

PROCEEDINGS OF THE TERREBONNE PARISH SCHOOL BOARD

June 26, 2012

The Terrebonne Parish School Board met today at **6:00 P.M. in special session** at its regular meeting place, the Terrebonne Parish School Board Office, 201 Stadium Drive, Houma, Louisiana, with Mr. L. P. Bordelon, III, President, presiding, and the following members present: Mr. Roger Dale DeHart, Vice-President; Mr. Richard Jackson, Ms. Debi Benoit, Ms. Brenda Leroux Babin, Mr. Donald Duplantis, and Mr. Hayes J. Badeaux.

ABSENT: Mr. Roosevelt Thomas and Mr. Gregory Harding

Mr. Badeaux led the Board and audience in the invocation and Pledge of Allegiance to the Flag.

President Bordelon stated that this special meeting was called for the sole purpose of evaluating the Superintendent in accordance with Policy FILE: C-3.6, Superintendent Evaluation.

Mr. Thomas entered the meeting at this time (6:06 P.M.) and was present for the remainder of the proceedings.

At this time, Superintendent Philip Martin presented his opening remarks.

Motion of Mr. Duplantis, seconded by Mr. DeHart, unanimously carried, the Board voted to move into executive session (6:25 P.M.) to address the matter bearing upon Policy FILE: C-3.6, Superintendent Evaluation.

Motion of Mr. DeHart, seconded by Mr. Jackson, unanimously carried, the Board reconvened in open session (7:10 P.M.) with all members present, with the exception of Mr. Harding who was absent.

Motion of Mr. DeHart, seconded by Mr. Duplantis, unanimously carried, the Board rated the overall performance of Superintendent Philip Martin for the 2011-2012 fiscal year as "Satisfactory," the highest rating possible, and further, ordered Superintendent Philip Martin's prior opening remarks spread across the minutes, as follows:

This past year the district has achieved several significant milestones that have reflected quite favorably on our district. The most important are those accomplishments that relate to student achievement. The following are some of the highlights that focus on this area. (Released October 2011)

For the third consecutive year, our district has seen a significant increase in the District Performance Scores (DPS). These scores are based primarily on results of state standardized tests given in 3rd, 4th, 5th, 6th, 7th, 8th, 10th, and 11th grades and graduation rates. This year our DPS is 97.6 up 5.3 points from last year. The state average is 93.9. (4 year trend: 84 → 90.4 → 92.3 → 97.6)

Our district's state rankings, based on a comparative scale of Louisiana's 70 school districts, ranked us as follows: (Data compiled and released by State Department of Education)

- #3-district ranking based upon percentage of schools earning gains in School Performance Score. (Attachment #1)

- #8-district ranking based on percentage of schools achieving growth target. (Attachment #2)
- #13-district ranking based on percentage change in District Performance Score from 2010 to 2011; (92.3 to 97.6). (Attachment #3)
- #14-district ranking based on percentage change in District Performance Score from 2008 to 2011; (84.4 to 97.6). (Attachment #4)
- #22-district ranking based on percentage of schools earning a letter grade of A or B. (Attachment #5)
- #25-district ranking based on 2011 District Performance Score; (97.6). (Attachment #6)
- Terrebonne Parish has four schools that have been designated as High Performing/High Poverty Schools; no district in the state has more. (Attachment #7)

The State Department of Education recently released performance data that lists Terrebonne Parish as follows:

- Terrebonne Parish ranked #4 in the state based on change in average percent scoring at Basic or Above. (Attachment #8)
- Terrebonne Parish was one of the top 16 highest ranking districts based on gains in the percentage of students performing at Basic and Above. (Attachment #9)
- Terrebonne scored a 71 on overall percent Basic and Above. That places us among the highest in the region and above the state average of 68. (Attachment #10)
- Terrebonne's first time 4th grade test takers scored 87% passing (State average 82%). (Attachment #11)

This data clearly demonstrates significant growth and improvement. Our district has been recognized by being invited to participate in numerous projects and pilot programs prior to state-wide implementation. Additionally, visits by the Governor, the State Superintendent, numerous awards and recognitions underscore interest in the successes of our district.

Additionally, we have been invited to participate in several Gates Foundation programs.

Despite significant levels of growth and achievement, I recognize that there are many areas that relate to student achievement that we must address and improve upon. Specifically, some targeted areas for the next year will be:

- Implementation of Common Core State Standards (CCSS). Louisiana has joined many states in adopting the national curriculum, which is in effect a standardization of curriculum across grade levels in core content areas. This single, highly rigorous curriculum will eventually replace all current content, curriculum, and assessments into one unified comprehensive curriculum. This will be a very significant and massive process. It is essential that this be done efficiently and effectively. This summer a

significant number of our teachers and administrators will attend Common Core implementation training seminars. The Gates Foundation will fund this training.

- Full implementation of the Compass system of teacher evaluation will be required of all districts next year. We piloted this system this year and thus will be better prepared for the required implementation next school year. Our experience with value-added, system rubrics, and procedural issues will greatly assist in this endeavor. Intensive training for our administrators is scheduled for this summer.
- Expansion of meaningful, rigorous academic opportunities by implementing a greater number of Advanced Placement courses, encourage and support dual enrollment opportunities at our local community college and university, and provide an array of Industry-Based certifications to our students. These programs will greatly assist our students in being college and career ready upon graduation.
- Increasing graduation rate must be a priority. We will continue to implement and research measures designed to support and assist students that are potential drop-outs.
- Providing meaningful, curriculum rich professional development for teachers will continue to be a significant contributor to student achievement.

I am firmly committed to continued improvement in student achievement, and also firmly believe that our "best" is still to come. I believe in our students and our teachers, and with adequate resources, support, and effective instruction we will continue to move forward.

Financial

The district continues to struggle with difficult financial issues. Significant escalations in health benefit costs and retirement costs, combined with declining revenue sources, have posed significant challenges for the district. For the third year in a row the State MFP has not included the 2.75% growth factor, despite increased costs. I have summarized the following financial highlights:

- The district spends approximately 85% of all revenues on salaries and benefits.
- Despite significant reductions in the number of employees (approximately 500 over 3 years), the district continues to show significant growth in student achievement.
- The state establishes as a goal that 70% of all revenue must be expended in the instructional area. Terrebonne Parish consistently exceeds this requirement and has one of the highest percentages spent on instructional areas in the state.
- No employee lost their job or had their salary reduced as a result of financial issues.
- Terrebonne Parish is one of four parishes selected to participate in the Student-Based Budgeting project (still on-going).

- Maintained austerity measures through attrition, combining positions, and elimination of positions.
- New construction of the Freshman Center at H. L. Bourgeois High School is progressing well ahead of schedule and within budget.
- Grand Caillou Middle School is slated for start of construction this school year.

As we look to the future I feel an obligation to bring to the Board a long-term financial solution as opposed to continuing to rely upon cuts, employee reductions, and austerity measures. This plan will be multi-faceted and specific. It will contain long-term resolutions to financial issues that plague the district and if not addressed will ultimately result in negatively impacting student achievement and the effective delivery of essential services to children.

The plan will include the exploration of financial benefits of delivery of certain services through contracted agreements.

Adequate funding concerns:

- Issues such as aging buildings (average 60 years) do not get better with time;
- Maintaining low pupil/teacher ratio;
- Providing enhanced learning opportunities;
- The concept of universal Pre-Kindergarten;
- Maintaining employee health/employment benefits.

These are but a few issues that are needed but require additional resources. This plan will incorporate examination of local financial support. Houma-Terrebonne is viewed as one of the economically thriving areas in the state. To continue this vibrant economic base, a sound public school system is essential. The level of local financial support must be examined and analyzed as to how we stack-up regionally and state-wide. Our children deserve a school system funded at least comparable to the regional average; currently it is not. This effort will require enormous cooperation, communication, and planning. It will be essential that the Board be involved in each phase of development and design of this plan. Ultimately it is essential that all stakeholders be part of the design, development, and support of the plan. Obviously, I will conform to the wishes of the Board as it relates to this entire issue, but I do feel for us to remain competitive, financial solutions must be formulated and certainly our children deserve adequate local funding.

Motion of Mr. Badeaux, seconded by Mr. Duplantis, unanimously carried, the Board voted to adjourn its meeting at **7:14 P.M.**

/s/ Philip Martin, Secretary

/s/ L. P. Bordelon, III, President

RLB