

## PROCEEDINGS OF THE TERREBONNE PARISH SCHOOL BOARD

June 25, 2013

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. Roger Dale DeHart, President, presiding, and the following members present: Mr. Richard Jackson, Vice-President; Mr. Roosevelt Thomas, Mr. Gregory Harding, Dr. Brenda Leroux Babin, Mr. L. P. Bordelon, III, Mr. Donald Duplantis, and Mr. Hayes J. Badeaux.

ABSENT: Ms. Debi Benoit

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

President DeHart 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.

Ms. Benoit entered the meeting at this time (6:05 P.M.) and was present for the remainder of the proceedings.

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

Motion of Mr. Bordelon, seconded by Mr. Duplantis, unanimously carried, the Board voted to move into executive session (6:17 P.M.) to address the matter bearing upon Policy FILE: C-3.6, Superintendent Evaluation.

Motion of Mr. Jackson, seconded by Mr. Bordelon, unanimously carried, the Board reconvened in open session (7:05 P.M.) with all members present, with the exception of Mr. Thomas who was absent.

Superintendent Martin gave his closing remarks and thanked the Board.

Motion of Mr. Duplantis, seconded by Mr. Jackson, unanimously carried, the Board rated the overall performance of Superintendent Philip Martin for the 2012-2013 fiscal year as "Satisfactory," the highest rating possible, and further, ordered Superintendent Philip Martin's prior opening remarks spread across the minutes, as follows:

The 2012-2013 school year was one of several significant events. Most were very positive and encouraging; there were disappointments.

### **Instructional**

Our district, for the fourth consecutive year, realized significant increases in student achievement, which is and will remain our main mission. Our current District Performance Score is 104.6; the state average is 100.5.

This represents a growth of 7 points from the previous year's score of 97.4 (5-year trend 84, 90.4, 92.3, 97.6, 104.6). This growth pattern ranks Terrebonne among the best in the state. There are only 9 districts with a greater point gain during this time.

The district score is a compilation of individual school performance scores. Twelve of our schools met the state designated growth target; ten of our

schools were named by the state as TOP gain schools, and of our 4 high schools, 3 were B schools and 1 was a C.

Substantially higher numbers of our students are taking Advanced Placement courses, co-curricular activities such as instrumental music programs continue to rate among the best in the state, and students in our career-technical programs compete and excel both at the state and national levels.

Terrebonne continues to be recognized as a leader, both within the state and by national organizations (see attached). Our district has consistently been selected and recognized by national organizations for funding of teacher training projects. Our teachers, principals, and students continue with steady, predictive improvement.

### **Looking Forward**

This next school year will see implementation of the Common Core State Standards (CCSS) throughout the state. Terrebonne is way ahead of the curve in this process. This implementation will pose significant challenges to teachers in the classroom. Alignment of instructional strategies in individual classrooms with Common Core will be the objective for the district this year. This summer we will have teams of highly-effective teachers by grade (3-8) and subject area (core) working on common assessments, units, and individual lesson plans for teachers that are aligned with common core standards. These units/plans will not be mandated for use by each teacher but rather serve as a resource or road map for daily instruction.

Utilization of this methodology recognizes that all students will take the same standardized test (soon to be PARC) and as the term "common" core implies there has to be some commonality in instruction to ensure that all essential components are taught. Advantages of this project will be:

- Provides teachers with specific "common core" plans
- Unit design and lesson plans will be aligned with Common Core
- Day-to-day instruction will be aligned across the district
- Designed by highly-effective teachers
- Can replace individual plans in core areas
- Allows teachers to focus on quality delivery, not figuring out what to plan
- Uniform assessments allow for progress monitoring at the district, school, and individual classroom level
- Allows teachers to customize for grouping issues, varied activities, and individual student needs
- Ensures that students receive instruction on all subject matter in a logical, sequential format; school to school across the district that is common core aligned

- Allows for immediate recognition of individual student progress  
Recruitment of talent and retention of talent are essential to continual success of our district. This is an area of priority and will require additional resources to be completely successful.

### **Financial**

Financial issues continue to perplex and result in less than desirable consequences. Needless to say, this area was a disappointment. In spite of disappointment, the district must move forward.

Several notable events occurred this year:

- The Freshman Center at H. L. Bourgeois High School was completed. It is a beautiful structure, one that will serve generations of students. It is a modern, state-of-the-art facility, truly second to none. The Board deserves enormous credit on this one.
- Grand Caillou Middle School was started this year; long, long overdue. Just visit the current (old) Grand Caillou Middle School and that is very apparent.

(NOTE: Both of these projects were made possible because the Board secured zero interest financing, saving the taxpayer millions of dollars.)

- South Terrebonne High School elevator – a \$450,000 project at no expense to the Terrebonne Parish taxpayer. Students with disabilities are now able to go to this school and attend classes with their friends and classmates.
- Terrebonne Parish has just been notified that it is one of eight districts selected to be the recipients of the Striving Reader Comprehensive Literacy Grant (SRCL- known as Circle Grant). This is a highly competitive grant; millions of dollars will be allocated to our district through this grant. There were over 50 district applicants and only 8 districts were awarded grants.

I do plan, with Board authorization, to regroup, reassess, and formulate a new and different approach and methodology to address financial issues of this district to incorporate the following:

- Establish publicly recognized and formally announced partners in advance of the next endeavor
- Engage all recognized partners in the development, planning and structure of the next endeavor
- Initiate community involvement
- Establish a “Blue Ribbon” panel to coordinate, advise, and devise effective strategies
- Secure more effective means of communication

Adequate financing is crucial to the short and long-term health of the district. Human capital is the single most important factor in the strength of any school district. The ability to attract and retain talent is vital to improvement. As talented teachers, administrators, and employees retire, it is essential that our district be in a position to replace these individuals with equally talented and skilled individuals. Retention of talent becomes

more challenging as a district loses competitiveness with surrounding districts, thus recruitment and retention of talent becomes the center piece of human capital.

In conclusion, in spite of the financial challenges our district has progressed in terms of student achievement and has managed financial challenges with minimal impact in the classroom.

Motion of Mr. Badeaux, seconded by Mr. Jackson, unanimously carried, the Board voted to adjourn its meeting at **7:10 P.M.**

/s/ Philip Martin, Secretary

/s/ Roger Dale DeHart, President

RLB