 15.2% in math



Congratulations!

Asheville Middle School

- Overall proficiency for all students increased by 4.4% and 9.5% in math!
- Proficiency for Black students at AMS grew overall by 3%, 6.4% in math, and 7.8% in science!

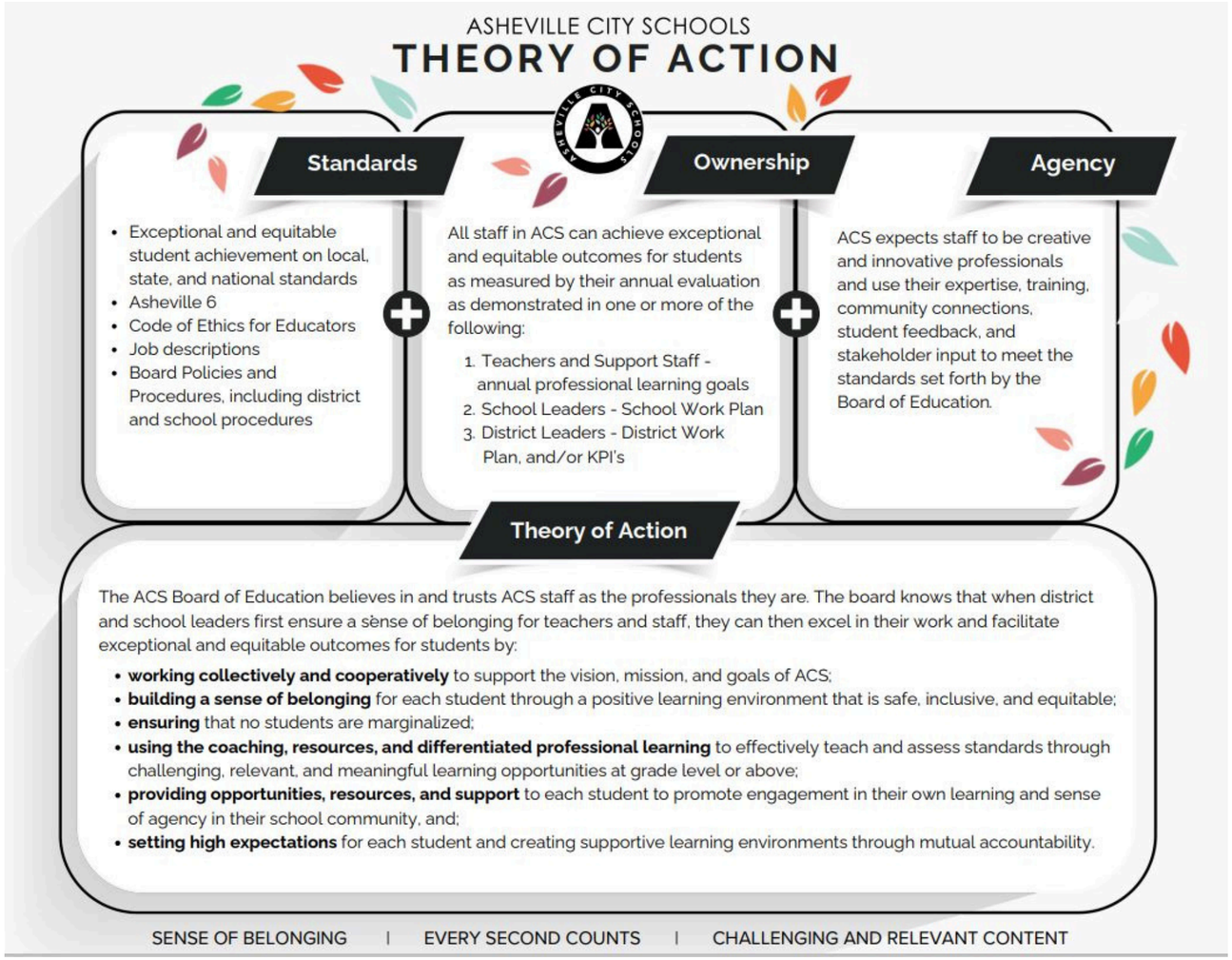


Congratulations!

Asheville High and SILSA

- SILSA saw an increase in proficiency for all students in Math 3 by 17.7% and by 2% for Black students in Math 1!
- SILSA reached a 94.9% graduation rate!
- AHS saw an increase in proficiency improve by 3.5% in Math 1 for Black students and 4.3% in Math 3.
- AHS reached a 88.6% graduation rate!

2024 -2025 District Work Plan



2024 -2025 District Work Plan

Multiyear Impact Goals

Mastery of Knowledge and Skills	Character	High Quality Work
Asheville City Schools will become a district in which students will emerge as leaders of their journey through high quality instructional practices that create a sense of belonging and producing quality work. We will achieve this by engaging in culturally relevant curriculum and instructional practices that make every instructional second count.	The Asheville City Schools Cougar Crew is the heartbeat of our community. As leaders and learners, we cultivate a deep sense of belonging so we can accomplish more than we think possible. We are Crew and celebrate diversity as the cornerstone of our culture where each person is seen, heard, and loved for who they are and the gifts and talents they bring. As Crew, we collaborate and share responsibility to positively impact our well-being and reach our achievement goals.	ACS students will produce high quality work that matters to students and the greater community.

2024 -2025 District Work Plan

Annual Performance Benchmark

Mastery of Knowledge and Skills	Character	High Quality Work
By the end of the 2024-25 school year, all schools will meet or exceed growth in all student groups as measured by standardized measures. We will raise academic performance for the Black students by 50% or more.	By the end of the 2024-25 school year leaders and teachers 100% of staff members will feel a strong sense of belonging in their schools, know what is expected of them, and have the tools to be able to meet expectations.	By the end of the 2024-25 school year teachers will begin to identify the attributes of high quality work. (Complexity, Authenticity and Craftsmanship) Students will receive a sense of agency and opportunities to engage in their own learning by giving and receiving feedback to enhance the quality of their work.

2024 -2025 District Work Plan

- 2 Day Leadership Development 9/16 and 9/17
  - Deeper learning for leaders on high quality instructional practices
    - Peer-to-peer problem solving
    - Catch and Release
    - Students actively and effectively engaged in learning
  - Calibration on what these strategizes look like and sound like in the classroom
    - Identified agreements on these
    - Group walkthroughs to calibrate
  - Principals take this back to their schools to lead training with teachers

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Strategic Planning Update

- Dates set for Stakeholders Input meeting
  - Open invitation for staff, parents, and community members
  - Pre-selected key stakeholders will invited
  - Student Voice Sessions Scheduled
- Added feedback loops

Department Updates

- **Student Services - Kim Robinson**
  - Sending Survey to gather stakeholder input on names for the Montfort Campus
  - School-based Threat Assessment Teams are in place. Partnering with Navigate 360 for tiered training with our school communities
  - SEL/Mental Health Report Submitted to the State, Board presentation in November

Department Updates

- **Finance**
  - New P-Card program is up and running. Many thanks to the school leaders who processed transactions. Receiving positive feedback
  - New hourly pay table implementation went well and will be completed this week to process the September payroll. Responsive updates and adjustments will be made as they are identified.
  - Huge thanks to the finance team for all their hard work processing these two massive initiatives.
  - FY 25 Budget update will be provided to the Board in October

Department Updates

- **Curriculum and Instruction**
  - First district-wide Curriculum Crew Professional Development day is October 7th! Teacher feedback is driving the learning for the day.
  - Beginning of the Year mClass testing is wrapping up
- **Community Partnerships**
  - 21st Century Afterschool programs began on September 9th with over 100 students enrolled
  - Save the Date - October 11th Block Party from 5 - 7 before the Homecoming game. More details to come!!!

Department Updates

- **Operations**
  - Hall Fletcher Renovations will start in the summer of 2025. Operations is already engaging with HFE Community.
  - Bus Ridership is the week of 9/23 - 9/27. We are seeing increased ridership.
  - Ribbon Cutting Ceremony at AHS gym
- **Chief of Staff**
  - New web page goes live Thursday, September 19th!

Education and Career Academy Campus Updates

Questions & Discussion



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