

DOUGHERTY COUNTY BOARD OF EDUCATION*Minutes****Board Briefing & Working Lunch — 11:30********Changed from 12:00 p.m. to 11:30 a.m.******&******Mid-Month Board Meeting — 12:30 p.m.*****August 26, 2009**

Board Members Present: Mr. David Maschke -Chairman, Rev. James Bush-Vice Chairman, Mr. Michael Windom, Mrs. Emily Jean McAfee, Mr. Milton Griffin, Ms. Velvet Riggins. Dr. Anita Brown was present by a conference call. For legal purposes, Dr. Brown is allowed to be present by a Conference Call, but for the record, Dr. Brown is not allowed to vote.

Others Present: Dr. Sally Whatley-Superintendent, Mr. Tommy Coleman - School Board Attorney, Superintendent's staff members, and the press/news reporters

Board Briefing-11:30

The Board Briefing was held at the Administration Building in the 1st Floor Conference Room located at 200 Pine Avenue, Albany, Georgia. Mr. Maschke called the Briefing to order by asking the Board Members if they had any comments, or questions about the agenda. Ms. Riggins had a question about the take home vehicles. Ms. Riggins wanted to know who had the one vehicle. Dr. Whatley stated that Coach Seabrooks has the vehicle. Ms. Riggins stated that the trainer should have one at all times. It was discussed and determined that the trainer works all seasons. Ms. Riggins proposed that we keep 2 vehicles (in Athletics) for the year of 2010. Rev. Bush agreed, and thought that was a very good point. Dr. Whatley stated to the Chairman that we have more work to do with the supplements, and if we could table (8a) from the Finance Committee. Mr. Maschke agreed that we would table (8a) Dr. Whatley stated that we were never able to get the information out to the Board Members and the Media. Mr. Maschke asked to hear from Mr. Lloyd in reference to Item 1, Spanish Teachers. Mr. Maschke asked for clarification. Mr. Lloyd stated that the Spanish teachers are Visiting International Faculty (VIF), and are here for 1 year. Mr. Lloyd also stated that they have all cleared the Georgia Certificate and have passed background checks, and they started working on the first day of school. Mr. Maschke had a question about Item 1, Art teacher at Sylvester Road. Mr. Maschke asked if Mrs. Bridger was retired. Mr. Lloyd stated that she was retired. Mr. Lloyd stated that the art teacher from Sylvester Road was moved to International Studies and left a vacancy. Mr. Maschke asked if that was just a temporary move to have someone in the classroom that knew what they were doing. Dr. Whatley stated that the Art teacher works 3 days a week. Mr. Maschke also asked about a counselor changing to a Primary Counselor. Mr. Lloyd responded that there are 2 counselors at the school. One will work 10 additional days at the end of the school year, and that counselor is responsible for the scheduling.

Mr. Maschke asked if there were any other questions. Mr. Maschke had some items that he wanted to discuss now, to save time later. Mr. Maschke shared with the board that he had been contacted by the Chamber Board about setting up a meeting with our Board to talk about the School System and the Community to work better to support education. Mr. Maschke proposed to meet on November 17, 2009 from 4:00-6:00. Mr. Windom and Ms. Riggins stated that it would be fine with them. Rev. Bush wanted to know why such a long meeting. He felt that 1 hour would be long enough. Mr. Maschke stated that he would ask if they could meet for 1 hour from 5:00-6:00 at the Chamber in the Conference room. Mr. Maschke stated that he would go ahead and set it up. Mr. Maschke also wanted to find out about scheduling the retreat to go over student data. A facilitator is lined up for this, and he wanted to know the possibility of using the Mid Month meeting at the end of September. Mr. Maschke will work on confirming this meeting. Mr. Maschke asked for a motion to go into executive session to discuss personnel. Mr. Windom motioned, Ms. Riggins seconded. *The vote was unanimous.*
Executive Session: 12:10 p.m.

Briefing resumed: 12:15 p.m.
Mr. Maschke asked for a motion to adjourn.

Mid-Month Board Meeting – 12:30

The Dougherty County Board of Education held their Mid-Month Board Meeting at the Administration Building in the Board Room located at 200 Pine Avenue, Albany, Georgia. The meeting was opened by Mr. Maschke. Dr. Anita Brown joined the board by Phone Conference, but for the record, will not be allowed to vote.

Miss Christina Lewis gave the Invocation, and asked everyone to stand for the Pledge of Allegiance. Mr. Maschke asked Miss Lewis to tell the board a little about herself and plans for the future.

Mr. Maschke then moved forward to the Speaker's Appearance before the board. Mrs. Rosa Ward, GAE UniServe Director addressed the board on behalf of the speech therapists. Mrs. Rosa Ward asked the board to reconsider the supplement that they are given. There were no questions for Mrs. Ward and Mr. Maschke stated that we had already approved to table (8a)

Mr. Maschke asked for a motion to approve the agenda with the new Item 1 and amendment to (8b) ***Mr. Windom motioned to approve the agenda, Mr. Bush seconded. All agreed***

Dr. Whatley asked for a motion to approve Item 1

ITEM #1 - Consideration of Recommendation for Employment of Personnel.

Mrs. McAfee motioned to approve, Mr. Windom seconded.

ITEM #2 - Consideration of Recommendation for Release of Personnel.

Ms. Riggins motioned to approve, Mr. Windom seconded.

ITEM #3-Condisation of Recommendation from Building and Grounds Committee

Rev. Bush motioned to approved, Mrs. McAfee seconded.

ITEMS # 4 & 5 – Consideration of Recommendation for FY 10 eBoard Modules: Policy, Law
Consideration of Recommendation for contract for Dougherty County Family
Literacy Council

Mrs. McAfee motioned to approve, Mr. Windom seconded.

ITEM #6 – Bid Process Update- Mr. Jason Renfroe

Mr. Maschke stated that the board had asked for an update on Bid process in order for board members to have a better understanding of the process.

ITEM #7 a – Consideration of Recommendation for Bids:

CNS Kitchen Equipment – Bid CNS-188-0910

Ms. Riggins motioned to approve, Mr. Windom seconded.

ITEM # 7b – Consideration of Recommendation for Bids:

Elmo Document Cameras – Bid # PUR – 189-0910

Ms. Riggins motioned to approve, Mr. Windom seconded.

Rev. Bush opposed Item # 7b

ITEM # 8a – Consideration of Recommendation from Finance Committee

Supplement Adjustments

The item was tabled.

ITEM # 8b – Consideration of Recommendation from Finance Committee

Take Home Vehicles – amended to include take home vehicle for the Athletic Trainer.

Ms. Riggins motioned to approve, Rev. Bush seconded.

ITEM #9 – Consideration of Consent Item: Fund-Raising Activities

Dr. Brown wanted to discuss:

Live Oak Elementary giving cash to teachers. Not comfortable with that.

Dr. Whatley will speak with Principal about this, and asked if receipts would be acceptable.

Radium Springs Elementary- Take “Faculty” out

Dr. Whatley will get clarification on that and bring it back on the 14th.

Albany Middle to purchase uniforms for whom?

Dr. Whatley will get clarification on who the uniforms are for.

These schools fund raisers will be tabled.

Dr. Brown was comfortable with receipt reimbursements, versus giving out cash. Therefore we can move forward with Live Oak, but will table Radium Springs Elementary and Albany Middle.

Rev. Bush motioned to approve the Fund Raiser Items, and Mr. Griffin seconded.

Mr. Maschke asked to move into Executive Session to discuss Personnel.

Back in Session at 1:21 and Mr. Maschke turned the meeting over to Dr. Whatley.

Dr. Whatley made a special announcement that she would retire this year. Dr. Whatley read a statement of the system accomplishments over the years and will be here until a replacement is found to ensure for a smooth transition. (See Attached)

Mr. Maschke at that time, asked Mr. Sampson with GSBA to come in and help with this search and to give an overview of the next move for the Board in finding a replacement for Dr. Whatley. Mr. Sampson gave out a packet of information to the Board to review. Mr. Sampson did a PowerPoint presentation about a Superintendent Search and the services that GSBA offers for a fee of \$8,000 plus travel.

The Board agreed to have a special called meeting on September 1, 2009 at 9:00 a.m. to discuss further. Mr. Maschke thanked Dr. Whatley and Mr. Sampson for coming to address the Board.

Rev. Bush motioned to adjourn, Ms. Riggins seconded. *The vote was unanimous. (2:40 p.m.)*

MEMORANDUM

TO: Members of the Dougherty County Board of Education
FROM: Dr. Sally Whatley, Superintendent
DATE: August 26, 2009
SUBJECT: Consideration of Personnel

RECOMMENDATION: The Superintendent recommends approval of the following personnel.

NEW HIRES: 2009-2010

Name	Position	Location	Replacing
<u>Teachers</u>			
Lakisha Williams	Teacher 9 th Grade Science	Monroe	R. King (R)
Ashley Roe	Teacher 9 th – 12 th Science	Westover	S. Bowers (R)
Renu Angira	Teacher 10 th – 12 th Math	Westover	A Thomas (TR)
Timothy Williams	Teacher 10 th – 11 th Biology	Dougherty High	C. Dwaram (R)
Juan Restrepo	Teacher 9 th – 12 th Spanish	Albany High	E. Vonhein (TR)
Sabrina Anderson	Teacher PALS English/SS 6 th – 8 th *****	SGRAC	Increased Student #
Carlene Burrell	Teacher 6 th – 8 th Spanish	DIEMS	J. Dixon (R)
Betsy Bridger	Teacher Art (3 days per week)	Sylvester Rd	J. Davis (TR)
Luis Moreno	Teacher Spanish	Sherwood	M. Garm (R)
<u>Paraprofessionals</u>			
Kawann Wallace	Paraprofessional Kindergarten	Sherwood	D. Prather (RT)
<u>Substitutes</u>			
Cathy Clemons	Reg. Substitute Teacher	System Wide	
Sylvia Watson	Reg. Substitute Teacher	System Wide	
Bettye Gardner	Reg. Substitute Teacher	System Wide	
Jason Bracken	Reg. Substitute Teacher	System Wide	
Tracy Williams	Reg. Substitute Teacher	System Wide	
Rosie Williams	CNS Substitute Food Assistant	System Wide	
Shakera Brown	CNS Substitute Food Assistant	System Wide	
Rose Foster	CNS Substitute Food Assistant	System Wide	
<u>Leave of Absence:</u>			
Mary Jones (Medical)	Bus Driver	Transportation	
Mattie Jones (Medical)	Bus Driver	Transportation	
Bobbie Dupree (Medical)	CNS Food Assistant	Monroe	
Angela Reid (Medical)	CNS Food Assistant	Radium Middle	
Cynthia Anderson (Medical)	CNS Food Assistant	Monroe	
Lasonda Carter (Medical)	Paraprofessional 9 th – 12 th	Dougherty High	
Edna Sawyer (Medical)	Paraprofessional ESP	Jackson Heights	
Mary Harris (Medical)	Paraprofessional 6 th – 8 th Media	Radium Middle	
Marrane Evans (Medical)	Paraprofessional Kindergarten	Lamar Reese	
Tiffany Malone (Medical)	Personal Aide ESO	ESP Office	
Richard Barbree (Military)	Teacher 10 th -11 th Economics & US History	Dougherty High	
Lacey Ragin (Medical)	Teacher 4 th Grade Science	Lamar Reese	
Loretta Travers (Medical)	Teacher Chorus	Merry Acres	

Quatrissia Johnson (Medical) Media Specialist

Sylvester Road

Return To Work:

Frances Thomas	Paraprofessional EAEP 3 rd - 4 th	SGRAC
Corderia Smith	Paraprofessional Media	Albany Middle
Jessica Thomas	Teacher PE	Magnolia
Betty Phelps	Teacher 2 nd Grade	Sherwood
Lisa Coon	Speech Therapist	ESP Office
Amy Henry	Speech Therapist	ESP Office

CHANGE OF STATUS: 2009-2010

		From			To
Name	Position/Grade	Location	Position/Grade	Location	Location
Rodrick Arrington	Teacher Science	Monroe	Para Media	Southside	
Sakeena Chatmon	Reg. Substitute Teacher	System Wide	Para 1 st Grade	Morningside	
Jada Frazier	Reg. Substitute Teacher	System Wide	Para **	Sylvester Rd	
Letina Young	Paraprofessional **	MLK Elem	Para Media	MLK Elem	
Gregory Murphy	Paraprofessional (Interrelated)	Turner	Paraprofessional (Interrelated)	DIEMS	
Audrey Brown	Paraprofessional ISS	Albany Middle	Parent Facilitator	Albany Middle	
Felicia White	LT Sub Teacher Health Occupation	Monroe	Teacher Health Occupation	Monroe	
Matthew Schuette	LT Sub Teacher 9 th Math	Westover	Teacher 9 th Math	Westover	
Gwendolyn Alford-Baker	Teacher/Instructional Support **	Dougherty High	Teacher/Instructional Support **	Monroe	
Jessica Thomas	Teacher PE	Albany High	Teacher PE	Magnolia	
Janet Lee	Teacher 2 nd Grade	Turner	Teacher Kindergarten	Turner	
Thia Neal	Counselor	Merry Acres	Primary Counselor	Merry Acres	
Susan Simmons	Teacher Interrelated 5hrs per day	Magnolia	Teacher Interrelated 8 hrs per day	Magnolia	
Ann Davis	Teacher Geom/Alg III - 50%	Westover	Teacher Geom/Alg III - 100%	Westover	
Yalonda Jackson	EDP Substitute Activity Leader	System Wide	EDP Activity Leader	Sherwood	
Alicia Frazier	EDP Substitute Activity Leader	System Wide	EDP Activity Leader	Radium Elem.	
Billy Griner	Custodian	Albany High	Custodian	ASU Early Coll.	
Eddie Brookins	Custodian	ASU Early College	Custodian	Albany High	
Larry Bush	Tile Setter	Facilities	Crew Leader	Facilities	
Lisa Merritt	Personnel Clerk	Personnel	Administrative Aide	Federal Programs	
Willie Mae Ware	Reg. Substitute Teacher	System Wide	Teacher 7 th Math	Radium Middle	
Francinea Lingo	LT Sub Teacher 6 th Inclusion	Southside	Reg. Substitute Teacher	System Wide	

CHANGE OF STATUS: Long Term Substitute Teachers/ Para's 2009-2010

Name	Position/Grade	Location	Replacing
Riffany Leonard	LT Sub Paraprofessional ESP	Jackson Heights	E. Sawyer (M)
Jazzlyn Johnson	LT Sub Paraprofessional Kindergarten	Lamar Reese	M. Evans (M)
Kirvea Burroughs	LT Sub Teacher 6 th Grade Math/English	Robert Cross	V. Washington (TR)
LaShanda Yarborough	LT Sub Teacher Chorus	Merry Acres	L. Travers (M)
Karen Harper	LT Sub Teacher Dance	Radium Middle	K. Harper (Sub)
Allison Evans	LT Sub Teacher ESP	Albany Middle	K. Davis (R)
Justin Willson (cert)	LT Sub Teacher 10 th - 11 th Language	Dougherty High	G. Baker-Alford (TR)
Latosha Burkes	LT Sub Teacher 4 th Science	Lamar Reese	L. Ragin (M)
Tracy Williams (cert)	LT Sub Teacher Home Economics 9 th - 12 th	Westover	D. Holmes (R)
Barbara Gaines (cert)	LT Sub Teacher Business 9 th - 12 th	Westover	S. Fortson (R)

The funding source for all position is the "General Fund".

Except For: *Class Size Reduction **Title I ***ESP**** School Improvement/Title I ***** Workman Comp. Fund*****Safe and Drug Free Schools Title I/ARRA/Stimulus*****

(RT) Retired (TR) Transfer (DR) Disability Retirement (R) Resigned (T) Terminated (Mil) Military
 (NMSR) Not Meeting State Requirement (IHT) In House Transfer (NP) New Position (D) Deceased (CR) Contract Release
 (SR) Staff Reduction (M) Medical (JA) Job Abandonment (PE) Program Ended (TR) Transfer
 (TG) Teach Georgia (TE) Temporary Employee (NR) Non-reappointed (LA/DR) Leave of Absence pending Disability Retirement
 (NMC) No Money Change (AR/EL) Additional Routes/ Extra Location (WC) Workers Compensation

Recommended by: *Sally Whatley*
 Dr. Sally Whatley, Superintendent

American Recovery and Reinvestment Act

Title I ARRA Funds

The Dougherty County School System (DCSS) has a comprehensive plan that will address the following areas to ensure sustainability in student achievement.

Professional Development (Activities designed to increase teacher effectiveness)

- Georgia Performance Standards content
- Teaching strategies
- Differentiated instruction
- Leadership training
- Formative Assessment training
- Instructional coach training
- RTI – additional training
- Counseling training
- Gifted Endorsement for Title I schools

Personnel

(2) Teachers in the PALS Program (middle school alternative program)

- (1) Crystal Grimsley - English/Math
- (2) *Sabrina Anderson - Social Studies*

(4) Teachers in the Performance Learning Center (PLC) – (high school alternative program)

- (1) Patrick Nwokedi - Math
- (2) Corban Dwaram - Science
- (3) Kimberley Ingram - English

Teachers (49% or part-time teachers) hired as **Remediation Teachers**

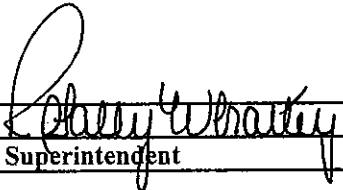
- (1) Tinisha Loud - Albany Middle – ELA (50%)
- (2) Virginia Coleman - Albany High – Science (49%)
- (3) Mamie Fulmore - Albany High – ELA (49%)
- (4) Courtney Rogers - Albany Middle – Reading (50%)
- (5) Martez Favis - DIEMS – Reading - Pending Certification (50%)
- (6) Sonya Laster - DIEMS – Reading – Pending Certification (50%)

TO: Members of the Dougherty County Board of Education
FROM: Dr. Sally Whatley, Superintendent
DATE: August 26, 2009
SUBJECT: Consideration of Resignations/Terminations/Retirements

RECOMMENDATION: The Superintendent recommends approval of the following personnel.

<u>Name</u>	<u>Location / Position</u>	<u>Effective Date</u>	<u>Reason for Leaving</u>
<u>Teacher</u>			
Darlene Moore	Lamar Reese / Teacher P.E.	8/17/09	Resigned
<u>Paraprofessional</u>			
Yolanda Malone	Sylvandale / Paraprofessional	8/17/09	Resigned
<u>Child Nutrition</u>			
Victoria Mitchell	Sherwood / CNS Team Leader	8/10/09	Resigned
Willie Mae Toomer	Monroe / CNS Food Assistant	7/31/09	Resigned
<u>Administrative</u>			
Lois Peel	Central Office / Accounts Payable Coordinator	9/1/09	Retiring
<u>Security</u>			
John Reid	Safety and Security / School Crossing Guard	5/22/09	Resigned
Evins Trice	Safety and Security / School Crossing Guard	5/22/09	Resigned

NOTES:

Recommended by: 
 Dr. Sally Whatley, Superintendent



Ensuring Excellence in the Governance of
Georgia's Public School Systems

RECEIVED

AUG 1 2009

Invoice

DO. CO. SCHOOL SYSTEM
SUPERINTENDENT'S
OFFICE

Invoice Number	2010-1051
Terms	Net 30
Date	6/1/2009

Sold to: Dougherty County Schools
Dr. Sally Whatley
200 Pine Ave
Albany, GA 31701-2531

Description	Price
eBOARD Software - subscription renewal - FY 2010 (July 1, 2009 - June 30, 2010)	
Policy	\$ 3,000.00
Law	<u>650.00</u>
Total Due	<u>\$ 3,650.00</u>

Please make check payable to: Georgia School Boards Association

Georgia School Boards Association
5120 Sugarloaf Parkway, Lawrenceville, GA 30043
770-962-2985 Fax:770-962-5392

Dougherty County School System

Betty W. Graper, Ed.D.
Federal Programs and School Improvement
Dougherty County School System
P.O. Box 1470 / 200 Pine Avenue
Albany, GA 31702-1470

Telephone 229-431-3415
Fax 229-431-1809
email: betty.graper@docoschools.org

To: Sally Whatley, Ph.D., Superintendent

From: Dr. Betty Graper, Director of Federal Programs & School Improvement

Date: August 12, 2009

Re: Board Approval - Dougherty County School System to serve as the fiscal agent for Dougherty County Family Literacy Council, Inc.

The purpose of this correspondence is to request approval of a contract between the State of Georgia, Department of Human Services, through its Children's Community Based Initiative and Dougherty County School System. The contract requests that Dougherty County School System serves as the fiscal agent for Dougherty County Family Literacy Council, Inc. The grant amount of the contract is \$48,500.00.

MEMORANDUM

TO: Members of the Board of Education

FROM: Sally Whatley

RE: Consideration for Recommendation for the Fund Raising Requests

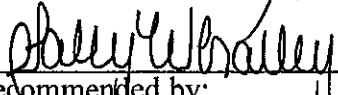
DATE: August 26, 2009

Recommendation: That the following fund raising requests be approved:

- Lamar Reese ES October 3, 2009, Fall Festival/BBQ Dinner. Funds will be used to purchase costumes for play and fine arts materials.
- Live Oak ES August 30 – September 9, 2009, Faculty and staff will sponsor a schoolwide candy sale. Students will sell only to family and friends-no door to door sales. Funds will be used to pay for Honors Day Programs, the annual Water Day celebration, and to provide cash allotments to teachers for school supplies.
- August 30 – September 9, 2009, PTO- Will sponsor a BBQ Dinner sale. Students and parents will sell to family, friends, and co-workers-no door to door sales. Funds will be used to pay for student agendas and additional CRCT preparation materials for students and teachers.
- Magnolia ES October 1-31, 2009, Cookie Dough Sale. Funds will used for Student of the Month prizes, Student Council program refreshments, gifts for speakers, drug free ribbons and pencils, GREAT and CHAMPS gift cards, student council shirts, pizza party for classes for Leukemia/Lymphoma, needy families and school uniforms, and any other needs that arise in our school during the year.
- Sherwood ES August 31, 2009 & January 8, March 12, May 5, 2010, PTO- Cookie Dough, Family Fun Day Festival, BBQ-Schoolwide, Design Jewelry-Schoolwide. PTO and SAES administrators will use the funds to sponsor approved student incentives, award, field trips, miscellaneous supplies, special events, retreats, and etcetera.
- Radium ES September 21 – October 12, 2009, Students will be selling candy through QSP. Parents will be asked to sale to family, friends, and co-workers. Funds will be used for incentives for students, faculty and staff.
- Albany MS August 27, 2009, Candy sale. Funds will be used for monthly behavior incentive.
- September 5, 2009, PTO – 25 Book Campaign. Funds will be used to purchase resources and materials.
- September 5 – October 12, 2009, Doughnut sale and barbeque plates. Funds will be used to purchase uniforms for Fall and Winter.
- Southside MS August 15 – December 20, 2009, FFA Chapter – Student will be selling meat sticks from Country Meats Woodstock. Funds will be used to support FFA activities, support students who are not able to pay their way to leadership conferences and to pay for the drivers' expenses for overnight field trips throughout the year.

Dougherty HS

August 28 – October 23, 2009, MCJROTC28 – Provide “Discount Cards” which offer discounts at local fast food restaurants. Cards come from “The Discount Card” company of Valdosta, GA. Funds raised are used primary for the annual MCJROTC Cadet Ball. Funds are also used for Cadet Drill Team and Rifle Team Competition trips.


Recommended by:
Sally Whatley, Superintendent

SW/dg



DOUGHERTY COUNTY SCHOOL SYSTEM
P.O. BOX 1470, 2ND FLOOR AVENUE
ALBANY, GEORGIA 31702-1470
TELEPHONE (229) 437-1255 FAX (229) 437-1270
swhalley@dcschools.ga.gov

SALLY WHALLEY, PH.D.
SUPERINTENDENT

BOARD OF EDUCATION
MR. DAVID MASCHKE, CHAIRMAN
REVEREND JAMES C. BUSH, MR. MILTON GRIFIN
MRS. EMILY JEAN MCALFE, MS. VEVETT RIGGINS
DR. ANITA WILLIAMS-BROWN, MR. MICHAEL WINDOM

August 26, 2009

As a new school year begins, it is always important to reflect on the progress we have made and where that leads us as a school system. In doing this, I am mindful of the enormous pride I feel in the collaborative efforts of our school board, our leaders in both administration and in the classroom, the dedicated support staff that anchors our efforts, and our parents who are our most important partners as well as many partners in the community who have supported our children and our staff.

2009's graduation rate was the highest rate in the Dougherty County School System since the **No Child Left Behind Federal Law** was implemented in 2001. The graduates of 2009 were kindergartners in 1996-97 when the system began implementing increased expectations throughout their educational career. The system has truly been on a course of continuous instructional improvement.

Supported by the Department of Curriculum and Instruction, our principals and assistant principals have led our schools to higher ground each year. Our teachers have accepted the ongoing challenge of implementing the GPS Curriculum in all content areas and increased standards not only required by the Georgia Department of Education but also to the increased local standards. Clearly, our children have made significant progress.

Since 2001-02, the Dougherty County School System has celebrated the following accomplishments:

- Our Graduation Rate increased from 50.1% in 2002 to 75.25% in 2009 after summer school graduation.
- 72% of our 11th graders passed all four **GHSGT**'s on the first attempt in 2009.
- Our Dropout Rate in grades 9-12 decreased from 7.5% in 2002 to 3.1% in 2009.
- In 2009, there was only 1 middle school dropout. (In 2002, there were 35 dropouts. These children turned 16 in the middle school and could legally drop out of school.)
- In 2009, 93.81% of our students had fewer than 15 absences.
- We have had 4 National Blue Ribbon Schools.
- Two of our schools were twice named Georgia Schools of Excellence.
- We have had 1 National Title I Distinguished School.
- Sixteen of our schools are Title I Distinguished Schools, having made AYP three or more consecutive years.
- We had 5 out of Georgia's 44 *No Excuse Schools* named by the Georgia Public Policy Foundation in 2009.
- After completing our first year, Albany Early College achieved a high success rate on all content areas of the **Criterion Referenced Competency Tests**.
- We have increased our choice opportunities for children and parents through our increased magnet programs offerings.
- During the *first round* of AYP this year, 20 of 26 schools were successful. At least two of the six schools that were not successful have a very good chance of making AYP on the *second round* to be announced in September.

Operationally, we have continued to make great gains as a school system. As 1 of only 8 school systems in the nation as ISO (International Organization for Standardization) Certified, our operational staff continue to ensure standardized procedures and continuous improvement in each department.

- In Transportation to maximize instructional time by ensuring 97% on time arrivals.
- In Child Nutrition to ensure that our children are provided nutritious meals and that the program operates debt free.
- In Facilities to ensure efficient maintenance system wide as well as oversight in major renovations of 7 sites and the building of 6 new schools.
- In MIS to ensure continued improvement in data collection and student records
- In Finance to ensure fiscal responsibility by reducing audit findings (financial findings only) from 7 in FY2002 to 2 in FY2008.
- In Supply Services to ensure accountability of approximately \$35M in assets by reducing asset discrepancies totaling \$492,636 in 2002 to \$28,000 in 2009.
- In Technology to ensure a student to computer ratio that ranks the DCSS as 7th in the state

For me, personally, it has been such an honor serving this school system, our parents, and our community, as Superintendent. A continuation plan for the system leadership is extremely important to me in this point of my tenure as superintendent. Since this is the last year of my contract, it is my sincere desire that a smooth transition occur as the next superintendent comes on board. A solid continuation plan for the superintendency will best enable the Dougherty County School System to move towards continuous instructional improvement at all levels. Therefore, to ensure a smooth transition, I am announcing my retirement to allow sufficient time for the process of selecting a new superintendent and I will step down when the Board has made a selection. Until that selection process is completed, it will be my privilege to continue to lead the Dougherty County School System as Superintendent and I can assure you that my number one priority will be what it has always been: *doing what is best for children.*

I am confident that the Board will move forward expeditiously on behalf of our system.