

**BRISTOL VIRGINIA SCHOOL BOARD
ANNUAL BOARD RETREAT
JULY 14, 2010**

The Bristol Virginia School Board held its annual retreat on Wednesday, July 14, 2010, at 5:00 p.m. at the Bristol Train Station, 101 Martin Luther King, Jr. Boulevard, Bristol, Virginia. The following Board members were present:

Mr. Ronald Cameron, Chair
Mr. Tyrone Foster
Mr. Randy Alvis

Mr. Randall J. White, Vice Chair
Ms. Beth Rhinehart

Also present were:

Dr. Mark Lineburg, Superintendent

Mr. Rex Gearheart

Among those in the audience were:

Mr. David McGee, *Bristol Herald Courier*

Mr. Ronald Cameron, Chair, called the meeting to order at 5:00 p.m. and asked for a motion to approve the agenda. The motion was carried unanimously. Mr. Cameron asked for discussion in an open forum setting to review the 2009-2010 Focus Goals and explained the goal setting process. The Board reviewed the 2009-2010 Focus Goals and progress made.

2009-2010 Focus Goals

- To conduct a superintendent search.

Mr. Cameron called the completion of the first goal a success. Dr. Mark Lineburg expressed his gratitude for the opportunity to serve as Superintendent of Bristol Virginia Public Schools and informed the Board of his satisfaction with the central office staff, which he described as hard-working and efficient.

- To pursue appropriate potential office facilities for the school board office.

Mr. Cameron declared this goal successfully achieved as the Board has established the Bristol Builder's Supply-Central Warehouse as the new location for the central office. Dr. Lineburg provided the Board members with a list of important upcoming dates pertaining to moving the relocation process forward. After some discussion the Board determined to keep the relocation process as a focus goal for 2010-2011.

- To design and adopt a superintendent's evaluation document.

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Mr. Cameron and the Board agreed that this goal has not been completed. He mentioned that since Ms. Danko served as an interim superintendent, she was not formally evaluated by the Board. Mr. Randy White commented that the Board has struggled with finding an evaluation document that best fits BVPS, despite having reviewed numerous forms and processes. Mr. Cameron added that the Board had taken a complicated document and simplified it to better meet the Board's needs, but that it still did not work as well as the Board had hoped.

Dr. Lineburg suggested an open-dialogue document that addressed the following areas:

What went well?

What did not go well?

Where can we improve?

Mr. Tyrone Foster expressed interest in a quarterly evaluation process with a year-end culminating evaluation.

Mr. White added that a School Board evaluation was conducted previously and suggested designating a meeting to discuss the document(s).

Dr. Lineburg said that he welcomed an evaluation from the Board and expressed that he viewed the process as an opportunity to grow as a team. Ms. Beth Rhinehart recommended employing an ad-hoc committee to design a document specific to BVPS. Mr. Cameron suggested circling this as a focus goal for 2010-2011. Dr. Lineburg stated regarding an evaluation of the Board that each member is evaluated every four years through public election, and he concluded by stating he could not express how hard he thought all of their jobs are.

- To support and fund the Capital Needs Plan.

The Board agreed that this goal has been on the focus list for a while, and that the Board has done what it could to meet as many division needs as possible. Mr. Cameron expressed that every year seems to bring more projects and responsibilities such as school renovations. Mr. White added that BVPS's newest building was constructed in 1978. Ms. Rhinehart asked if Board goals were championed by individual Board members to help establish and keep deadlines and hold our school Board more accountable. Mr. Cameron stated that big issues such as the Board relocation have consumed the entire Board requiring the attention of every member equally.

The Board agreed to move this to a continuing goal.

- To seek grant/alternative funding to supplement revenue sources.

Mr. Cameron stated that this goal was set with the shortfall of state funding in mind. The Board asked Dr. Lineburg for an inventory of grants we currently have. Mr. White recommended a workshop on grant writing for teachers. Mr. Foster suggested that there is a lot of money available; we just have to find out how to get it. He mentioned the possibility of acquiring a full-

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time grant writer for BVPS, and Mr. White concurred that this would be good to have. Dr. Lineburg indicated that he would assemble his staff to determine what grants we have, what others are available, and what we need to do to obtain them.

The Board agreed to move this to a continuing goal.

In closing the discussion of the Board's 2009-2010 focus goals, Mr. Cameron declared goals 1 and 2 to be successfully completed. Mr. Cameron stated that goal 3 should remain a focus for the upcoming year, and that goals 4 and 5 should become continuing goals for 2010-2011. The Board was in agreement with this.

Mr. Cameron called for a discussion of the Board's 2009-2010 continuing goals, which began with an agreement to continue goals 1 and 2 for 2010-2011.

2009-2010 Continuing Goals

- To provide support for meeting state and federal accountability standards.
- To provide support for enhancing K-12 literacy and numeracy skills.
- To oversee a safe and secure school environment.

Mr. Cameron recommended the Board keep goal 3 as a continuing goal and stated that BVPS are fortunate to have scanners and cameras at every building to help maintain a safe environment for our students.

- To follow the recommendations of the SACS District Accreditation Report.

Mr. White expressed concern with our divisions accreditation review regarding the loss of Virginia High's IB program, for which the SACS visiting team commended us during the last review. Dr. Lineburg stated that we were well above Virginia accreditation standards, which opened a discussion of various instruments for determining accreditation. The Board determined to review the different avenues for accreditation as a focus goal for 2010-2011.

- To expand community outreach opportunities such as LIFE, APA, and NovaNet.

Mr. Cameron praised these programs for offering educational services to kids who struggle to function in school setting. The Board agreed to keep this as a continuing goal for 2010-2011.

- To evaluate and revise school attendance interventions.

Mr. White asked how effective our attendance program was during the past school year. Dr. Lineburg provided that we were at 94%, which is just under the academic indicator standard of 95%. Mr. Cameron pointed out that we had made improvements. Mr. Foster pointed out the importance of keeping parents involved with this program, and credited this aspect to our success in this area. The Board agreed to continue this goal for 2010-2011.

- To expand and support programs to improve the division's graduation rate.

Dr. Lineburg stated that the state average is 83%, and that we are at 79%, which Mr. Cameron cited as an improvement. Dr. Lineburg expressed that freshman transition and block scheduling should help the division to continue to improve. While he stressed the importance of getting as many students as possible to graduate with a standard diploma, he emphasized that we must allow the rigor of achieving this to slip. He summarized that we must never give away our diploma. Dr. Lineburg also cited the importance of the freshman year and the correlation it has to graduation rates. He expressed that establishing positive relationships with students is more important than any other aspect to insure that they get the most out of their educational experience. He also cited participation in extra and co-curricular activities as a key to keeping kids engaged and focused on finishing school.

At this time, Mr. Cameron closed the review of the Board's 2009-2010 continuing goals and called for a break for dinner.

At 8:00 p.m., Mr. Cameron reconvened the meeting, and the Board began to establish focus and continuing goals for 2010-2011. Based on the previous review of 2009-2010 goals, Dr. Lineburg's own goals as superintendent, prior discussions, and current matters at hand, the Board established the following focus and continuing goals:

2010-2011 Focus Goals

Review and adopt a superintendent's evaluation instrument.
Facilitate school board office relocation.
Explore accreditation options.
Seek division-wide grant/alternative funding sources.
Investigate additional advanced studies opportunities.
Review and update pertinent policies.
Support participation in the Virginia High School League Sportsmanship Initiative.

2010-2011 Continuing Goals

To review, support and fund the Capital Needs Plan.
To provide support for meeting state and federal accountability standards.
To provide support for enhancing K-12 literacy and numeracy skills.
To oversee a safe and secure school environment.
Continue to support community outreach opportunities such as LIFE, APA and NovaNet.
Continue to maintain our focus on school attendance interventions.
To expand and support programs to improve the division's graduation rate.
Revisit the study of transporting student-athletes to practices and games.

Dr. Lineburg presented his Superintendent's Goals as follows:

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2010-2011 Superintendent's Goals

Implement specific School Improvement Plans for each school in the division.
Develop a Student Leadership Program.
Explore additional advanced learning opportunities.
Participate in the Virginia High School League Sportsmanship Initiative.
Create a Central Parent Teacher Organization.
Review and clarify the application, interview, and selection process.
Develop a division-wide facility improvement plan.

Mr. White commented that the goals of the Board and the superintendent were aligned and focused on the success of our division. Dr. Lineburg thanked all the Board members for their time and effort on the goal setting process.

Mr. Cameron adjourned the meeting at 9:40 p.m.

Cathy M. Moss, Deputy Clerk

Ronald Cameron, Chair