

DOTHAN CITY SCHOOLS

Superintendent's Report January 2019

Happy New Year to the Board Members, Teachers, Staff and Administrators! I hope everyone had a wonderful time with family and friends.

We are back in session and have a great deal to accomplish. I am providing the TO DO LIST, to the Board and the public to keep everyone informed of the key steps that will be taken over the next month. The list is attached to this report. I will continue to provide these reports throughout the rest of the year.

At a retreat of the Board and the Superintendent, held in Dothan, a few months ago, the Board approved a new meeting format. You will see the new format this month. It includes changes to the order of the meeting and some wording changes. Instead of Delegations, you will see Spotlights. These will usually be provided by Principals and departments as they highlight various accomplishments.

Also, at each Board Member's place, there will be a copy of the Mission and the Belief Statements. We will start using these on the letterhead and at the Schools within the next school year.

You will also see that the Consent Agenda includes Personnel and there is an Action section. The Superintendent's Report has been moved up on the agenda to right after the Board comments.

Released over the holiday, the State report cards included a great deal of information. The Dothan City School System released a synopsis of the results for the community and the press. I have attached the Press Release to this Superintendent's Report. I want to personally highlight the following school administrators and staff for bringing their schools up by one letter grade; Northview, Highlands and Selma Street. Congratulations for the hard work and determination! Several other schools increased their points even though the grade did not change. Thank you for this work and it is expected that each school will continue to improve over this year and into next year. Our goal is to have every school report be a C or higher and the system to be a B or higher.

This month, the Board will hear the recommendation for the requirements to attend the Carver School of Math, Science and Technology. This recommendation is requested by the Superintendent, the Principal of Carver and deliberations involved representatives from the Exceptional Student Education Department.

The consensus of the educators is that the students who enter the school must have a strong aptitude in mathematics. Since the system already has mathematics scores on students within the system at grades 4 and 5; these will be used to ascertain students who scored at the 75th percentile or above. If the Board approves the criteria, letters will be sent to parents inviting them to have their child attend Carver.

DOTHAN CITY SCHOOLS

Superintendent's Report January 2019

Page Two

At the younger levels, all students in second grade are already screened with the Nagliari non-verbal assessment. Younger students (currently in grades 2 and 3) if they reach a cut score on the Nagliari, will be invited to bring students to take the math assessment (Scantron) and if the student is proficient at the 75th percentile or above, they will also be eligible to attend. Dr. Chambers will be present to provide the Board with his rationale for eligibility and answer questions. We anticipate that letters inviting students to attend will be sent out within the month; and at the lower levels no later than February 2019.

The Board already heard the announcement of the Principals for each school for next year. A formal recommendation is included in the action items for the Board's action. Contracts will follow in the early spring.

I am recommending Stan Eldridge as the Dothan City Athletic Director. Stan has a strong history with Dothan High School, is well-versed in the athletic requirements and is excited to take on this new and needed challenge. You will see a few items that he is recommending and you will be asked to approve. Several companies have already stepped forward with some offers that will assist the school system in the area of purchasing new uniforms and branding. I have read the proposals, shared with the CFO and am bringing them to you for action.

I intend to use a committee to screen and interview for the Head Football Coach for Dothan City. The position was advertised and we have a number of applicants. In order to be fair to existing personnel in the roles of Head Coaches; we will follow a similar procedure for designated sports.

The system is posting for Spanish positions and Gifted positions. We also plan to visit some other states to see if we can recruit math and science teachers. I want to remind everyone that we do offer a \$2000 signing bonus. This is important just as the need to raise salaries for the Dothan City School System educators. I have asked Mike Manual to look at the salary schedules in terms of a .25% up to another 1% increase. Remember that at one time, Dothan City paid more than other systems and was the place to be. We need to get back on top, which is hard to do considering the millage rate. Also, important to look at is the outcome of the teacher. I hope to meet with a core committee of educators to determine some benchmarks that can be reviewed to reward educators who can meet the mark and demonstrate increased student performance.

A committee is being formed to conduct screening and interviewing process for the Director of Curriculum. This process should take place in late January or early February 2019. Meanwhile, a core committee met and developed the list of non-negotiables for the school system. Non-negotiables are critical so that everyone who works in the school system understands and adheres to what we believe about education in each classroom. The non-negotiables are attached to this report and are for your review as well.

DOTHAN CITY SCHOOLS

Superintendent's Report January 2019

Page Three

The students have been meeting and are still working on the difficult task of developing suggestions for the name of the high school, the mascot and the colors. When they have done their work, they will bring their suggestions to the Board. I will meet with the students the first full week of school in January.

I will also be going to the schools and spending at least 2 days per week within schools. I will be at one school in the morning and one in the afternoon. I plan to sit in the media center and talk with teachers and staff individually. It will take me about two months to visit all schools.