ASHEVILLE CITY BOARD OF EDUCATION SPECIAL CALLED SESSION

Wrong Way River Lodge and Cabins 9 Midnight Dr, Asheville, NC 28806
Thursday, March 19, 2026, at 8:00 AM

BE IT REMEMBERED: The Asheville City Board of Education met in a special called session on Thursday, March 19, 2026, at 8:00 AM at the Wrong Way River Lodge and Cabins 9 Midnight Dr, Asheville, NC 28806, at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

1. MEETING OPENING

Notice: This meeting will be open to the public; however, please note that it will not be live-streamed.

1.1 CALL TO ORDER - Board Chair, Sarah Thornburg

8:03 AM

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, Sarah Thornburg

Sarah Thornburg

Rebecca Strimer

Pepi Acebo

Liza Kelly

Amy Ray

George Sieburg

Jesse Warren

1.3 APPROVAL OF AGENDA - Board Chair, Sarah Thornburg

Motion to Approve the Agenda

Moved by: Amy Ray; seconded by: George Sieburg

Aye: George Sieburg, Amy Ray, Sarah Thornburg, Rebecca Strimer, Jesse Warren, and Liza Kelly

Nay: Pepi Acebo

The motion passed 6-1

2. DISCUSSION ITEMS

2.1 Mid-Year Key Performance Indicator Report - Dr. Maggie Fehrman, Superintendent

Asheville City Schools Board Retreat Presentation

Asheville City Schools Board Retreat Summary

Executive Cabinet Presentation: Strategic Plan Alignment Dr. Fehrman and the Executive Cabinet presented an overview of Key Performance Indicators (KPIs) currently aligned with the District's Strategic Plan. The presentation highlighted the characteristics of a high-quality organization, focusing on the following core areas:

- Student Outcomes
- Staff Recruitment & Retention
- Culture & Climate
- Facilities & Finance

Cabinet members provided a data-driven analysis of their respective departments and outlined the specific next steps for continued improvement.

Superintendent's Update: Dr. Fehrman provided a progress report regarding the primary Superintendent Goals:

- **Goal 1:** Communication and Feedback
- **Goal 2:** Leadership Development

Attendees: Kim Robinson, Executive Director of Student Services, April Dockery, Chief of Operations, Shannon Baggett, Assistant Superintendent of Curriculum & Instruction, Dr. Kim Dechant, Chief of Staff, Dr. Mark Dickerson, Assistant Superintendent of Human Resources, Heidi Kerns, Chief Finance Officer, April Collins, Director of Recruitment and Induction, Ernest Sessoms, Director of Elementary Education and Federal Programs, Tiffany Delhagen, Secondary Education Coordinator, Ian Nelson, Diretor of Testing and Accountability, Dr. Ivry Cheeks, Career and Technical Education Director, Holly Sutter, Exceptional Children's Director / District 504 Coordinator, Molly Peeples, Early Literacy Specialist, Matt Whiteside, Director of Instructional Technology and Media Services

2.2 Vision Setting - Kathleen Osta, Vital Clarity

Facilitated by Kathleen Osta of Vital Clarity, the Board engaged in a strategic visioning session designed to shape the future of Asheville City Schools. The session focused on identifying the district's primary aspirations for the next three years, culminating in a draft of the 2029 Key Desired Accomplishments.

The Board's collective input from this session, along with the guidance and perspectives of the Superintendent's Student Advisory Council, will be utilized to finalize a new Vision Statement that reflects a shared commitment to excellence and student success.

2.3 Board Agreements - Board Chair, Sarah Thornburg

Board Protocol and Communication The Board engaged in a professional dialogue

regarding expectations and protocols for communication on public platforms. This discussion focused on maintaining a respectful presence when representing the Board in public spaces.

Administrative Updates: The Board conducted a brief check-in regarding the EC Resolution. The floor was opened for feedback and questions to ensure all members were briefed on the current draft.

3. FUTURE MEETINGS/ANNOUNCEMENTS -
Board Chair, Sarah Thornburg
Spring Break

April 6th - 10th, 2026

Work Session

Monday, April 13, 2026

Administrative Office - Board Room

Regular Meeting

Monday, April 20th, 2026

Administrative Office - Board Room

2025-2026 ACS Board of Education Meeting Schedule

4. ADJOURNMENT - Board Chair, Sarah Thornburg
12:03 PM

The following board members left the meeting early.

Liza Kelly at 11:49 p.m.

George Sieburg at 11:54 p.m.

4.1 Adjourn Meeting

Dr. Maggie Fehrman

Dr. Maggie Fehrman,
Superintendent

Sarah Thornburg

Board Chair, or Designee