

## Minutes of the Regular Meeting of the Barnwell School District 45 Board of Trustees

**TIME:** 6:00 p.m., Thursday, March 10, 2022

**PLACE:** Barnwell Schools Administration Building, 770 Hagood Avenue, Barnwell, SC 29812 for Board Members;  
virtual for the public

**PRESENT:**

**Board of Trustees:** Rosey Anderson, Chair; Felicia Devore, Vice-chair; SGM Abraham Sexton, Clerk; Becky Huggins, Member;  
Dr. Rhett Richardson, Member

**District Office:** Crissie Stapleton, Superintendent; Rachel Wall, Assistant Superintendent/Curriculum Director; Tina Smith,  
Administrative Assistant; Kelley Shealy, Curriculum Support Coach; John Moody, IT Director

The agenda for the meeting was as follows:

### OPENING BUSINESS

1. Rosey Anderson-Chair, called the meeting to order. SGM Abraham Sexton, Clerk, delivered the reflection. Felicia Devore led the Pledge of Allegiance to the Flag. Superintendent Stapleton announced that local media had received notice of the meeting as required by the Freedom of Information Act.
2. The Board unanimously approved the agenda. Motion was made by Felicia Devore and seconded by Dr. Rhett Richardson.
3. The Board unanimously approved the Consent Agenda. Motion was made by Becky Huggins and seconded by Felicia Devore.
4. There was no hearing of the public.

### ACCOUNTABILITY

#### A. Information

1. Superintendent Stapleton presented the following district updates:
  - a. The SRNS loaned professional is no longer on site, but she will continue to assist with the BHS cafeteria renovation, other district projects, and continue our nutrition partnership.
  - b. We have submitted our first projects to OSF for approval on the ESSER Project and additional projects will be ready to upload in the next few days.
  - c. Congratulations to BHS sophomore clarinet player Madison Doughtie for representing our district for a 3<sup>rd</sup> consecutive year in the South Carolina Band Directors Association Region 2 Band.
  - d. Each grade level at BPS represented The Year of the Tiger. A different artistic style was represented by each grade and it is amazing what the students can do.
  - e. Mr. Dewayne Eubanks, the *Barnwell County Take Your Shot Coach*, has been instrumental in helping with our vaccination efforts and organizing our vaccination clinics. We will be honoring Mr. Eubanks by dedicating health books purchased for our libraries in his honor. He will be here Monday, March 14th to be presented with a gift, a certificate, and to see the books that will be placed in the libraries. We have a press release we will share following that recognition.
  - f. We will be providing retention bonuses for the current staff in the spring of 2022 to ensure the district and schools are appropriately staffed for the continuity of learning and services during the 2022-2023 school year. These bonuses will be funded by CERRA.
2. Superintendent Stapleton presented COVID-19 Updates:
  - a. The Centers for Disease Control and Prevention (CDC) announced on February 25, 2022 that “it is exercising its enforcement discretion to not require that people wear masks on buses or vans operated by public or private school systems, including early care and education/child care programs. CDC is making this change to align with updated guidance that no longer recommends universal indoor mask wearing in K-12 schools and early education settings in areas with a low or medium COVID-19 Community Level.” Therefore, effective immediately, the South Carolina Department of Education will no longer require the use of masks by students and staff on state owned and operated school buses. The use of face coverings on our buses is now optional. Some of the kids are still asking for a mask, and we are providing them with a mask.

- b. The COVID-19 Information Page and COVID-19 Dashboard will continue to be updated weekly.
3. Superintendent Stapleton presented the BSD45 Cognia Report:
- a. Superintendent Stapleton shared that, out of the 31 Cognia Standards, over half were rated at the highest level. In the area of Governance and Leadership (Leadership Capacity Domain), 10 of the 11 standards were rated at the highest possible level. She shared that this ranking speaks to the wonderful job the school board does for the district on a regular basis.
  - b. Themes highlighted by Cognia include:
    - An alignment to mission and vision
    - Two-way stakeholder communications
    - Staff support and professional collaboration
    - Use of data
  - c. BSD45 received an IEQ of 340.48. The Index of Education Quality (IEQ) results are reported on a scale of 100 to 400 and provide information about how the institution is performing compared to expected criteria. An IEQ of 275 and above indicates the institution is beginning to reach the Impact level and is engaged in practices that are sustained over time and are becoming ingrained in the culture of the institution. The 5 year average rating for institutions in the Cognia network is 278-283. Superintendent Stapleton also compared this new IEQ to the district's 2017 results of 270.24.
  - d. Superintendent Stapleton noted specific quotes from the Cognia report which commended the district on its operations.
    1. Recognizing the stability and knowledge of the current board of education with their knowledge of current practices, expectations and improvement facilitation skills could be a prime opportunity for self-reflection on “unwritten” aspects that have resulted in successful board operations, interactions, and effectiveness and provide an opportunity to codify them for continuance with future boards.
    2. A culture of adherence to policies designed to support district effectiveness is ingrained and protected.
    3. The team noted the value board members place on ethical behaviors and that there have been no violations in the last five years.
    4. Communications between district leadership and the Board of Education is clear with strategic decisions based on data.
    5. The district actively engages in effective processes to provide information and collect feedback from internal and external stakeholders to guide the decision-making process. The district maintains a clear, consistent, and two-way outreach to effectively engage stakeholders in the achievement of the established purpose and desired outcomes for learning.
    6. An open-door policy throughout the district was identified by staff, parents and community members.
    7. Team members repeatedly heard comments from internal and external stakeholders applauding the value placed on their input and the varied opportunities provided for their voice in decision-making.
    8. District leaders effectively implement standardized formal and informal evaluation methods to monitor instructional and organizational practices, provide programs of support to maximize the potential of each staff member and maintain a qualified and engaged staff.
    9. Powerful evidence of the efficacy of BSD45 hiring and retention practices include current staff members' disclosure to team members of their choice to become part of the district's employee family and took a lesser position than held in their previous district to do so. Teachers told of past decisions to leave the district but gladly returning to BSD45 when given the opportunity.
    10. Words frequently used by stakeholders to describe BSD45 are community, investment, involvement, encouraging, family atmosphere and teamwork.
    11. The district has effectively developed and communicated a mission and vision that drives all aspects of the organization, provides the foundation for strategic planning, stakeholder engagement, as well as operational and instructional practices promoting continuous improvement.

12. Leaders are urged to plan for reinforcement of the many positive practices which make the district unique, track data on improvement efforts to measure impact on student learning and success over time and celebrate the district's positive traits highlighted here giving accolades to all those who engaged in stakeholder interviews.
- e. Superintendent Stapleton noted that the Cognia report concluded with the recommendation that the district celebrate the successes noted in the report and continue the improvement journey.

## **BASIC STRUCTURE**

### **A. Actions**

1. Second Reading and Approval of Revisions to Policy JRA-Student Records.  
Motion made by Becky Huggins and seconded by Dr. Rhett Richardson. The motion was approved unanimously.
2. Second Reading and Approval of Revisions to Policy ECA- Security.  
Motion made by SGM Abraham Sexton and seconded by Dr. Rhett Richardson. The motion was approved unanimously.
3. Second Reading and Approval of Revisions to Policy IJL- Library Materials Selection and Adoption.  
Motion made by Felicia Devore and seconded by SGM Abraham Sexton. The motion was approved unanimously.
4. Approval of March 2022 Strategic Planning Work Session.  
Motion made by Felicia Devore and seconded by SGM Abraham Sexton. The motion was approved unanimously.
5. Approval for Non-Resident Students A-F. (Made following Executive Session. See below.)  
Motion for approval of Non-Resident Student A made by SGM Abraham Sexton and seconded by Dr. Rhett Richardson. The motion was approved unanimously.  
Motion for approval of Non-Resident Student B made by Felicia Devore and seconded by Becky Huggins. The motion was approved unanimously.  
Motion for approval of Student C made by Becky Huggins and seconded by SGM Abraham Sexton. The motion was approved unanimously.  
Motion for approval of Student D made by Becky Huggins and seconded by SGM Abraham Sexton. The motion was approved unanimously.  
Motion for approval of Student E made by Felicia Devore and seconded by SGM Abraham Sexton. The motion was approved unanimously.  
Motion for approval of Student F made by Felicia Devore and seconded by SGM Abraham Sexton. The motion was approved unanimously.

## **ANNOUNCEMENTS**

**Richardson-** Congratulations to Madison Doughtie. We are very proud of you. Thank you to Mr. Dewayne Eubanks, an active citizen that helps the county and the district. I am very proud of the Cognia results and very thankful to Superintendent Stapleton and Dr. Wall for all of their hard work.

**Huggins-** I am very proud of the Cognia review results and thankful for the hard work to get things done. The efforts are proven, results are there, and I am very proud.

**Sexton-** Thank you to Mr. DeWayne Eubanks for all your hard work. Madison Doughtie, great job on representing the district. Thank you to the staff from the top to the bottom. Superintendent Stapleton and Dr. Wall, you have done a great job and I am proud of you. We would have never received that great Cognia rating without your leadership. Thanks to the bus drivers and the whole staff for all you do.

**Devore-** I would like to echo everyone. Congratulations to Madison Doughtie on your band accomplishments. Thank you to Mr. DeWayne Eubanks and the administration for all you do day in and day out.

**Anderson-** I agree with everything that has been said. I appreciate the work that Mrs. Huber and Mr. Eubanks has done. Thank you for the hard work put into the Cognia process. It shows what we already know, and the board appreciates all you do.

## **EXECUTIVE SESSION**

Motion was made by Chair Rosey Anderson to go into Executive Session at 6:42 p.m.

Out of Executive Session at 6:58 p.m. Motion made by Dr. Rhett Richardson and seconded by Felicia Devore. Action on Students A through F was taken. See number 5 under Actions.

Board unanimously approved the adjournment of the meeting. The motion was made by Dr. Rhett Richardson and seconded by Felicia Devore at 6:59 p.m.

Chair Rosey Anderson

Clerk Abraham Saylor