

# Fairley Suggests Ways To Refine School Improvement Planning

BY SUSAN USHER

Reflection on the school board's experience this year reviewing school improvement plans led board member Bill Fairley Monday to offer observations and recommendations for the "future" board that he thinks could lead to greater accountability and achievement.

Fairley informally withdrew as a Republican candidate for the board after the school board reversed its decision on a resolution that would have required schools to tie their differentiated pay plans to actual achievement rather than effort.

Though it wasn't required, a number of schools chose to revise their plans to reflect a greater emphasis on student and school achievement.

Each local school improvement or performance-based accountability plan (PBAP) includes three-year goals for improvement, plus one-year plans for disbursing differentiated pay. Most pay plans call for using a percentage of bonus pay for staff development, with division of the balance among participating staff members contingent on meeting or exceeding stated goals and/or based on their effort toward achieving the goals.

The plans are developed by school-based committees and must be approved by the county school board, incorporated into a county-wide plan and submitted to the N.C. Division of Public Instruction for approval.

Fairley he wants to make sure the board doesn't find itself approving waivers or exemptions that reflect policy shifts it hasn't talked about.

"Before a future board gets into the process it should identify policy matters and have debated them," he suggested.

One example he cited is "inclusion," a special education program approach that allows teachers of the gifted and talented to work with entire classrooms on enrichment exercises on topics such as higher-order thinking and creativity, rather than only with students eligible for the gifted and talented program. A number of schools asked to be allowed to use the inclusion approach solely or in conjunction with other approaches. The waivers were allowed.

Another example: two schools, Bolivia and Waccamaw Elementary, asked to be exempted from the ban on corporate punishment, saying a significant number of parents wanted the schools to have that option. The waivers weren't allowed.

Also, a number of schools sought waivers for meeting the schools' 10-day attendance policy, gaining approval for programs that allow students to make up missed days. The waivers were allowed.

"We may need to rethink the underlying assumptions if they see these policies as a hindrance to their efforts to educate," suggested Fairley.

He also recommended:

- asking the countywide PBAP committee to have schools submit comparative performance data in a consistent format so that school board members can compare "apples to apples" and look at a school's past, present and projected performance in relationship to other schools;

- determining how countywide and individual school improvement goals will be meshed since one must be based on the other and they may differ markedly; and

- developing a means of evaluating improvement in student achievement using a curve or some other means that charts all students' progress, rather than using an average.

"All students will benefit from that kind of analysis," he said. "Averages hide the distribution of performance within a classroom, school or the county. That makes it hard to identify problems."

"An average can be shifted upward when only a small segment of the student population makes improvement," he said. "That's a really dangerous philosophy for this board to adopt without thinking about it."

PBAP's, said Fairley, are one of the most direct ways the school board can affect student performance. Unlike the slower trickle-down of policy changes and their implementation, "It's the point we can say yes or no to specific learning processes taking place in the schools."

Assistant Superintendent Jan Calhoun agreed that the board should

## 1994-95 Calendar Brunswick County Schools

- Aug. 23 .....First day for students
- Sept. 5 .....Labor Day holiday
- Oct. 28 .....Teacher workday (no classes)
- Nov. 2 .....Report cards issued
- Nov. 11 .....Veteran's Day holiday
- Nov. 23 .....Teacher workday (no classes)
- Nov. 24-25 .....Thanksgiving holiday
- Dec. 19 .....Teacher workday (no classes)
- Dec. 20-Jan. 1 .....Christmas/ New Year's holidays
- Jan. 16 .....Martin Luther King holiday
- Jan. 17-18 .....Teacher workdays
- Jan. 31 .....Report cards issued
- Feb. 20 .....Teacher workday
- March 31 .....Teacher workday
- April 4 .....Report cards issued
- April 14 .....Teacher workday
- April 17-23 .....Easter holiday
- May 29 .....Memorial Day holiday
- June 8 .....Last day for students
- June 10 .....Graduation

Teachers will begin work Aug. 16 and end work June 15. Staff development (in-service teacher training) will be scheduled on most workdays. High school graduations will be held in the Odell Williamson Auditorium at Brunswick Community College, on a staggered schedule.

take a second look at waivers it can decide, but that state must address waivers under its jurisdiction.

The school system has the technological capability of charting student progress, but transferring the data is time-consuming. Calhoun suggested the central office staff try to provide the reporting through its assessment services to the schools.

In related action, the board approved central office staff PBAPs for 1993-94 and 1994-95, and the systemwide PBAP for 1994-95. The county plan will be submitted to the N.C. Department of Public Instruction, with approval anticipated.

The central office will focus its efforts on meeting staff development needs identified by the schools, bringing what is being taught in classrooms in line with the state curriculum and end-of-year tests; programs that support student achievement; and raising standards and ex-

pectations.

In-service training priorities will be assessment and appropriate use of data; site-based management skills; safe and secure schools; use of technology; and conflict resolution and peer mediation, plus other training requested by specific schools.

The central office staff bases its differentiated pay plan on the system showing general improvement

in 75 percent of a series of more than 50 indicators such as student test scores and attendance.

"We wanted to get a feel for what we can expect," Calhoun said. "In the future we will use numerical goals."

This past year, he said, the school system received negative publicity because it met a low percentage of its goals—a penalty for taking risks and setting ambitious goals, when other schools may have set more conservative goals and found them easier to achieve.

### '94-95 Calendar Adopted

After much discussion, board members approved a school calendar for 1994-95 recommended by board member Polly Russ and crafted with input from teachers, administrators and parents.

School board member Bill Fairley questioned the potential waste associated with a teacher workday immediately before the Thanksgiving holiday. Principal Pat Carney told the board that day is "one of the few days in the school year that is totally non-productive" because of holiday preparations, and that not scheduling classes on it "provides an enormous amount of goodwill in the community."

The calendar calls for all high school graduations to be held June 10 on a staggered schedule. Board member Polly Russ said she expects the ceremonies to be held in the Odell Williamson Auditorium at Brunswick Community College. (See calendar, this page.)

### No Action On Bids

The board took no action on award of bids for additions to North and West Brunswick High schools, pending re-advertising of electrical contract bids and opening of those bids April 29 at 3 p.m. Cost could

exceed \$1.2 million at an overall price of around \$73 per square foot, compared to \$55.50 per square foot for Supply Elementary School, the last school construction project, estimated Assistant Superintendent Bill Turner. He will recommend acceptance of one alternate bid for two classrooms at West Brunswick, at a cost of \$54 per square foot.

### School Visits Set

The school board will visit the West Brunswick High attendance district May 13 (Union Elementary, Shallotte Middle and West Brunswick High) and May 27 (Supply and Waccamaw Elementary). On the visits board members meet with principals, tour school facilities, visit classrooms, then meet with faculty for a question and answer session.

**Davis Jewelry**  
579-8800

**50% OFF JEWELRY**

Experienced goldsmith on our premises for your convenience!

117 Causeway Dr., Ocean Isle Beach  
Mon-Sat. 10-6

The agent who insures your car and home can also protect your family's future.



For life insurance that can provide financial security for those you love, call:

**DWIGHT FLANAGAN**  
Phone 754-9923 • Southport 457-4434  
5011 Northside Dr. & Hwy. 17 Bypass  
P.O. Box 2647, Shallotte, NC 28459

**State Farm**  
Sells Life Insurance.  
State Farm Life Insurance Company  
Home Office: Bloomington, Illinois

## Routine School Personnel Decisions Approved By Board Monday Night

The Brunswick County Board of Education approved routine personnel actions in open session Monday night as follows:

Hired: interim math teacher Heath Hewitt, Southport, West Brunswick High; interim English teacher Myra Harris, Wilmington, North Brunswick High; interim remediation teacher Wayne Hyer, Bolivia, South Brunswick High; Timothy Randall, Calabash, safe schools site coordinator, Shallotte Middle, and Bob Grimes, Leland, safe schools site coordinator, North Brunswick High, both subject to project funding; Elaine Painter, Long Beach, accounting clerk, central office; Donald Dupree, Southport, computer operator/accounts payable clerk, central office;

Leave of absence: English teacher Wesley Coward, North Brunswick High, educational; Wilhelmina Everett, cafeteria assistant, Lincoln Primary, medical.

Resignation: Patti Fite, school

psychologist; Barbara Sich, Chapter I/Reading Recovery, Lincoln Primary; Phillip Tate, assistant principal, Southport Elementary; Catherine Hart, middle grades teacher, South Brunswick Middle; Lisa Paden, special education, South Brunswick Middle; John Mark Melton, transportation department mechanic I; Winnie Norris, teacher assistant, Waccamaw Elementary; Tennesse Lee, teacher assistant, Southport Elementary;

Transfer: guidance counselor Christy Judah, Shallotte Middle to Bolivia Elementary (interim); George Edwards, custodian, from 50-50 Lincoln Primary and North Brunswick to full-time at North;

Retirement: Juanita Robinson, teacher assistant, Lincoln Primary; Pamela Pahl, administrative assistant, Supply Elementary; and one substitute teacher was approved.

## Habitat Board Meets Tuesday

Brunswick County Habitat for Humanity will hold a board of directors meeting Tuesday, April 26, at 7 p.m. in the administrative building multi-purpose room of Brunswick Community College.

The public is being encouraged to attend and volunteer for committee positions, according to spokesman Birdie Frink.

## Bus Driver Course Scheduled For Apr.

A school bus drivers' course will be held April 26-28 on the Brunswick Community College Supply campus.

Class takes place from 8:30 a.m. until 2:30 p.m.

Prospective bus drivers must have a valid North Carolina drivers license and no two moving violations within the past 12 months.

For more information, call Vicki M. Jenrette-Matthews at 754-5098.

**QUALIFICATIONS**



**Wayne Long**  
For Judge  
Your Support Will Be Appreciated

**EXPERIENCE**  
Practicing Attorney  
Farming  
School Teacher  
Deputy Sheriff  
Police Officer  
Probation/Parole Officer  
Medical  
Construction  
Security Officer

**EDUCATION**  
N.C. Central University  
School of Law  
Juris Doctor Degree  
N.C. State University  
Bachelor of Science Degree  
Agriculture Education  
Nakina High School  
Graduating Class  
Valedictorian

★ 20 years experience in the Judicial System  
★ Born and raised in Columbus County  
★ Resident of Brunswick County

**X VOTE WAYNE LONG**

Thirteenth Judicial District (Bladen, Brunswick, Columbus)

**PAYING TOO MUCH?**  
**AUTOMOBILE INSURANCE**  
**DWI? TOO MANY POINTS?**


Call **Debbie Wheeler 754-2888**  
for low down payment and low monthly payments




**SEACOAST INSURANCE SERVICES**  
143 Promenade Park, Suite 4, Hwy. 130, Shallotte  
**NON-OWNER POLICIES AVAILABLE**

**COMMERCIAL • AUTO • RESIDENTIAL • PERSONAL**

**LUNCH BUFFET**  
MONDAY-FRIDAY 11-2:30



**ZENG'S GARDEN**  
East Gate Square • Hwy. 130 • Shallotte

754-5280

OPEN 7 DAYS

**Open Sundays 4:30-8:30**

## Buying, Building or Remodeling...



**Contact Us For Competitive Mortgage Rates**

## Security

SAVINGS BANK SSB



•Shallotte 754-4371

•Calabash 579-3595

•Leland 371-6546

•Southport 457-5246

•Long Beach 278-6022