

**Gaston County Schools  
Board of Education  
Friday, January 28, 2022  
Meeting 9:00 a.m.**

**MINUTES**

The Gaston County Board of Education held its annual retreat on Friday, January 28, 2022 in the Linda Rader Staff Development Center, 240 Eighth Avenue, Cramerton, NC. Those Board Members in attendance were: Chairman Jeff K. Ramsey, Vice Chairman Dot Cherry, Kevin Collier, Justin Davis, Steve Hall (absent), Lee Dedmon, Dot Guthrie, Robbie Lovelace and Brent Moore.

Additional attendees include: Superintendent Dr. W. Jeffrey Booker, Associate Superintendents Melissa Balknight and Gary Hoskins, Chief Communications Officer Todd Hagans, Administrative Assistant Andrea Stephens and Board Clerk Dana Luoto.

Chairman Ramsey called the meeting to order at 9:02 a.m. and welcomed everyone.

Chairman Ramsey recognized Superintendent Booker who presented a PowerPoint on Opening Presentation. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Rebekka Powers who presented a PowerPoint on Strategic Planning. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on School Business Systems Modernization. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on Budget. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Dr. Morgen Houchard who presented a PowerPoint on Safety and Security. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Dr. Morgen Houchard who presented a PowerPoint on Bond and Capital Projects. Discussion followed.

(View PowerPoint)

Chairman Ramsey recognized Dr. Morgen Houchard who presented a PowerPoint on Transportation. Discussion occurred.

(View PowerPoint)

Chairman Ramsey recognized Dr. Melissa Balknight who presented a PowerPoint on Academic Services. Discussion followed.

Academic Services team presented "Learner Profile" as a group activity.

(View PowerPoint)

Superintendent Booker reported the following:

We are in the planning stages with our delegates to schedule a virtual meeting.

The calendar shows committee meetings for February. Operations Committee's date is to be determined and the C&I Committee will meet on Thursday, February 10 at noon.

Our new payroll system will be a challenge but we will continue to work through this challenge.

The House Select Committee on an Educational System for North Carolina's Future was formed in the House. Representative John Torbett along with Representative Blackwell are the chairs and they had their first meeting this week.

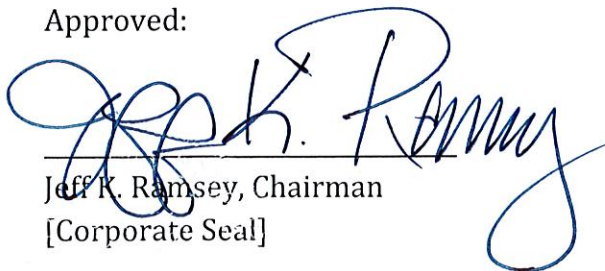
We continue to be a leader with our Career and Technical Education (CTE). Even with COVID we are still having virtual job fairs, career fairs and business fairs. A lot of positive things with CTE have occurred in the face of COVID.

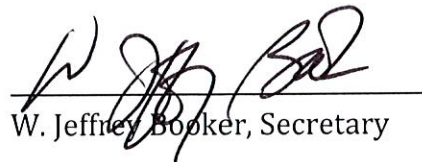
Our proms and graduation will be upon us soon. Schools are planning their proms now.

Chairman Ramsey thanked Board Members for attending the Retreat and staff for all of their work that went into preparing for the retreat.

Meeting adjourned at 2:51 p.m.

Approved:

  
\_\_\_\_\_  
Jeff K. Ramsey, Chairman  
[Corporate Seal]

  
\_\_\_\_\_  
W. Jeffrey Booker, Secretary

Date Approved:

2/21/2022



# **Board of Education Retreat**

**Rader Staff Development Center**

**January 28, 2022**



# Board of Education Retreat

*Gaston County Schools*

**W. Jeffrey Booker, Superintendent**

**January 28, 2022**

# School Board Recognition Month



**Gaston County  
Board of Education**

*Thank you!*

**Gaston County Schools**

# Gaston County Schools

## Retreat Overview



# Reflection on Operational Outcomes



**CORONAVIRUS CRISIS GROWS**

# **SCHOOLS IN CLOSURE**

**Cases continue rising**

**Schools close tomorrow**

**U.S. DEATHS NEAR 100,000, AN INCALCULABLE LOSS**

**COVID-19 CASES SPIKE**

**Exams cancelled after virus forces schools to shut down**

CORONAVIRUS PANDEMIC  
**STAY AT HOME**

**Coronavirus: Now it's getting serious**



# Technology



## Technology

- **2018-2019**      **38,553**
- **2021-2022**      **43,511**



# Human Resources



# Human Resources

	<b>Retirements</b>	<b>Early Contracts</b>	<b>EPI Teachers</b>	<b>Beginning of the Year Vacancies</b>
2018 - 2019	115	23	28	0
2019 - 2020	98	31	21	4
2020 - 2021	104	42	31	14
2021 - 2022	95 (currently)	46	58	41

# Human Resources

- **Continue to search for quality applicants throughout the eastern part of the United States.**
- **Recruit in person at colleges and universities in:  
North Carolina, South Carolina, Virginia, and Georgia.**
- **Attend virtual job fairs in:  
Florida, Ohio, Pennsylvania, New York, and Michigan.**

**Additionally, solicit help in filling positions from Educational Partners International, Profound Gentlemen of the Carolinas, Teach for America, Troops to Teachers, and Teachers of Tomorrow. Our goal is to ensure we have effective educators in every Gaston County Schools classroom.**

## Human Resources (Challenges):

- The number of qualified educators graduating with education degrees from colleges and universities compared to the number of job vacancies nationwide.
- Compensation as compared to neighboring districts.
- High need subject areas (Secondary Math, Science, English, Special Education) are difficult to fill with qualified educators.
- COVID – 19

# School Choice




Learn about  
**SCHOOL CHOICE**



Discover our 21 dynamic choices, including Academy programs that focus on careers, college prep, health sciences, leadership, public service, technology and industrial engineering, and more!

- |  |   |
|--|---|
| <p><b>ELEMENTARY SCHOOL</b><br/> <b>Gifted and Talented Academy</b><br/>                 @ Pleasant Ridge Elementary School<br/> <b>Hawks Nest STEAM Academy</b><br/> <b>Leadership Academy</b><br/>                 @ Costner Elementary School</p> <p><b>MIDDLE SCHOOL</b><br/> <b>Career Academy</b><br/>                 @ Southwest Middle School<br/> <b>Career Academy</b><br/>                 @ York Chester Middle School<br/> <b>Gifted and Talented Academy</b><br/>                 @ Cramerton Middle School<br/> <b>Leadership Academy</b><br/>                 @ W.C. Friday Middle School<br/> <b>Public Service Academy</b><br/>                 @ John Chavis Middle School<br/> <b>STEAM Academy</b><br/>                 @ Stanley Middle School<br/> <b>Technology and Industrial Engineering Academy</b><br/>                 @ Bessemer City Middle School</p> | <p><b>HIGH SCHOOL</b><br/> <b>Career Academy</b><br/>                 @ Hunter Huss High School<br/> <b>Collegiate Prep Academy</b><br/>                 @ Forestview High School<br/> <b>Gaston Early College High School</b><br/> <b>Gaston Early College of Medical Sciences Health Sciences Academy</b><br/>                 @ East Gaston High School<br/> <b>Highland School of Technology iAccelerate Academy</b><br/>                 @ Ashbrook High School<br/> <b>Leadership Academy</b><br/>                 @ North Gaston High School<br/> <b>Public Service Academy</b><br/>                 @ Cherryville High School<br/> <b>Technology and Industrial Engineering Academy</b><br/>                 @ Bessemer City High School</p> <p><b>ONLINE LEARNING</b><br/> <b>Gaston County Virtual Academy</b><br/>                 (grades K-12)</p> |
|--|---|



**School Choice Fair**  
 Saturday, January 22  
 9:00 a.m. - 3:00 p.m.  
 Gastonia Conference Center

All families are invited to learn about school choice. Parents with a child who is currently enrolled in a private, charter, or home school are encouraged to attend.

[www.gaston.k12.nc.us/schoolchoice](http://www.gaston.k12.nc.us/schoolchoice)

# School Choice Print and Digital Promotional Campaign



**SCHOOL CHOICE**

Learn about  
our 21 programs  
for 2022-2023

**APPLY NOW**

Gaston County Schools

We have  
**SCHOOL CHOICE**

Apply Now!

*Offering 21 programs*  
Gaston County Schools




**We have school choice!**

Submit your application online by March 18

**OFFERING 21 PROGRAMS** Gaston County Schools



# **What's Ahead**

## **Future Focused Framework**



**Most administrators and teachers do not have the luxury of being future focused because they have more pressing issues to address.**

**- Bill Dagget, Ed.D.**

**Center for Leadership in Education**

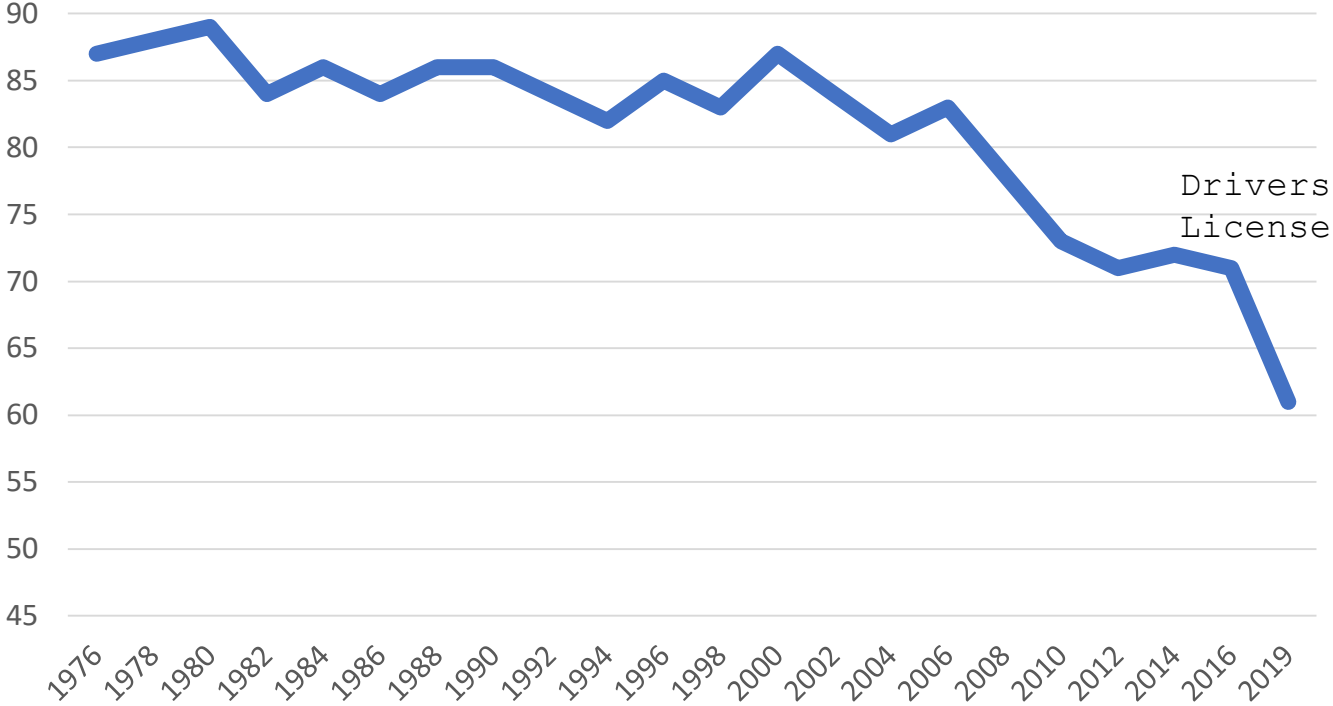
# Our Kids Are Different





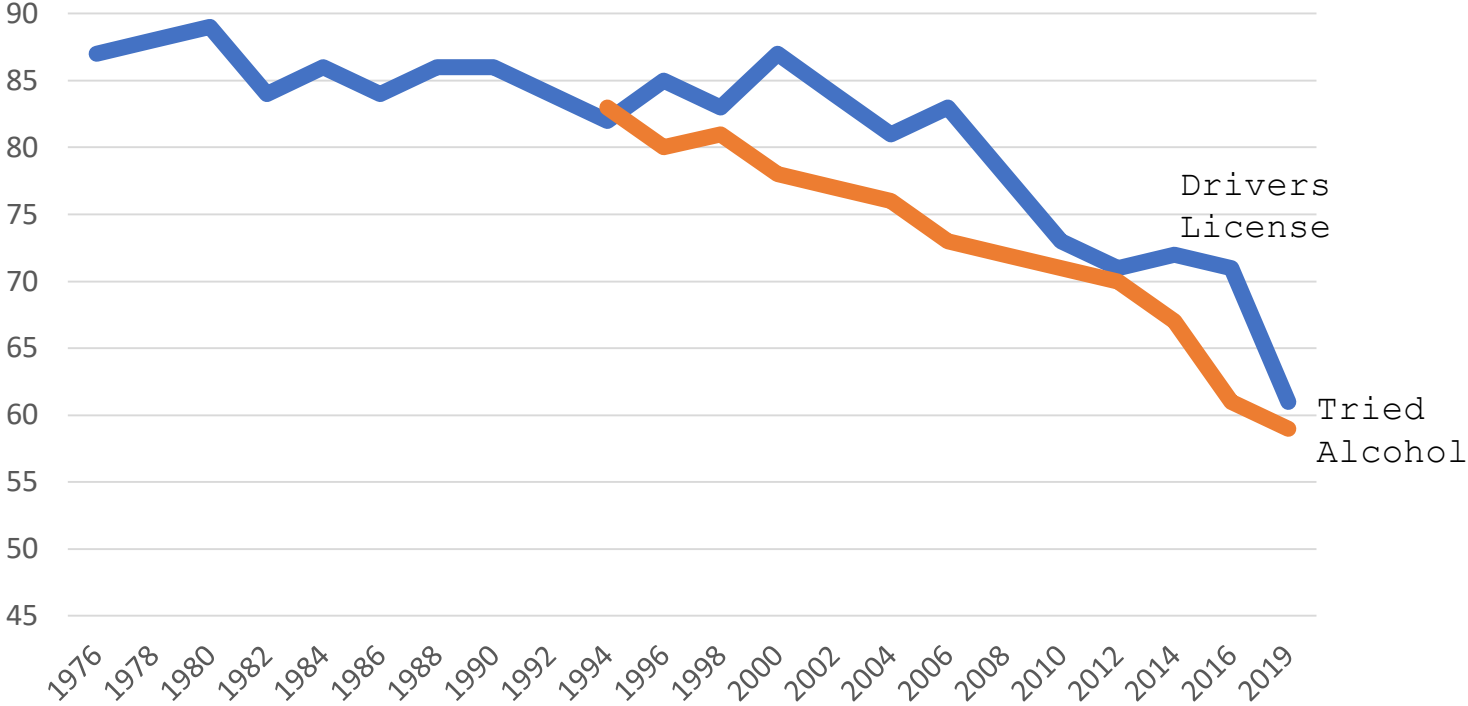
[This Photo](#) by Unknown Author is licensed under [CC BY](#)

# Percentage of 12<sup>th</sup> Graders Who Have:



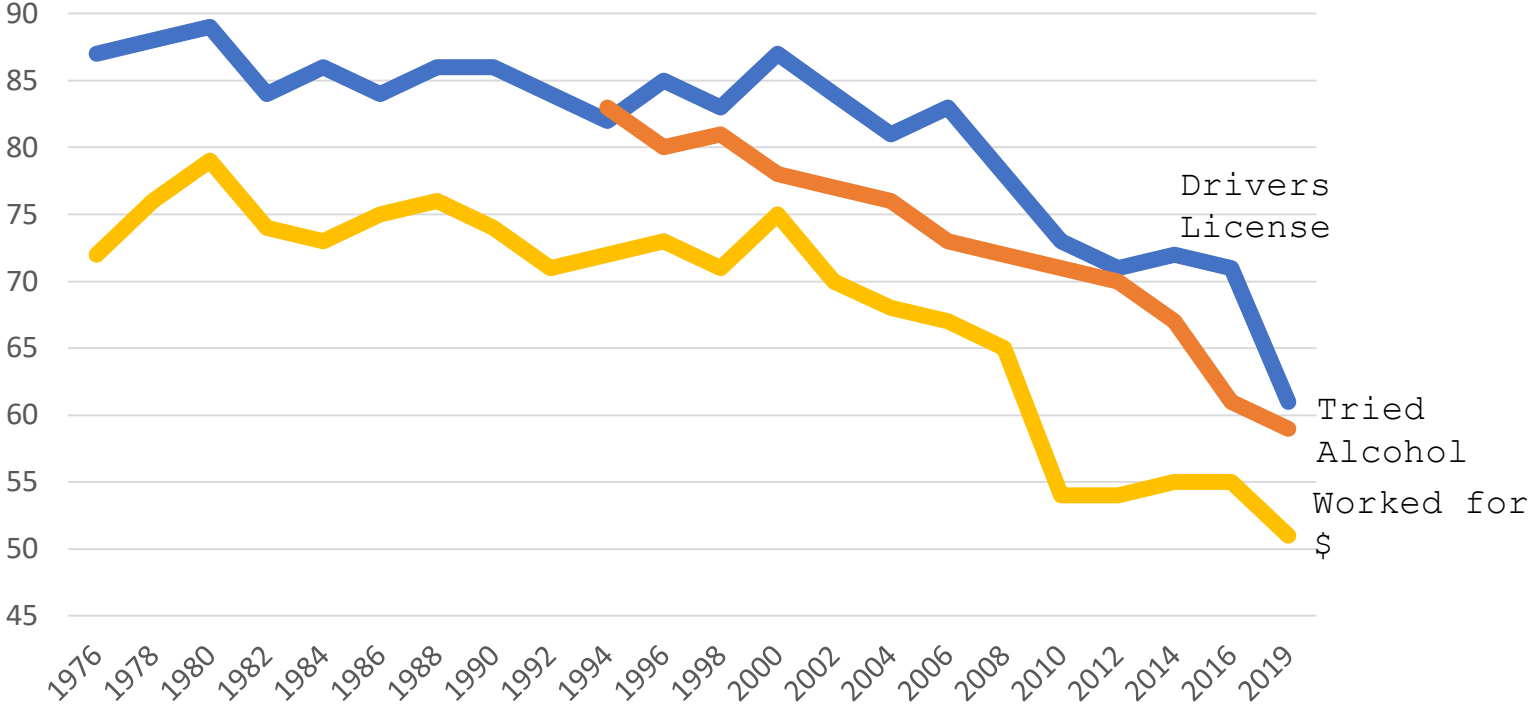
Source: Monitoring the Future Study (Twenge, 2019 fig 1.13)

# Percentage of 12<sup>th</sup> Graders Who Have:



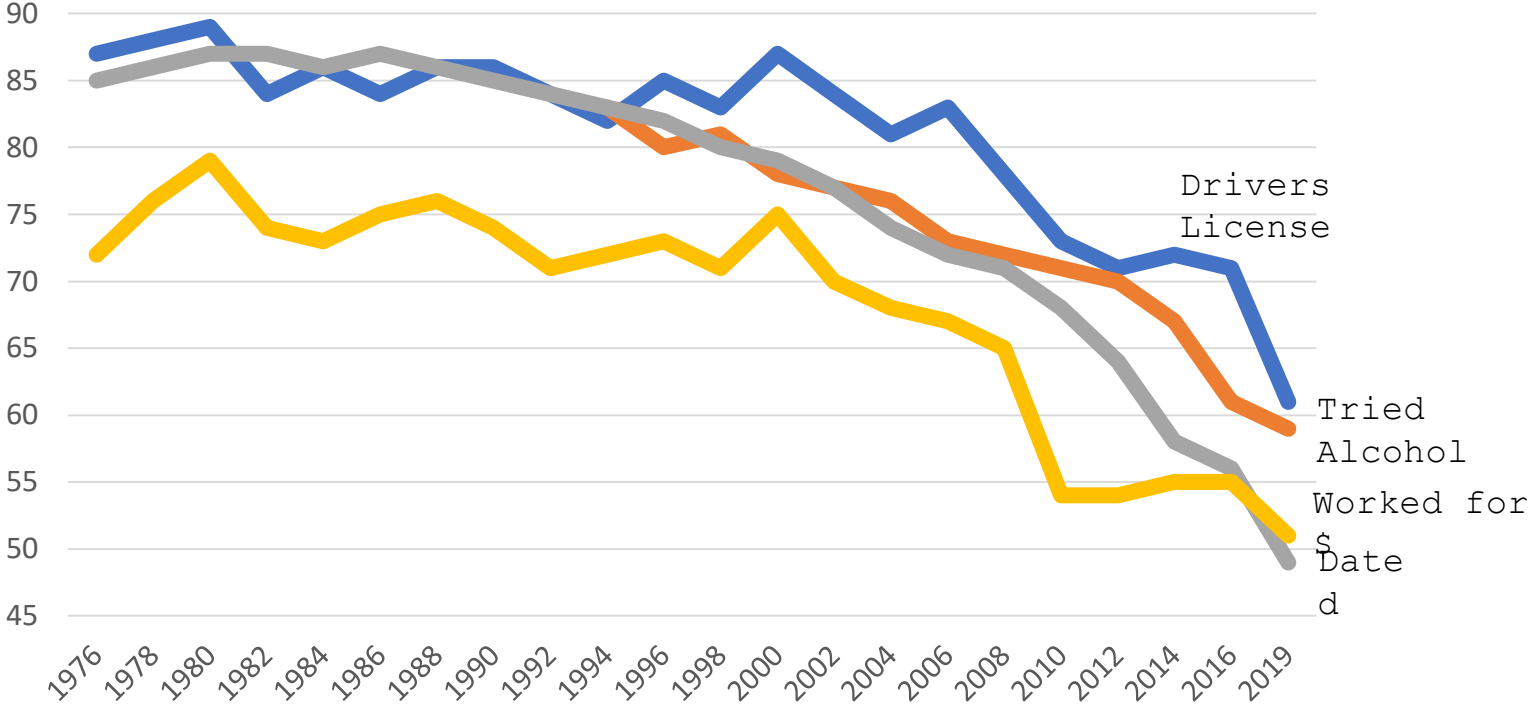
Source: Monitoring the Future Study (Twenge, 2019 fig 1.13)

# Percentage of 12<sup>th</sup> Graders Who Have:



Source: Monitoring the Future Study (Twenge, 2019 fig 1.13)

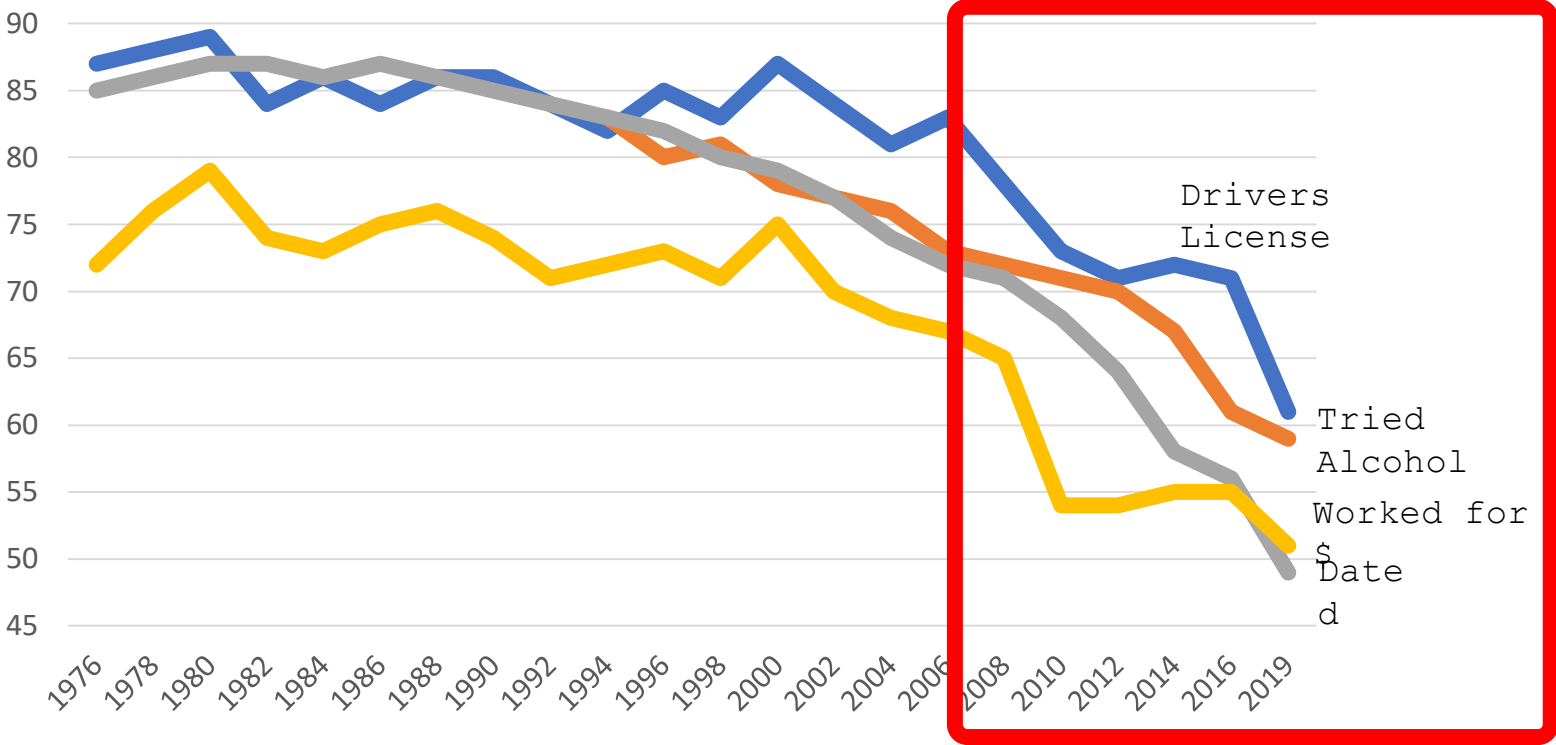
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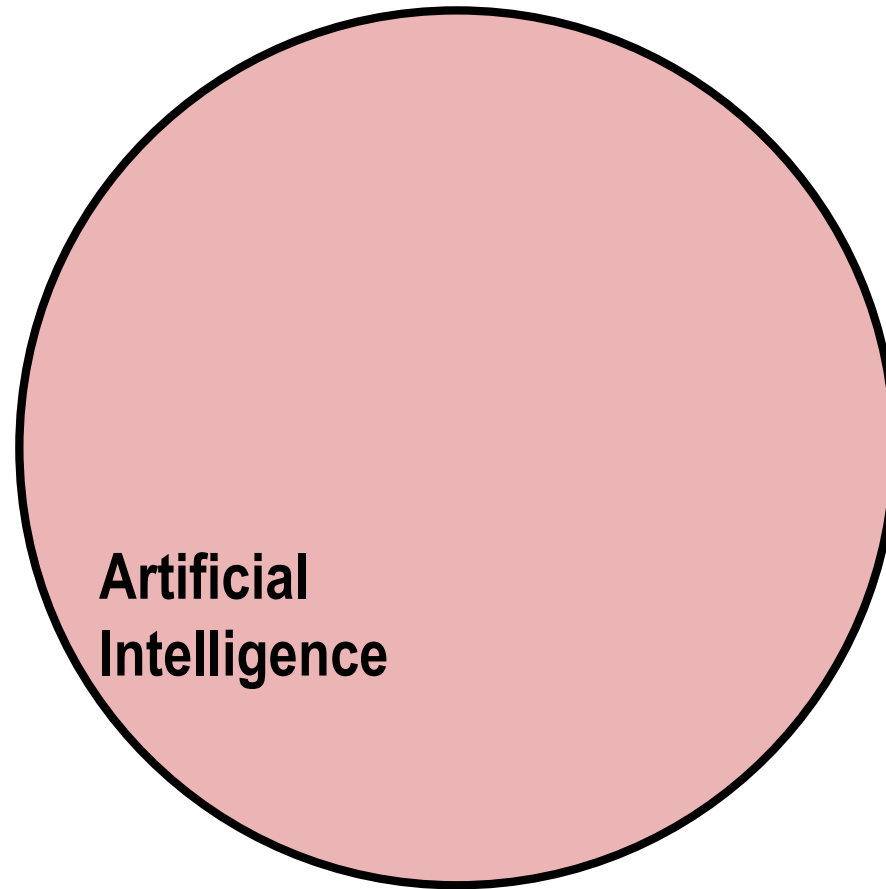
# Our Kids Are Different



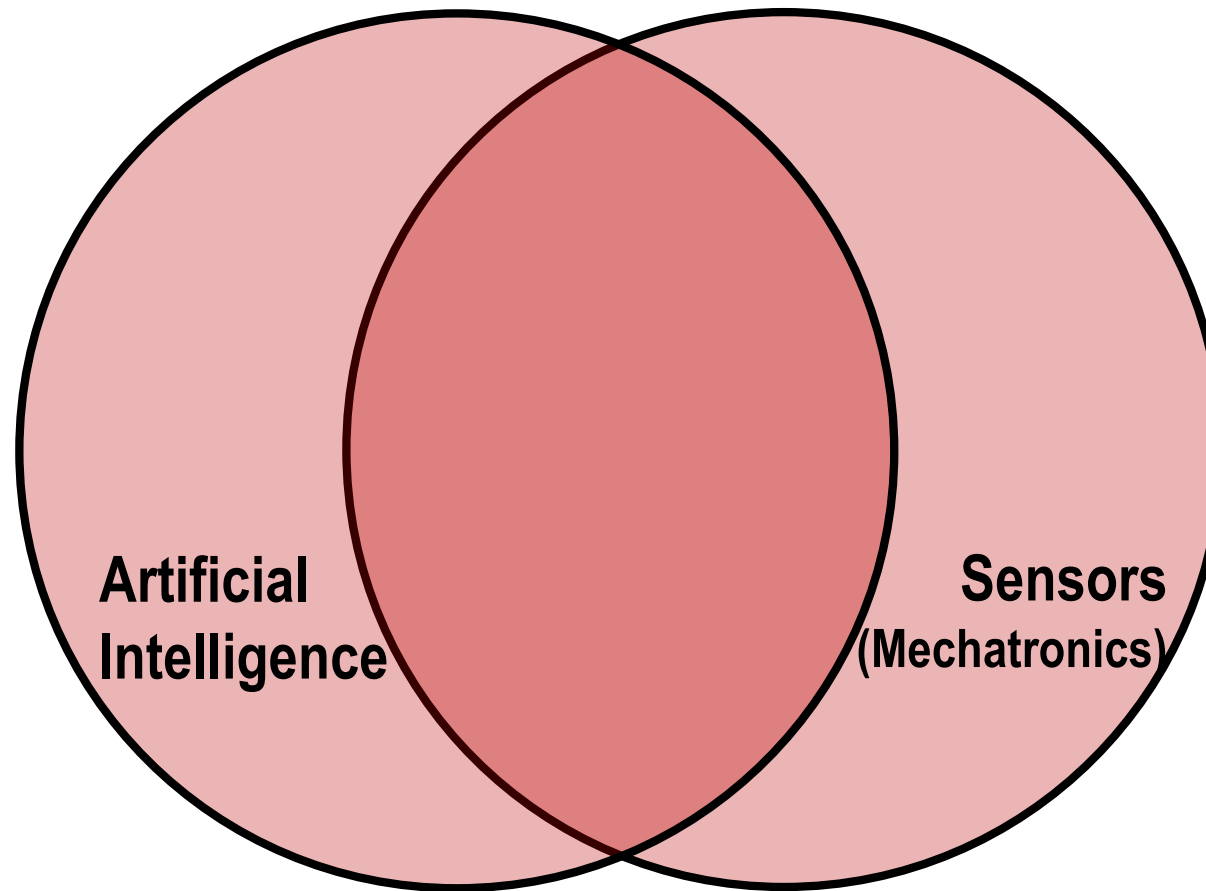
# Workplace, Home, and Society



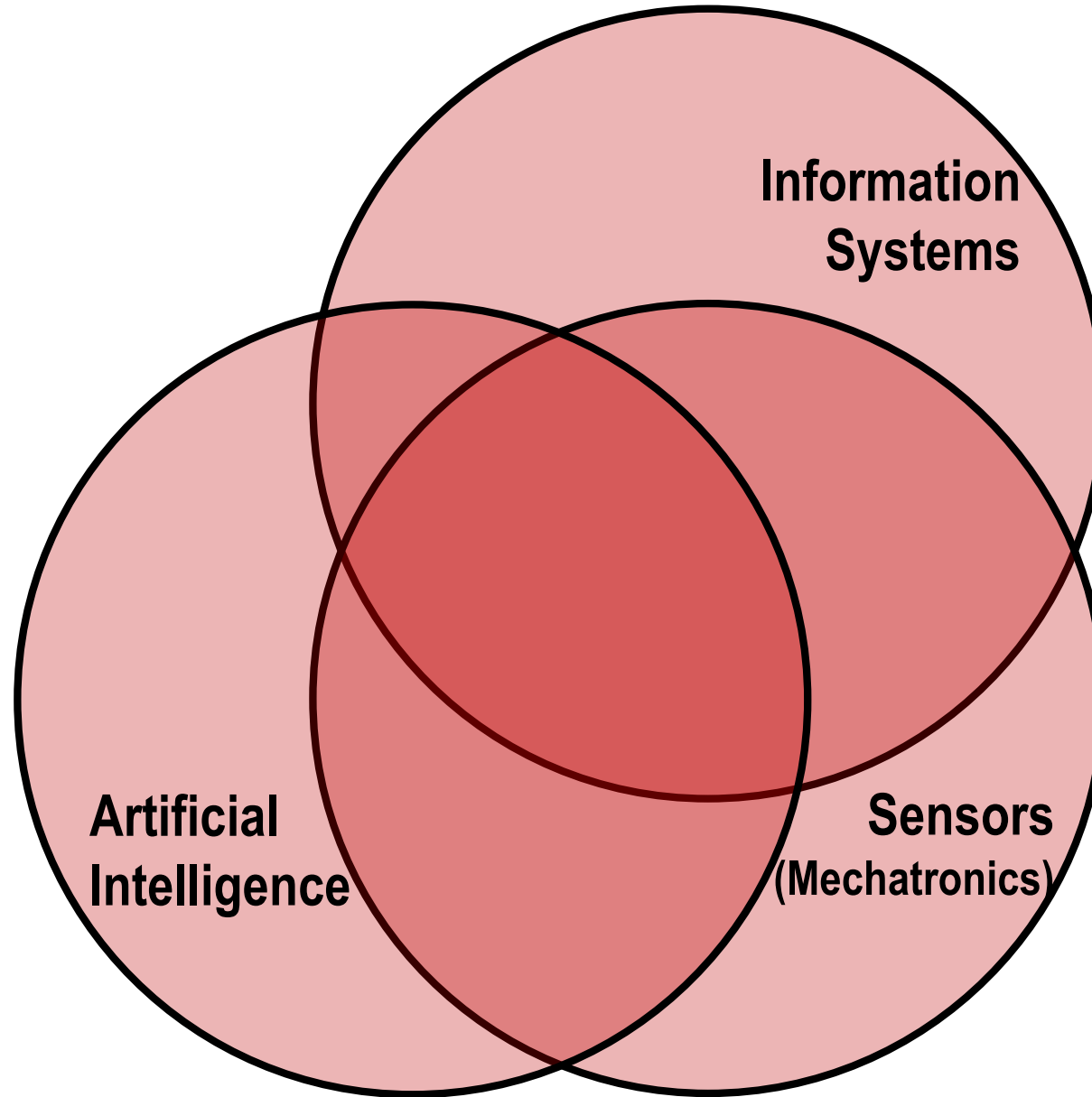
# Fundamental Transformation



# Fundamental Transformation

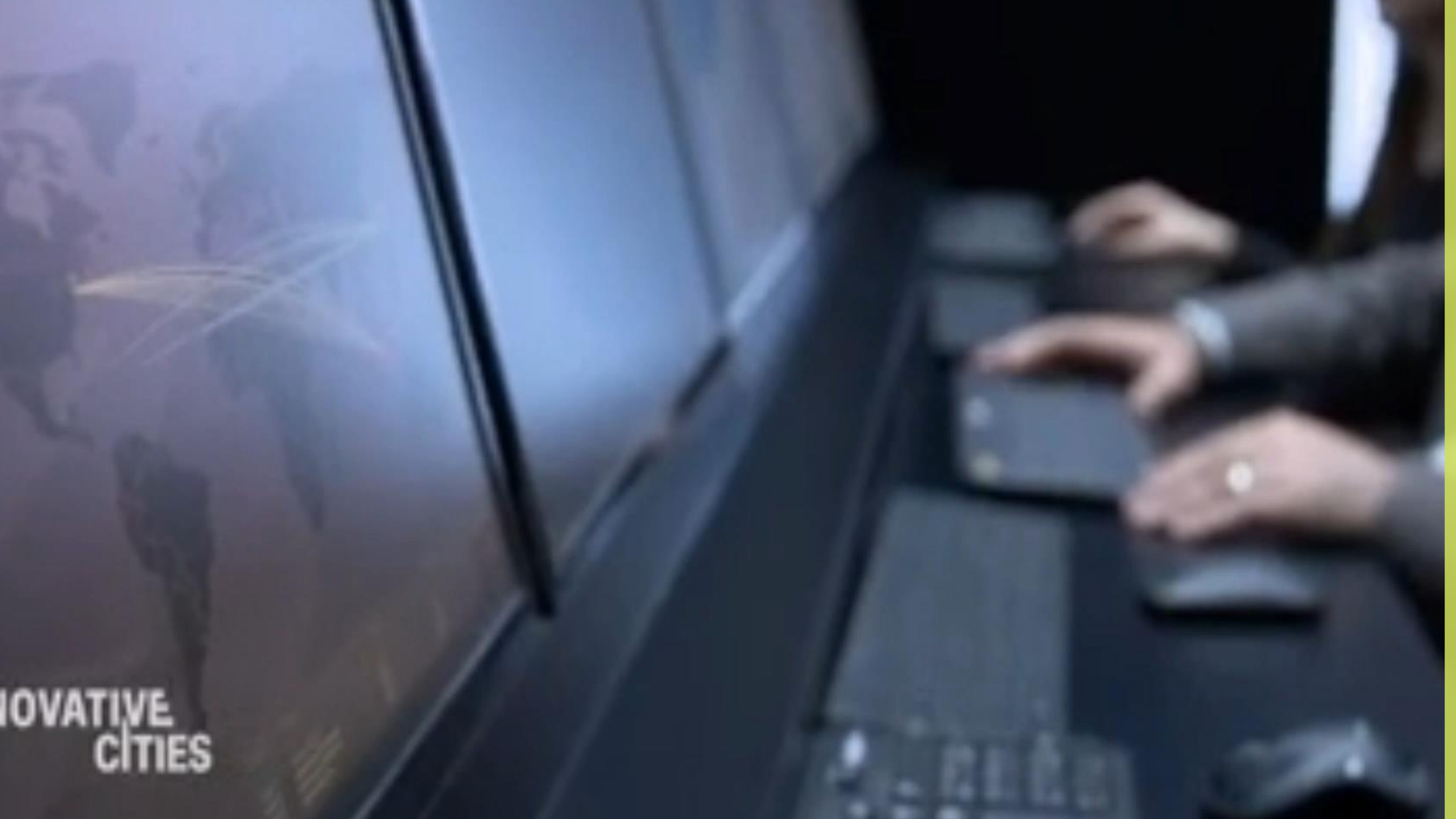


# Fundamental Transformation



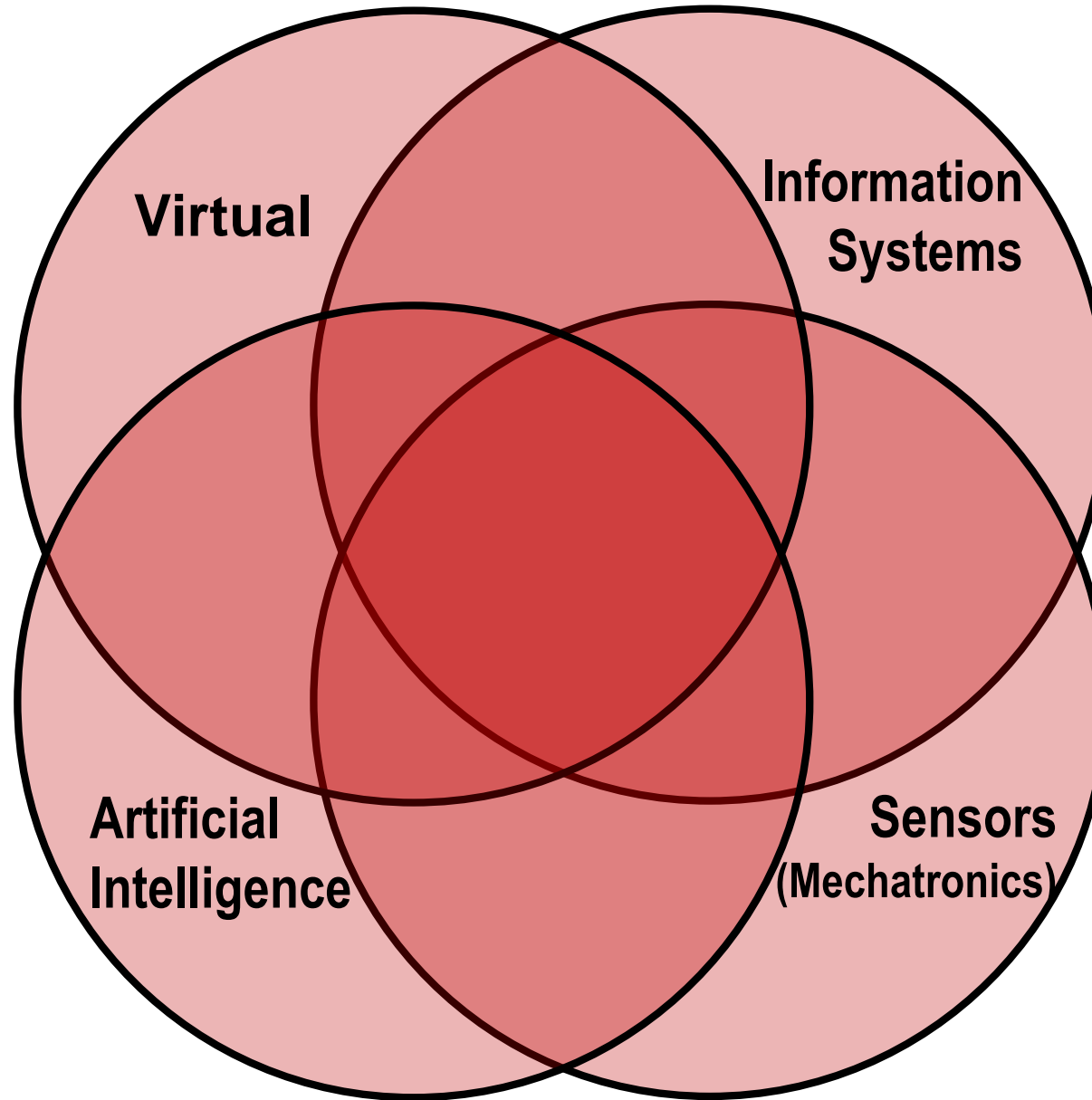
# Systems Know

- **What you watch**
- **Web sites you visit**
- **What you Google**
- **Where you go**
- **What you buy**
- **Who you communicate with**
- **Key words you use**
- **Your medical status**

A blurred photograph of a meeting table with hands and laptops, overlaid with a world map graphic. The image is dark and out of focus, showing several hands resting on a dark table. In the background, a large screen displays a world map with a glowing orange line connecting different points. The overall atmosphere is professional and technological.

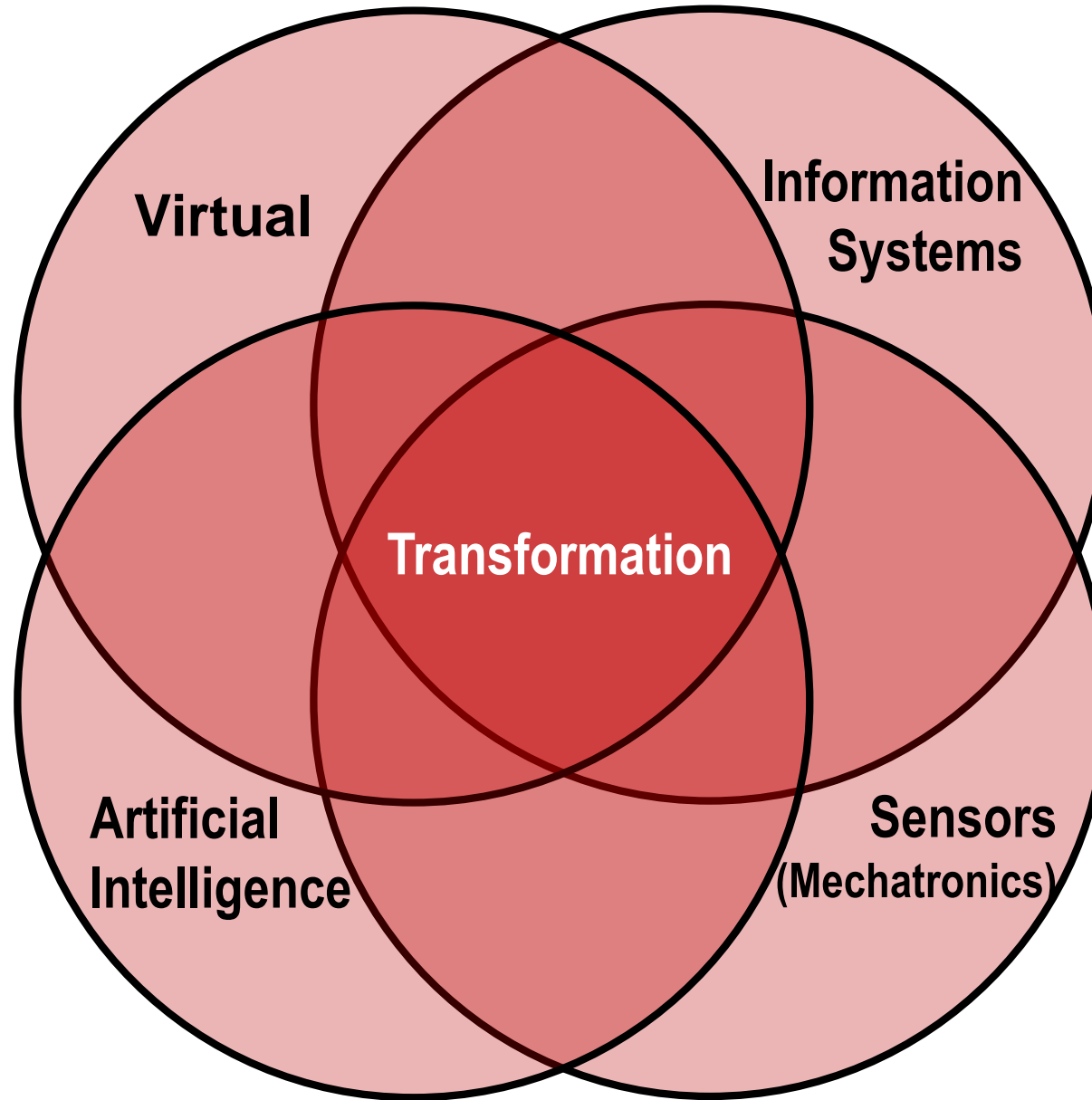
INNOVATIVE  
CITIES

# Fundamental Transformation





# Fundamental Transformation



# Retail

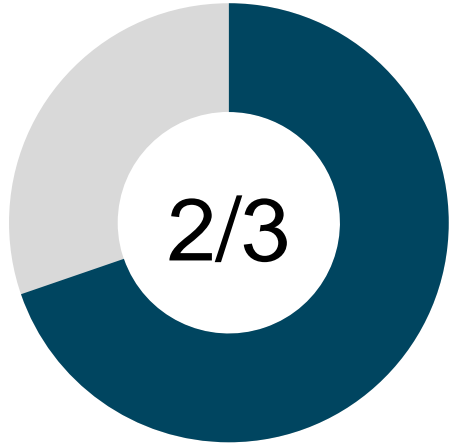
# WAREHOUSE LOGISTICS





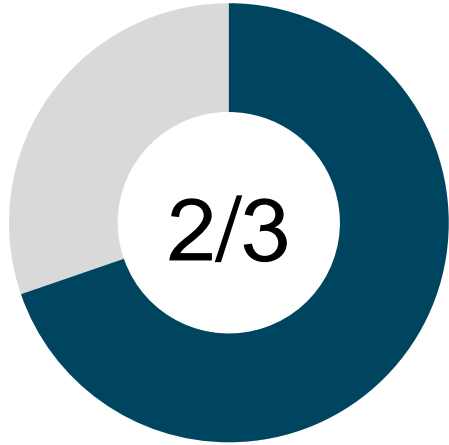
# Finance/Banking

# Finance



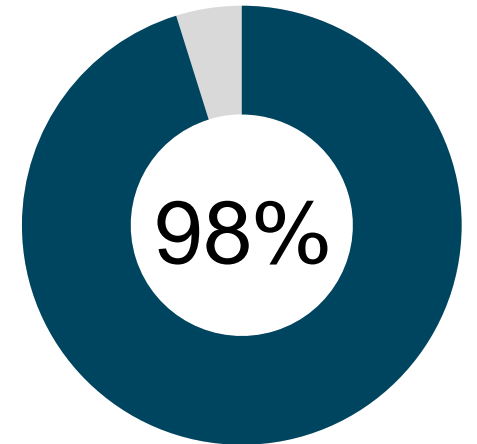
of the 7 billion shares traded daily  
are done via algorithms

# Finance



of the 7 billion shares traded daily are done via algorithms

By 2023 it will be at least



# Medical Profession



# Shift in Physician's Role:

From Providing Patient Care



to

Managing Patient Care



**What does that mean for public  
education?**

60  
MINUTES  
50<sup>TH</sup> SEASON



# How will education evolve?

From individual instruction



to



Traditional, virtual, blended?



01011

00001  
01111

01011

01011

01011

**STUDY LOTS OF  
EXAMPLES**

01011





# How will education evolve?

From individual instruction



to



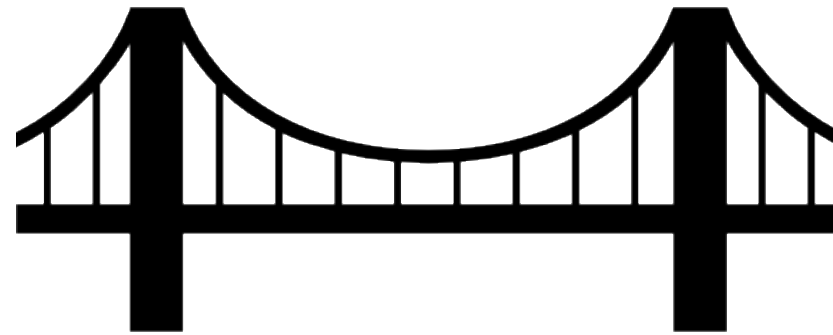
Traditional, virtual, blended?



# Our Kids Are Different



# Workplace, Home, and Society



How do  
**SCHOOLS**  
Bridge the Gap?

**Plans rarely stay the same,  
and are scrapped or adjusted as  
needed. Be stubborn about the  
vision, but flexible with your plan.**

**- John C. Maxwell**

**The vision of  
Gaston County Schools  
is to inspire success and  
a lifetime of learning.**



# Board of Education Retreat

*Gaston County Schools*

**W. Jeffrey Booker, Superintendent**

**January 28, 2022**

# 2022 Board Retreat



## Strategic Planning

January 28, 2022

# Strategic Plan

- **Purpose**
- **Components**
- **Process**
- **Next Steps**
- **Accreditation Review**

GASTON COUNTY SCHOOLS STRATEGIC PLAN  
2019-2024



The purpose of strategic planning is to set overall goals for the performance of our district and to develop a plan to achieve them.

# Strategic Plan Components

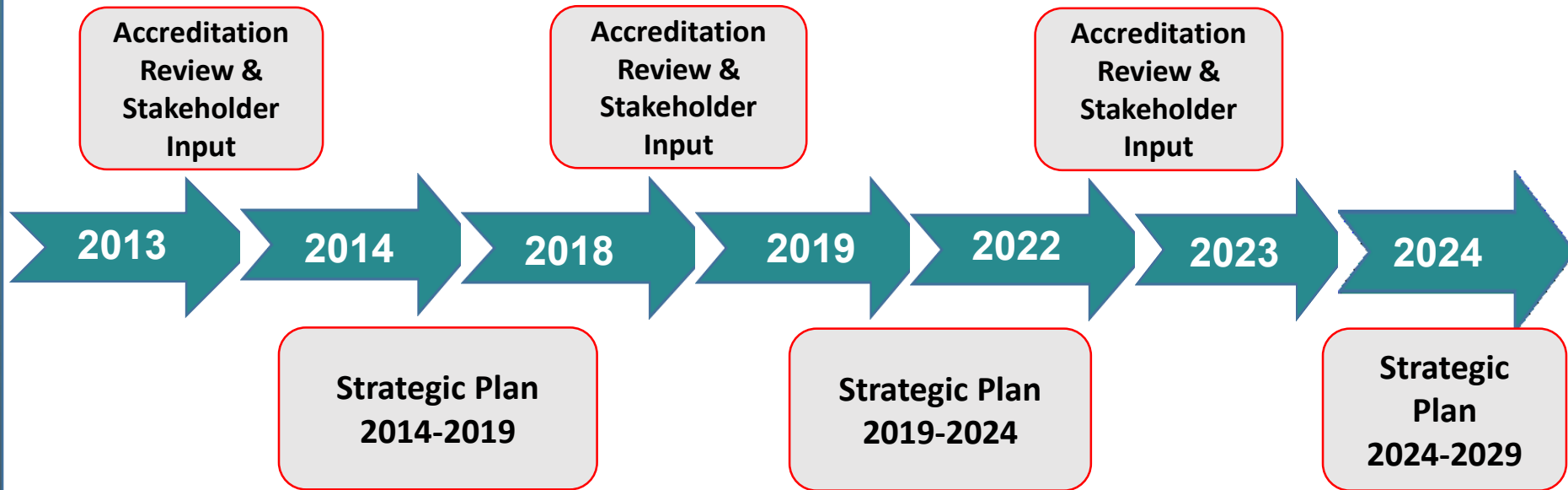
- **Priorities**
- **Goals**
- **Strategies**



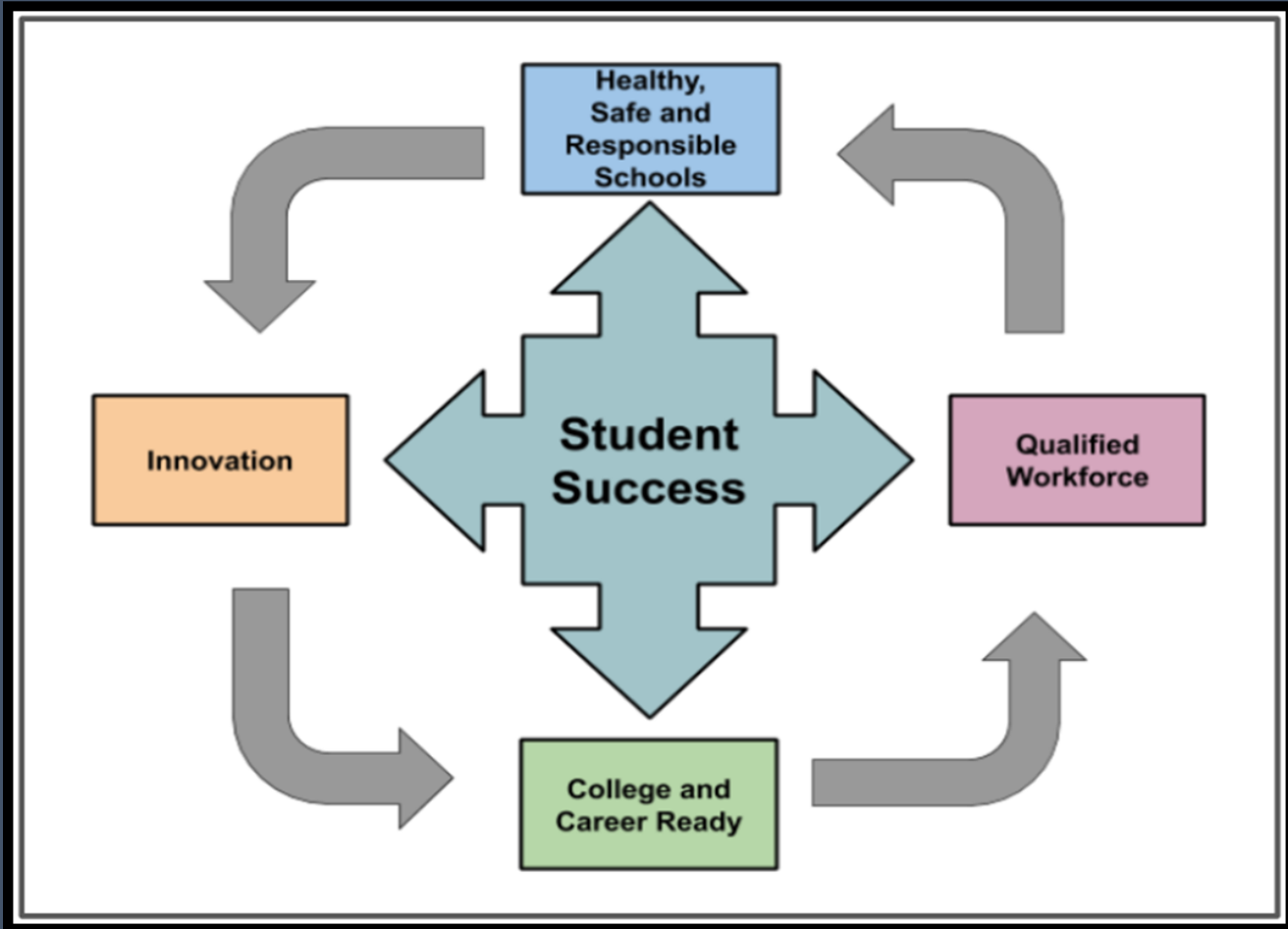
# Strategic Plan Process

- Gaston County Schools Strategic Plan is written on a **five-year** cycle.
- **Stakeholder Input**
  - District and School Leadership
  - Teachers
  - Students
  - Parents and Community Members

# Strategic Plan Timeline







# Gaston County Schools



OUR SCHOOLS <

- Home
- Calendar
- Search
- About Us
- Board of Education
- Superintendent
- Academics
- How to Enroll
- For Parents
- Jobs

- Administration
- Vision, Mission and Goals
- District Information
- North Carolina School Report Card
- Strategic Plan ←
- Facts and Figures
- Our Schools
- Bell Schedule
- Find Your School
- School Bonds
- Comprehensive Facilities Study



More Videos →

## Board of Education Retreat

The Gaston County Board of Education will conduct its annual work session/retreat on Friday, January 28 beginning at 9:00 a.m. at the Linda Rader Staff Development Center, 240 Eighth Avenue, Cramerton. The public is invited. [Click here](#) for the agenda.

More Announcements →



Gaston

Inspiring success and a lifetime of learning

# Where are we now?



# Continuous Improvement



# Cognia Accreditation Review

- Accreditation visits are conducted **once** every **five years** for our district.
- A **team** of educators visits our district for **four days**.
- They produce a **comprehensive report** outlining our **powerful practices** as well as **opportunities for improvement**.



# Next Steps

- **We are in year 3 of our strategic plan.**
- **COVID-19 brought changes to the way we teach, learn and operate.**
- **We will be reviewing our current strategic plan to make updates that reflect our practices.**
- **We will be preparing for accreditation review.**

**Thank you!**

# 2022 Board Retreat



**School Business Systems Modernization (SBSM)**  
January 28, 2022

# SBSM Purpose

SBSM is specified in **Session Law 2016-94**

SBSM's purpose is to **modernize existing computer systems** that are used by school districts and DPI. This will include systems used for student information management, financial and payroll information, human resources information, and capital planning information.

# SBSM Goals

Some specific **goals** of the DPI SBSM project:

1. Enable near real-time position visibility and control;
2. Provide data management and advanced analytics for decision support;
3. Replace discontinued and obsolete systems;
4. Simplify monitoring and compliance;
5. Eliminate unnecessary duplication;
6. Increase efficiency of operations.



# Impact on GSC

- Move from an internal AS400 server to a Cloud-based system managed by **SAS Institute** in Raleigh, NC
- Replace SunPac (1989), HRMS (1992), AppliTrack, and TalentEd with **Oracle Cloud**



# Impact on GCS

## Improve System Efficiency:

- **Two independent databases are consolidated into one database**
- Allows for the electronic sharing of transactions, documents, journals (purchase orders, transfers, requisitions, journal entries) for review, approval, and execution.
- Source documents and backup documents are scanned into the system to provide an audit trail.
- Reduced storage space required of paper documents.

# SunPac

SunPac Financials

SunPac Master Menu

Rev 6.11 FY:1 ADM:360

12/18/20

1 Accounts Payable

5 Fixed Assets

9 Food Service

2 General Ledger

6 Warehousing

10 Custom Programs

3 Payroll

7 System Manager

11 E-Procurement

4 Purchasing

8 Budgeting

12 List Active Users

15 K12E Interfaces

Select Function:   

F3=Exit

F6=NCEP

F7>About

F8=Messages

F10=CmdEntry

F18=Printouts



# SunPac

SunPac Financials

Purchasing Menu

Rev 6.11 FY:1 ADM:360

12/18/20

## P0 Processing

- 1 P0 Entry/Adj (V1)
- 2 P0 Entry/Adj (V2)
- 3 P0 Edit Report
- 4 Approve/Release P0s
- 5 Print P0s
- 6 Cancel/Uncancel P0
- 7 Purchasing Jrnl
- 8 Hold/Release P0s
- 9 Enter P0 Receipts

## Inquiry/Update

- 13 System File
- 14 Vendor File
- 15 P0 Comments File

## Inquiry/Lookup

- 20 GL Account Inquiry
- 21 Vendor P0 Inquiry
- 22 Vendor AP Inquiry
- 23 Commodity Code LU

## File Sort/List

- 26 Vendor Sort/List
- 27 System File List
- 30 HUB Code Import
- 31 HUB Report
- 32 Username X-Reference
- 33 Vendor Name Matching
- 34 Participation Rpt
- 35 NIGP Commod. Import

## Rprts/Oth Functions

- 39 Recycle Report
- 40 Open P0s by Account
- 41 Open P0s by Vendor
- 42 Opn P0s/Ship-To Code
- 43 Bal P0s To Ledger
- 44 Vendor ID# Change
- 45 Commodity Codes Rpt
- 46 P0 Status List
- 47 Change P0 Category
- 48 MBE Report
- 49 P0 Hist By Account
- 50 Multi P0 Cancel
- 51 YR End Roll
- 52 P0s Needing Approval
- 53 Vendor/Commodities
- 54 Vendor/Commod. Rpt

Select Function:     

F3=Exit

F6=NCEP

F7>About

F8=Messages

F10=CmdEntry

F18=Printouts

# Oracle

Gaston County Schools (PROD)



Good morning, Gary Hoskins!

Me My Team My Client Groups Payables General Accounting Intercompany Accounting Budgetary Control >

### QUICK ACTIONS

Change Manager

Seniority Dates

Transfer

Employment Contracts

Employee Summary

### APPS



My Team



Journeys



Performance Overview



Career Overview



Talent Review



Learning



Learning



Users and Roles



New Person



Workforce Compensation

# Oracle

Browser tabs: Inbc x, Gas x, Chri x, Bud x, Stuc x, Pare x, Teac x, Assi x, Wel x, Prin x, Leac x, Cha x, G sbsr x, Ora x

Address bar: eobs-dev1.fa.us2.oraclecloud.com/fscmUI/faces/FuseWelcome?\_afLoop=3598708758694713&\_afWindowMode=0&\_afWindowId=sd2a5ibci&\_adf.ctrl-state=...

Browser bookmarks: Apps, GCS Bookmarks, Gaston County Sch..., NC https://www.dpi.nc..., Gaston County Sch..., Favorites, Bb Gaston County Sch..., IPS Login, NC Purchase & Contrac..., Bb Gaston County Sch..., WRAL NC

## Analytics


Close Calendar  
GCS Primary Ledger

Day  
-14  
Fri Dec 18  
Dec-20

Open Subledgers


GL AP

IC Transactions




No outstanding transactions.  
> 1 day and \$1K

IC Reconciliation



Reconcile Intercompany Accounts

AP Reconciliation



Reconcile Accounts Payable


Journals

\$41K  
2

In Error	- 1
Pending Approval	- 1
Incomplete	- 0


0 15K 30K

AR Reconciliation




Reconcile Accounts Receivable

Expenses




Set up Expense Accounts

Revenues



Allocations



Set up Allocation Pools

Taskbar: VISA Supplier Matc....xls, BAI2 User Guide.pdf, BAI2\_User\_Guide 7....pdf, 4\_CGP Client Onb....xlsx, Winter Break Shut....pdf

System tray: 3:19 PM, 12/18/2020

# Cost of Conversion

Costs to be **paid by DPI** to CherryRoad Technologies to implement a modern Enterprise Resource Planning (ERP) and Human Capital Management (HCM) system in accordance with an executed Memorandum of Understanding

Up to **\$3.9 million** which includes 1) implementation costs, 2) initial subscription costs and 3) consulting services

# Important Dates

## July 1, 2021: Live

Enterprise Resource Planning (ERP) - General Ledger, Accounts Payable, Accounts Receivable, Fixed Assets, Cash Management, Expense, Procurement/Purchasing, Inventory Warehouse

## December 28, 2021: Live

Human Capital Management (HCM) - Payroll, Time and Labor, Talent Acquisition, Core HR, Benefits, Absence Management

## March 2022: Projected Go Live Date

Enterprise Performance Management (EPM) – Planning, Budget and Forecasting

# Primary Areas of Impact

## Finance

- Payroll
- Accounts Payable
- Employee Expense
- Chart of Accounts
- Cash Management

## Human Resources

- Talent Acquisition
- Employee Benefits
- Performance Management
- Leave Requests



# Prior System Modernization Projects

- Digitize employee and student records
- Transition from paper time cards and manual time keeping to electronic time keeping
- Electronic submission of contracts through DocuSign
- Outsourcing of mailing services
- Online Board Policy Manual



**CherryRoad**<sup>®</sup>  
technologies

# Conversion Challenges

- **Pandemic** (signed MOU in December 2019)
  - No on-site support
  - All conversion meetings held remotely
  - Staffing shortages and staff turnover (vacancies, quarantine, etc.)
- Access to Oracle system (UID number)
- Hourly workers paid bi-weekly in arrears





# Conversion Challenges

Pay Check Example: **Mr. Smith - \$30,000/year**

SunPac: \$2,500 per month x 12 months

Equal payments each month

Any shortages can be covered by leave

Oracle: \$1,154 per bi-weekly period x 26 payments

Paid \$14.42 per hour times the hours worked

80 hour regular bi-weekly pay period

Any shortages can be covered by leave



# Conversion Challenges

- Implementing increased certified employee steps and pay changes resulting from the **November 2021 State budget**
- Bonus payments paid by January 31st
- Retroactive pay to July 1, 2021
- Onboarding of new employees
- Communication / learning curve



**CherryRoad**<sup>®</sup>  
technologies

# Changes and Improvements

## Payroll

- Salaried employees (certified staff, administrators, supervisors) remain on a monthly payroll – generally on the **27<sup>th</sup> of each month**
- Hourly employees (teacher assistants, bus drivers, cafeteria workers, clerical, etc.) have moved to a **bi-weekly payroll** (typically every other Friday)



# Changes and Improvements

## Payroll

- Leave for all employees has been converted from **days to hours**.
- **Board payments** has transitioned from the 10th of the month to the **27<sup>th</sup> of the month**.
- Employees are able to access and manage their deductions and update personal information.

# Changes and Improvements

## Payroll

- Other products used for payroll purposes such as **Synovia** (bus drivers) and **AESOP** (substitutes) will be configured to import into Oracle.
- We will be **paying exempt employees more often**, but the process is more efficient, streamlined and integrated with other software.

# Changes and Improvements

## Human Resources

- The new Oracle system will be more efficient for supervisors and employees.
- **Single Sign-On (SSO)** will help reduce the number of passwords an employee will need.
- Employees will also be able to access Benefits Enrollment platforms within Oracle.

# Changes and Improvements

## Human Resources

- Any changes in employee demographic information, taxes, direct deposit, etc. will be **submitted by the employee** which will automate the change in other platforms. This means that fewer HR and Payroll staff will have to manually enter changes, thereby leaving less room for potential errors.

# Staff Training

Multiple forms of training to learn how to use the new system will be provided to staff based upon identified needs in their respective areas.

- **Oracle Handbook** available to all employees in a Google doc with up-to-date instructions and links
- **Train the Trainer** format for Central Office Staff
- Oracle training modules in **Learn Upon** system for all End Users



# Contact Information

## Gary Hoskins

Project Sponsor

gfhoskins@gaston.k12.nc.us

## Chris Hall

Project Manager

chall@gaston.k12.nc.us



**Questions?**





**Gaston County Schools**

# 2022 Board Retreat



## Finance Discussion

January 28, 2022

# Finance Discussion

- Budget Process
- Capital Outlay
- Funding/Expenses
- Fund Balance
- Discussion



# Budget Process



# Budget Calendar

- **January 28** – Board Retreat
- **January & February** – Gather information from Directors and Department Supervisors
- **March** – Present Superintendent's Budget Request to BOE
- **April** – Discuss and adopt GCS Budget Request



# Budget Calendar

- **May** – Deliver GCS Budget Request to County
- **May or June** – County approves local budget
- **June** – BOE approves balanced interim budget
- **July / August** – BOE approves final budget resolution





# Budget Process

## Some of the decisions that need to be made:

- What new initiatives and/or expansions should be funded?
- Which existing programs should be modified and/or eliminated?
- How do we best realize cost savings?
- How do we prioritize capital needs?



# Budget Process

- Monitor effectiveness of current budget
- Attend budgeting seminars, read trade organization materials, analyze historical budget data
- **Solicit input from Stakeholders**
- Identify funding priorities
- Communicate results to Superintendent and BOE for further direction

# Stakeholders

- District Leadership
- School Administrators
- Teachers
- Parents
- Students
- Public



# Budget Survey Calendar

DATE	DESCRIPTION
December 8, 2021	Send budget questionnaire to Leadership and Directors
December 8, 2021	Send budget questionnaire to all Principals and Assistant Principals
December 20, 2021	Send budget questionnaire to all members of the Teacher Advisory Committee and all Pinnacle Leaders
December 20, 2021	Send budget questionnaire to all members of the Superintendent's Student Advisory Council and the Superintendent's Parent Advisory Council
December 22, 2021	Post the budget questionnaire on the GCS website
January 28, 2022	<b>Board of Education Retreat - Present and discuss results of budget questionnaire</b>

# Budget Survey Options

Please check the box next to the initiatives listed below that you believe best supports the educational goals of the District. Please only select your **top five** choices (all are important):

- |   |  |
|---|--|
| <input type="checkbox"/> <b>Increase Teacher Supplement</b>       | <input type="checkbox"/> <b>More Teacher Assistants</b>          |
| <input type="checkbox"/> <b>Incr. Principal/AP Supplement</b>     | <input type="checkbox"/> <b>Increase Student Support</b>         |
| <input type="checkbox"/> <b>Increase Classified Salaries</b>      | <input type="checkbox"/> <b>Increase Instructional Support</b>   |
| <input type="checkbox"/> <b>Expand CTE Program Offerings</b>      | <input type="checkbox"/> <b>More School Support Staff</b>        |
| <input type="checkbox"/> <b>Offer more Instructional Programs</b> | <input type="checkbox"/> <b>Provide more Computing Devices</b>   |
| <input type="checkbox"/> <b>Expand AIG Program</b>                | <input type="checkbox"/> <b>Increase Number of Library Books</b> |
| <input type="checkbox"/> <b>Increase the Number of AP Classes</b> | <input type="checkbox"/> <b>Expand Classroom Libraries</b>       |
| <input type="checkbox"/> <b>Offer more ESL/ELS Classes</b>        | <input type="checkbox"/> <b>Upgrade School Safety Systems</b>    |
| <input type="checkbox"/> <b>Increase Funding for the Arts</b>     | <input type="checkbox"/> <b>Increase PD for Teachers</b>         |
| <input type="checkbox"/> <b>Provide more Choice Options</b>       | <input type="checkbox"/> <b>Improve Exterior Appearance</b>      |
| <input type="checkbox"/> <b>Increase Funding for EC Students</b>  | <input type="checkbox"/> <b>Upgrade School Interior</b>          |

# Budget Survey Results

## What Do You Think?



# Budget Survey Results

## Teacher Supplements

**#1 Funding Request Eight Years in a row!**



# Budget Survey Results

List of Funding Priorities	% in Top 5
Increase Teacher Supplement	79%
Increase Principal/AP Supplement	20%
Increase Classified Salaries	64%
Expand CTE Program Offerings	14%
Expand Instructional Programs	10%
Expand AIG Program	7%
Increase Number of AP Classes	9%
Offer more ESL classes	13%
Increase Funding for the Arts	23%
Provide more Choice Options	11%
Increase Funding for EC Students	20%

List of Funding Priorities	% in Top 5
More Teacher Assistants	42%
Increase Student Support	40%
Increase Instructional Support	13%
More School Support Staff	8%
Provide More Computing Devices	19%
Increase Number of Library Books	4%
Expand Classroom Libraries	6%
Upgrade School Safety Systems	26%
Increase PD for Teachers	8%
Improve Exterior Appearance	10%
Upgrade School Interior	26%



# Budget Survey Results

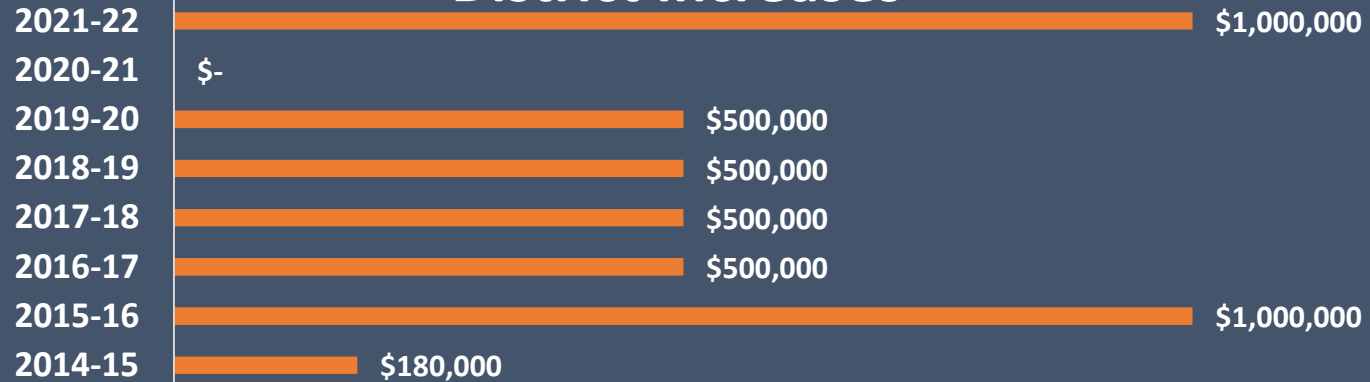
Top Funding Priorities	<u>% in Top Five Priorities</u>					Change
	2018	2019	2020	2021	2022	2018-22
Increase Teacher Supplement	67%	63%	67%	75%	79%	12%
Increase Classified Salaries	34%	36%	47%	51%	65%	31%
More Teacher Assistants	33%	35%	34%	25%	41%	8%
Increase Student Support	21%	49%	51%	51%	40%	19%
Improve School Interior	NA	NA	19%	21%	26%	7%
Upgrade School Safety Systems	33%	41%	26%	24%	26%	-7%
<i>Respondents</i>	251	258	197	179	268	17

# Teacher Supplements

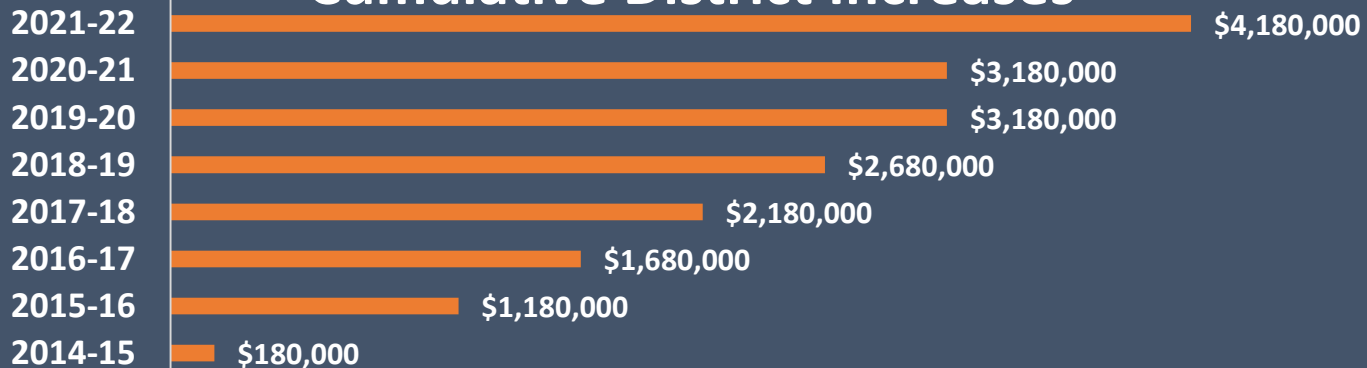
- Over the past seven years, the County has increased teacher supplements by **\$4.18 million**
- A \$500,000 increase in teacher supplements would improve net average annual supplements by about \$180 per teacher
- There was **no increase in teacher supplements** for 2020-2021 due to the impact of the pandemic on local sales tax revenues

# Teacher Supplements

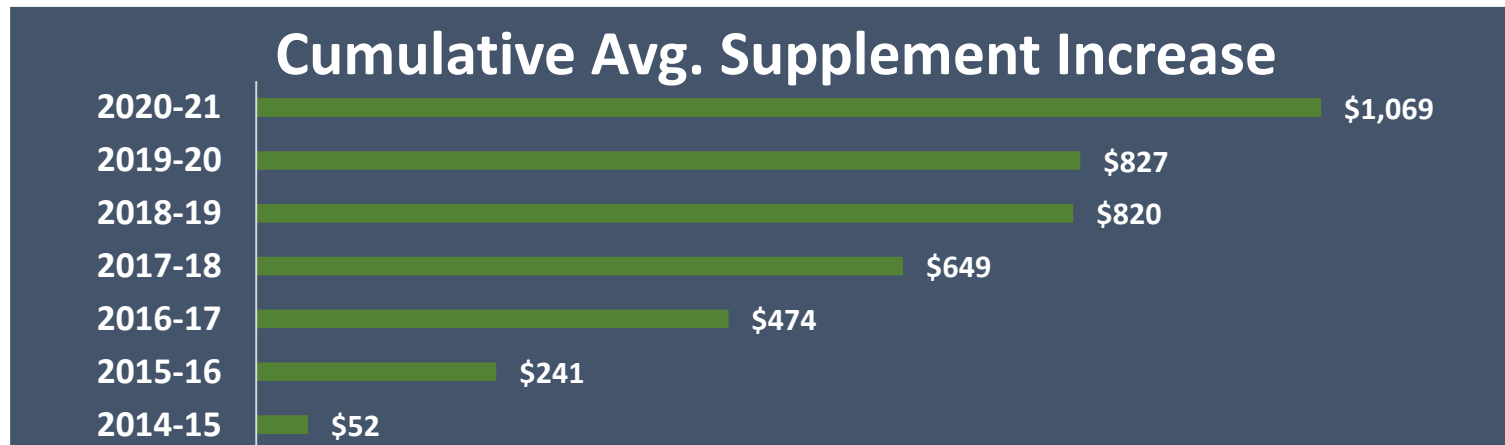
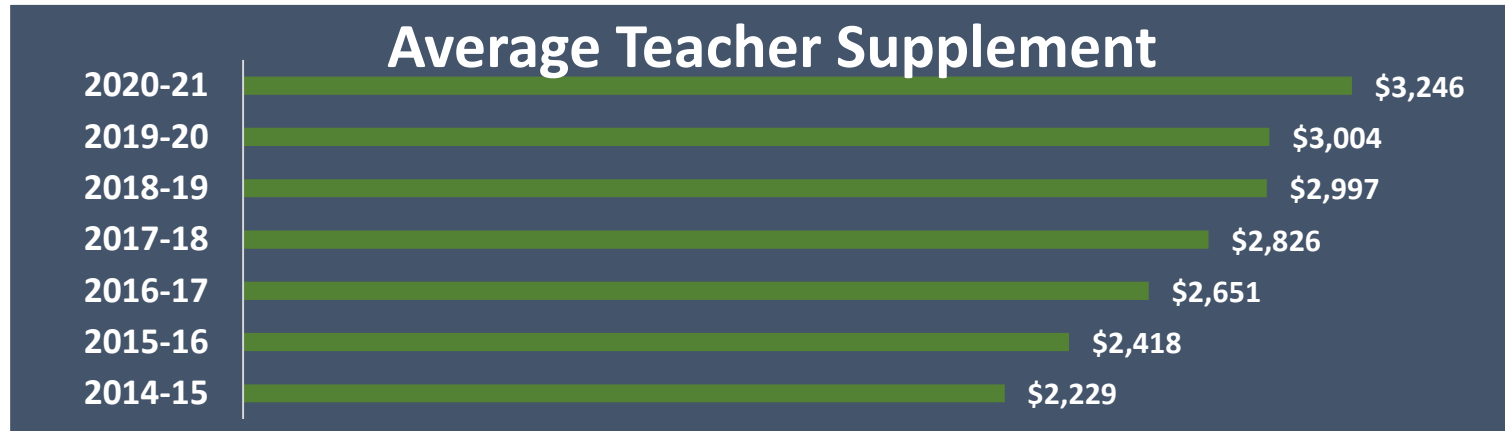
## District Increases



## Cumulative District Increases



# Teacher Supplements



# Budget Survey Results

**Why are Teacher Supplements Still Our  
#1 Funding Priority?**



# Teacher Supplements

<b>Similar Size Districts (ADM)</b>	<b>Average Supplement</b>
Buncombe (22,079)	\$ 7,831
Durham (30,133)	7,375
Johnston (35,816)	5,563
State Average	4,942
Onslow County (25,631)	4,503
Union (39,799)	4,459
Cabarrus (33,464)	4,240
New Hanover (24,396)	4,183
Gaston (30,645)	3,246

Source: DPI FY 2020-2021 Table 20 for average supplement

DPI FY 2021-2022 Table 10 for ADM

# Teacher Supplements

<b>Neighboring Districts (ADM)</b>	<b>Average Supplement</b>
Charlotte-Mecklenburg (136,041)	\$ 8,818
State Average	4,942
Union (38,799)	4,459
Lincoln (10,936)	4,258
Cabarrus (33,464)	4,240
Catawba (15,280)	3,728
<b>Gaston (30,645)</b>	<b>3,246</b>
Iredell-Statesville (20,163)	3,055
Rowan-Salisbury (17,950)	3,007
Cleveland (13,905)	2,116

Source: DPI FY 2020-2021 Table 20 for average supplement

DPI FY 2021-2022 Table 10 for ADM

# Other Funding Priorities

- Increase classified salaries – maintenance, school nutrition, admin. support, custodians, etc.
- Increase the number of Teaching Assistants
- Increase student support – social workers, school counselors, nurses, etc.



# Other Funding Priorities

- Improve the interior appearance of our schools – bathrooms, classrooms, gyms, auditoriums, cafeterias, etc.
- Upgrade the school safety systems – fencing, alarms, cameras, intercom, etc.

# Activities for Next Year

- Address student achievement gap caused by pandemic
- Continue to employ COVID-related safety protocols
- Continue to improve security systems, devices and procedures at our schools
- Issue new Chromebooks to all rising 2<sup>nd</sup>, 6<sup>th</sup> and 9<sup>th</sup> grade students (approx. 6,900 students)

# Funding Options

- Request additional funding from the Gaston County Commissioners
- Apply to receive grant funding
- Implement additional cost saving measures and use savings for new initiatives
- Move funding from one initiative to another
- Use a portion of the unassigned fund balance

# County Funding Request

- Our County budget operating request for 2021-22 was **\$52.3 million**
- This year the County **fully funded** our operating request
- About **10%** of County funds are remitted to charter schools based on their current enrollment

# Budget Risk

- Declining student enrollment and/or increasing charter school enrollment
- Continued State budget uncertainty
- Potential cuts in County funding
- Ongoing financial impact of Coronavirus
- Inflationary increases in good and services

# Capital Outlay



# Capital Outlay

Capital Outlay is used for the following purposes:

- Roofing
- HVAC
- Vehicles
- Plumbing
- Site Improvements
- Electrical
- Technology
- Furniture
- Life Safety
- Other Maintenance

# Capital Outlay

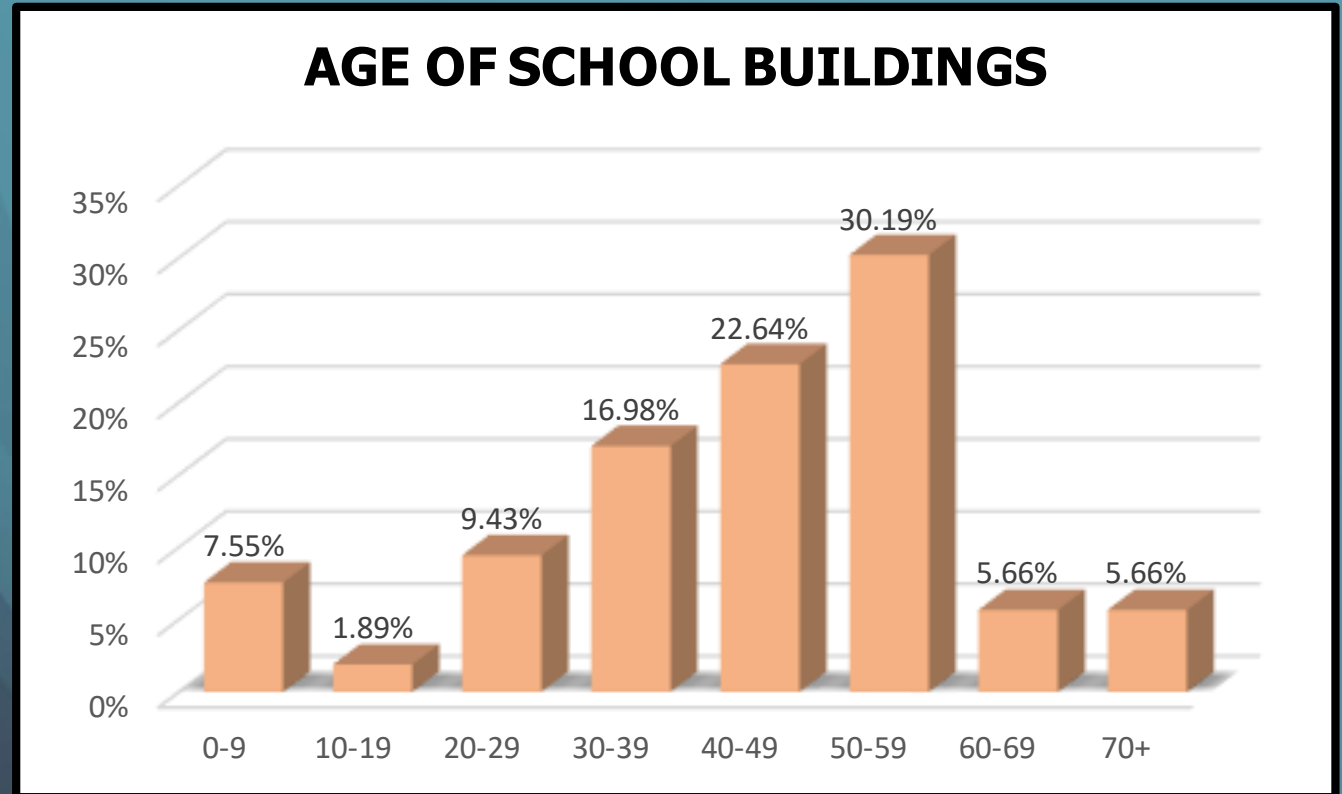
## Routine Maintenance Costs Are Affected By:

- Age of the Buildings
- Quality and Experience of Custodial Staff
- Training of Custodial Staff
- Deferred Maintenance Backlog

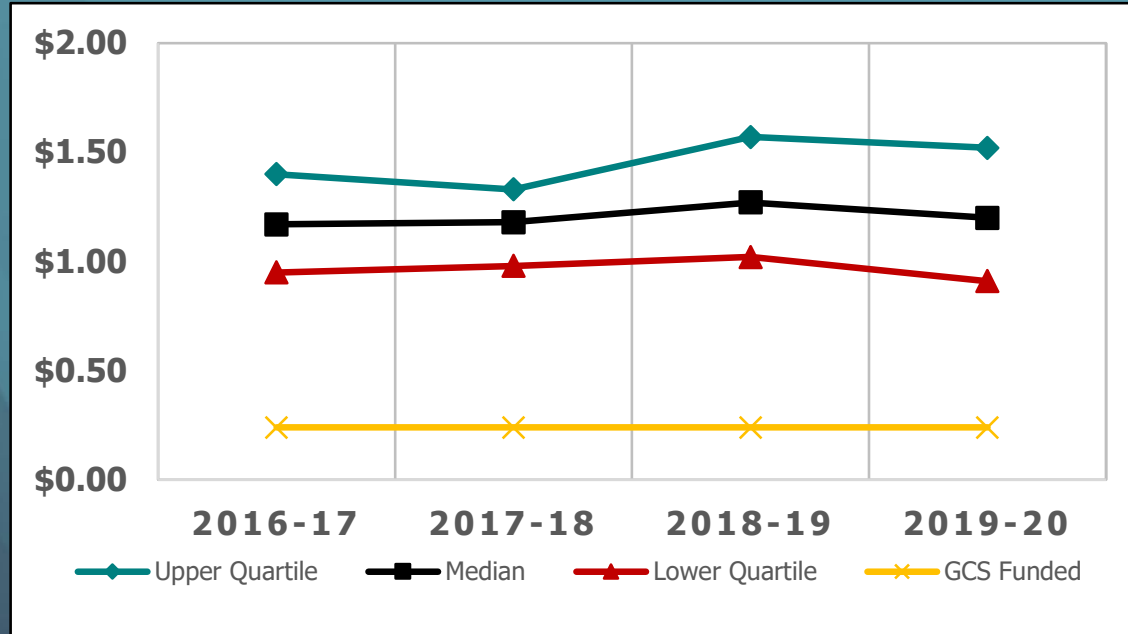


# Age of Buildings

Wtd Avg Age (Years)	Number of Schools
0-9	4
10-19	1
20-29	5
30-39	9
40-49	12
50-59	16
60-69	3
70+	3
<b>Total</b>	<b>53</b>



# Maintenance Cost per Square Foot



	2016-17	2017-18	2018-19	2019-20
<b>Upper Quartile</b>	\$ 1.40	\$ 1.33	\$ 1.57	\$ 1.52
<b>Median</b>	1.17	1.18	1.27	1.20
<b>Lower Quartile</b>	0.95	0.98	1.02	0.91
<b>GCS Funded</b>	0.24	0.24	0.24	0.24

Source: Managing for Results in America's Great City Schools – 2021 (results from fiscal year 2019-2020)

# Capital Request

- Schools and administrative buildings amount to about **5.2 million square feet**
- This year we received \$1.2 million in capital outlay, or about **\$0.24 per square foot**
- We requested \$6.5 million in capital outlay for 2020-21. This request amounted to **\$1.25 per square foot**

# Funding / Expenses



# Types of Funding

## Who Determines the Level of School Funding?

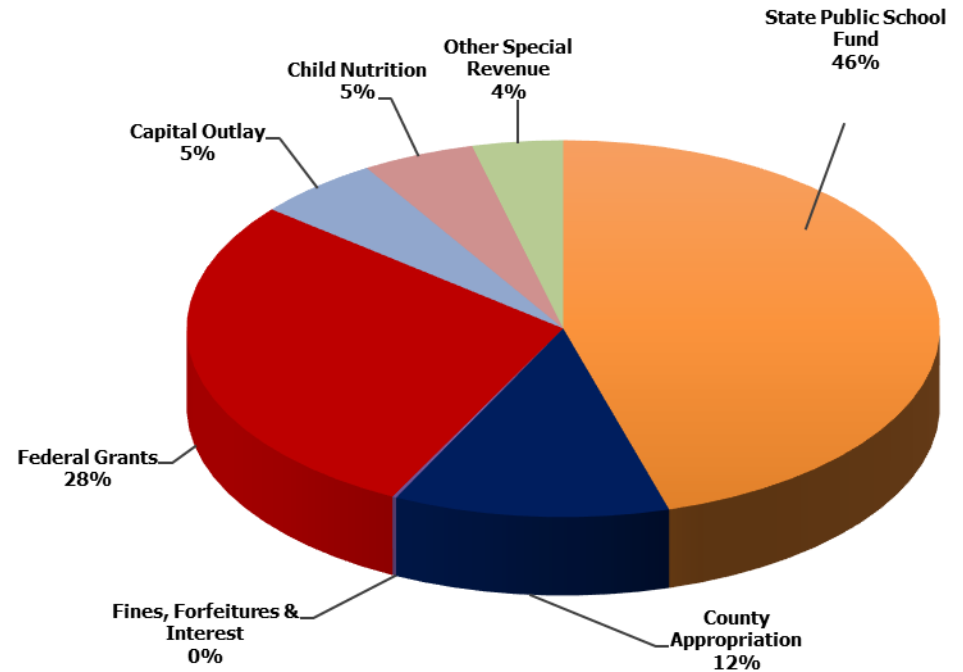
- NC General Assembly and DPI
- Gaston County Commissioners
- Federal Agencies (Medicaid, USDA, etc.)
- Various Federal, State and Local Grants

*Operating funds are largely driven by student population and identified needs (economic factors, disabilities, etc.)*

# Operating Budget – Revenues

## SOURCES OF REVENUE

State Public School Fund	\$	197,825,161
County Appropriation		51,501,704
Fines, Forfeitures & Interest		750,000
Federal Grants		123,664,779
Regular Grants	\$	22,297,640
COVID Funds	\$	101,367,139
Capital Outlay		23,286,965
Child Nutrition		21,104,500
Other Special Revenue		16,968,258
<b>TOTAL</b>		<b>\$ 435,101,367</b>



Represents the FY 2021-22 beginning operating budget as of July 1, 2021

# Per Pupil Funding

School District Name	State	Federal	Local	Total
Durham County Schools	\$7,318	\$1,154	\$4,075	\$12,547
Buncombe County Schools	\$7,205	\$926	\$2,946	\$11,077
New Hanover County Schools	\$6,872	\$627	\$3,329	\$10,828
Cleveland County Schools	\$7,342	\$1,040	\$2,037	\$10,419
Rowan-Salisbury County Schools	\$7,195	\$838	\$2,313	\$10,346
Charlotte-Mecklenburg County Schools	\$6,627	\$822	\$2,835	\$10,284
Onslow County Schools	\$6,647	\$932	\$2,292	\$9,871
<b>Gaston County Schools</b>	<b>\$6,884</b>	<b>\$970</b>	<b>\$1,769</b>	<b>\$9,623</b>
Cabarrus County Schools	\$6,595	\$611	\$2,385	\$9,591
Johnston County Schools	\$7,151	\$717	\$1,572	\$9,440
Union County Schools	\$6,435	\$612	\$2,212	\$9,259
Iredell-Statesville Schools	\$6,560	\$751	\$1,948	\$9,259
Catawba County Schools	\$6,731	\$693	\$1,752	\$9,176
Lincoln County Schools	\$6,846	\$695	\$1,619	\$9,160

Source: 2020-2021 DPI Table 25 - Per Pupil Expenditure Ranking (Child Nutrition Excluded)  
Peer Group includes LEAs that are comparable in either size and/or geographic location

# Local Per Pupil Funding Rank

School District Name	2017	2018	2019	2020	2021
Durham County Schools	5	5	6	5	5
New Hanover County Schools	11	12	8	11	10
Buncombe County Schools	19	15	14	14	15
Charlotte-Mecklenburg County Schools	25	25	23	17	17
Cabarrus County Schools	39	49	46	39	30
Rowan-Salisbury County Schools	44	30	42	37	32
Onslow County Schools	38	36	44	42	34
Union County Schools	34	31	31	30	37
Cleveland County Schools	46	53	72	68	46
Iredell-Statesville Schools	65	57	71	70	54
<b>Gaston County Schools</b>	<b>72</b>	<b>77</b>	<b>75</b>	<b>71</b>	<b>70</b>
Catawba County Schools	76	85	76	66	71
Lincoln County Schools	95	91	99	83	80
Johnston County Schools	73	72	62	74	85

Source: 2020-2021 DPI Table 25

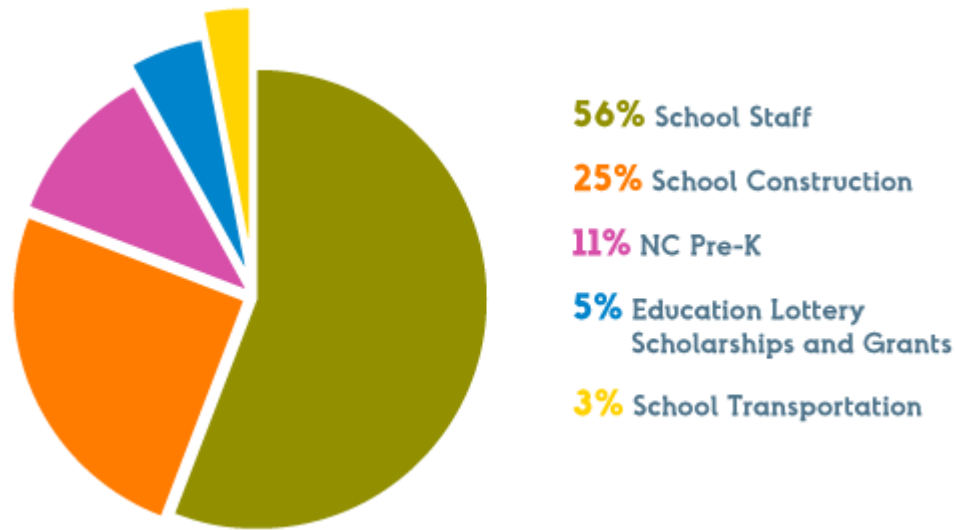
Peer Group includes LEAs that are comparable in either size and/or geographic location

There are 115 LEAs in NC



# NC Education Lottery

Here's how the money raised by the lottery was used last year:



Gaston County received over two million last year which was used to pay school bond debt

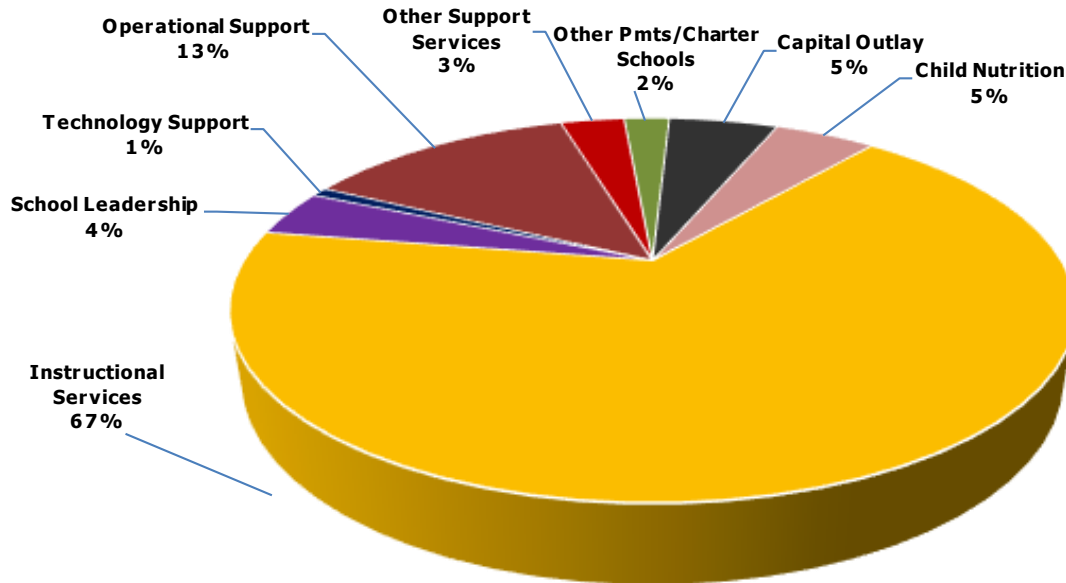


# Operating Expenses

## What is included in Operating Expenses?

- Employee salaries and benefits
- Instructional supplies and programs
- Technology - hardware, software, wireless, etc.
- Transportation - yellow buses, white buses, contract transportation
- School nutrition - lunch and breakfast
- Utilities

# Operating Budget – Expenses



## BUDGETED EXPENDITURES

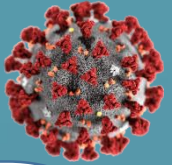
Instructional Services	\$ 289,263,701
School Leadership	17,268,641
Technology Support	3,415,229
Operational Support	57,098,968
Other Support Services	13,653,583
Other Pmts/Charter Schools	9,658,975
Capital Outlay	23,286,965
Child Nutrition	21,455,305
<b>TOTAL</b>	<b>\$435,101,367</b>

Represents the FY 2021-22 beginning operating budget as of July 1, 2021

# COVID Funding

PRC Description	Total Expenditures	Total Allotment	\$ Balance	% Remaining
Coronavirus Relief Funds	6,942,666	6,942,666	-	0.00%
ESSER Funds (I, II, III)	24,825,560	114,764,039	89,938,479	78.37%
Other COVID Funds	1,998,347	2,306,405	308,058	13.36%
<b>Total:</b>	<b>\$ 33,766,573</b>	<b>\$ 124,013,110</b>	<b>\$ 90,246,537</b>	<b>72.77%</b>

# COVID Expenses



- Funds have been used for:
  - Chromebooks and Wi-Fi access devices for students
  - Books, printed materials, and supplies
  - Summer learning program and after school tutors
  - Online learning materials
  - School nutrition financial support
  - EC student support, health support personnel, etc.
  - COVID retention bonus
  - Additional teaching allotment
  - Dedicated substitute teachers
  - Air purifiers for all classrooms

# Fund Balance



# Fund Balance

## Why is a sufficient fund balance important?

Fund balance can be used to protect educational opportunities for our children in the event of some type of financial disruption. It also provides money for unanticipated repairs, fluctuations in spending or catastrophic events.

There are risks associated with funding on-going costs with fund balance or holding too much money in fund balance.

# Fund Balance

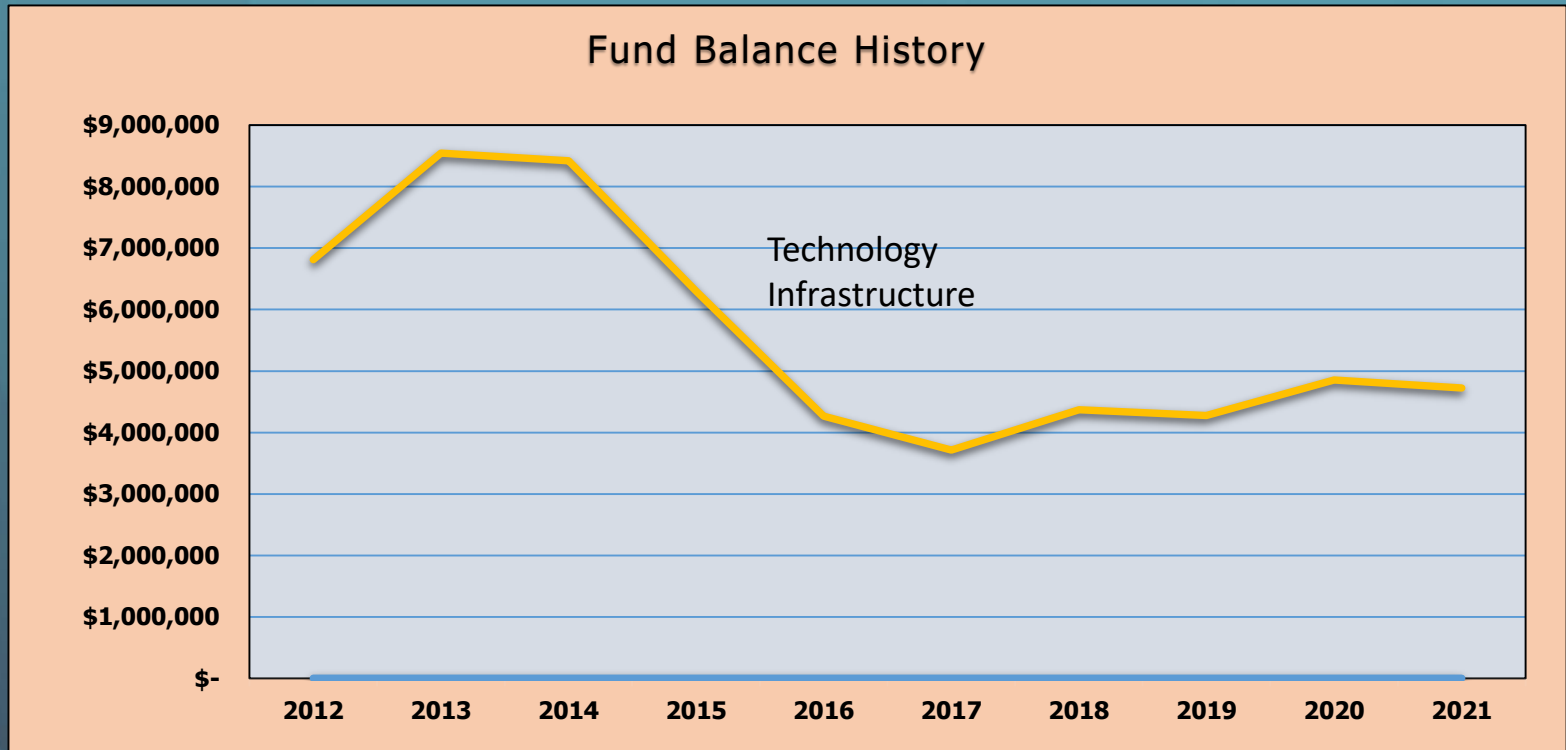
**What is our Unassigned Fund Balance?**

**\$4,722,972**



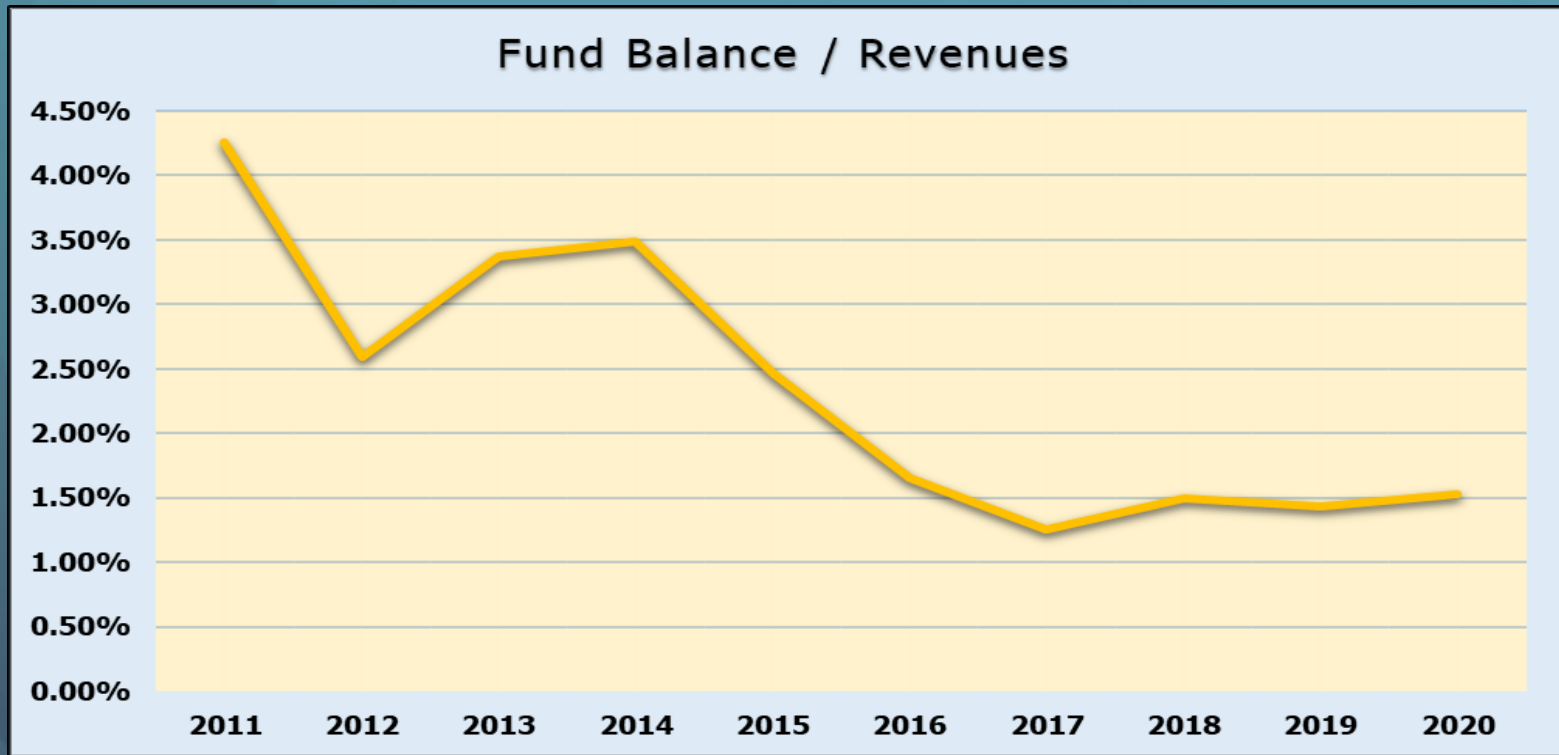


# Fund Balance History



	2012	2013	2014	2015	2016
Unassigned Fund Balance	6,810,382	8,543,572	8,421,435	6,299,324	4,267,131
Change in Fund Balance	(4,665,214)	1,733,190	(122,137)	(2,122,111)	(2,032,193)
	2017	2018	2019	2020	2021
Unassigned Fund Balance	3,713,330	4,371,959	4,277,089	4,851,995	4,722,972
Change in Fund Balance	(553,801)	658,629	(94,870)	574,906	(129,023)

# Fund Balance / Revenues



	2011	2012	2013	2014	2015
Unassigned Fund Balance	11,475,596	6,810,382	8,543,572	8,421,435	6,299,324
Fund Balance / Revenues	4.26%	2.59%	3.37%	3.49%	2.47%
	2016	2017	2018	2019	2020
Unassigned Fund Balance	4,267,131	3,713,330	4,371,959	4,277,089	4,851,995
Change in Fund Balance	1.66%	1.26%	1.49%	1.43%	1.53%

# Fund Balance / Revenues

LEA Name	ADM	Unassigned Fund Balance	Total Revenues	Fund Balance / Revenues
Johnston County Schools	35,816	23,389,423	393,405,875	5.95%
New Hanover County Schools	24,396	15,932,985	313,811,574	5.08%
Iredell-Statesville Schools	20,163	7,953,068	197,073,283	4.04%
Rowan-Salisbury County Schools	17,950	6,313,479	194,659,500	3.24%
Onslow County Schools	25,631	9,193,501	323,859,922	2.84%
Cabarrus County Schools	33,464	8,987,267	361,028,527	2.49%
Catawba County Schools	15,280	3,092,881	152,281,097	2.03%
<b>PEER GROUP AVERAGE</b>	<b>32,517</b>	<b>7,799,940</b>	<b>395,407,390</b>	<b>1.97%</b>
Cleveland County Schools	13,905	2,736,282	155,274,070	1.76%
Durham County Schools	30,133	6,634,119	424,192,208	1.56%
<b>Gaston County Schools</b>	<b>30,645</b>	<b>4,722,972</b>	<b>319,701,291</b>	<b>1.48%</b>
Lincoln County Schools	10,936	1,107,517	107,100,222	1.03%
Charlotte-Mecklenberg County Schools	136,041	16,656,000	1,881,361,000	0.89%
Union County Schools	38,799	1,602,910	435,125,502	0.37%
Buncombe County Schools	22,079	876,754	276,829,390	0.32%

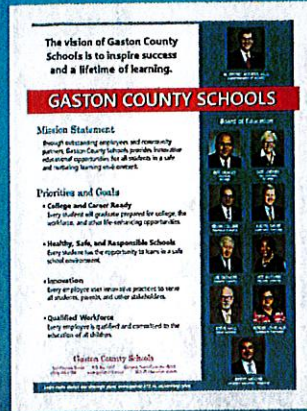
Source: LEA's 2020 & 2021 CAFR and DPI 2021-2022 ADM

# Discussion



# 2022 Board Retreat

*Auxiliary Services  
January 28, 2022*



The vision of Gaston County Schools is to inspire success and a lifetime of learning.

**GASTON COUNTY SCHOOLS**

**Mission Statement**  
Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment.

**Priorities and Goals**

- College and Career Ready**  
Every student will graduate prepared for college, the workforce, and other life-changing opportunities.
- Healthy, Safe, and Responsible Schools**  
Every student has the opportunity to learn in a safe school environment.
- Innovation**  
Every employee will measure success in terms of students, parents, and other stakeholders.
- Qualified Workforce**  
Every employee is qualified and committed to the education of all children.

**Gaston County Schools**  
12000 Highway 101, Suite 100, Gaston, NC 28040  
704.885.2200  
www.gastoncountyschools.org

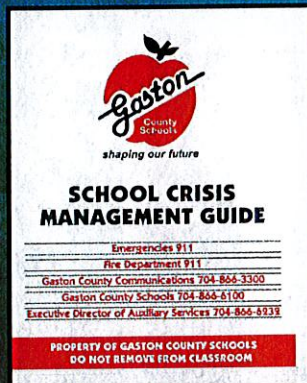
Gaston County Schools

# Safety and Security



Gaston County Schools

## Safety and Security - 2021



- All school radios digital
- Walk-Through Metal Detectors - 25
- New Hand-Held Metal Detectors - 50
- Panic Alarm Intercom Integration - 19
- Daily Random Metal Detection
  - All Middle and High Schools
- Adding Security Associates

Gaston County Schools

## Safety and Security - Currently

- Improved Training for Security Associates
- Uniforms for Security Associates
- New Walk-Through Metal Detectors - 12
- Increase in Pay for SRO's

Gaston County Schools

## **Safety and Security - Currently**

- **Threat Assessment Improvements**
- **Conduct in-depth CIRK** (Critical Incident Response Kit)
- **Expanded Lockdown Exercises**
- **Support of Schools**
  - **Athletic No Bag Policy**
  - **Clear Book bags**
- **Continue to work with Local Law Enforcement**
- **SRO Training Revisions**

**Gaston County Schools**

## Bond and Capital Projects – 2021

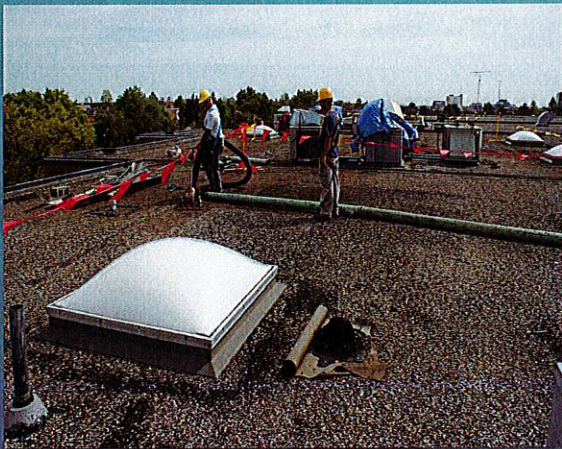
### Roofing Projects

- Brookside Elementary
- East Gaston High
- Mount Holly Middle



Gaston County Schools

## Bond and Capital Projects – Current



### Roofing

- Holbrook Middle
- Kiser Elementary
- Pinewood Elementary
- Bessemer City Middle
- Forestview High
- DRM Office
- Springfield Elementary
- Cramerton Middle
- Lingerfeldt Elementary
- Ashbrook High

Gaston County Schools



## Bond and Capital Projects - 2021



### Elevator Renovation

- Ashbrook High
- Southwest Middle

Gaston County Schools

## Bond and Capital Projects - 2021

### Dining Room Renovation

- Hunter Huss High
- Webb Street



Gaston County Schools

## Bond and Capital Projects - 2021



### Auditoriums / Curtains

- Hunter Huss High
- Stanley Middle
- W.A. Bess Elementary

Gaston County Schools

## Bond and Capital Projects - Current

### Auditoriums / Curtains

- South Point High
- Warlick Academy
- W.C. Friday Middle

### Covered Walkways

- Lingerfeldt Elementary
- Page Elementary



Gaston County Schools

## Bond and Capital Projects - 2021



### Paving

- Bessemer City Middle
- Bessemer City High
- Highland School of Technology
- Page Elementary

Gaston County Schools

## Bond and Capital Projects - Current

### Paving

- Catawba Heights Elementary
- East Gaston High
- Gardner Park Elementary
- Holbrook Middle
- Hunter Huss High
- New Hope Elementary



Gaston County Schools

## Bond and Capital Projects - 2021

### Flooring

- Costner Elementary
- Cramerton Middle
- McAdenville Elementary
- Mount Holly Middle
- New Hope Elementary
- W. A. Bess Intermediate
- Webb Street

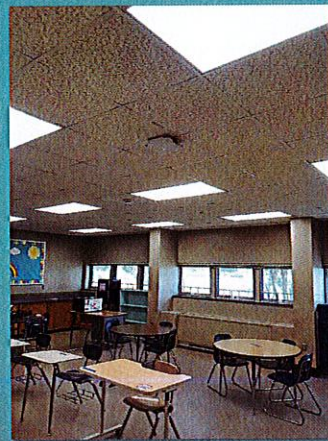


Gaston County Schools

## Bond and Capital Projects - 2021

### LED Lighting - Exterior/Interior

- Ashbrook High
- East Gaston High
- Costner Elementary
- Lingerfeldt Elementary
- Holbrook Middle
- McAdenville Elementary
- South Point High



Gaston County Schools

## Bond and Capital Projects - Current



### Lighting

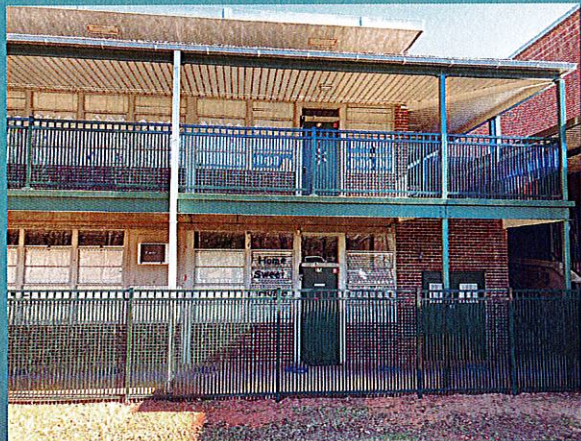
- Webb Street
- Highland Tech
- Cherryville High
- North Gaston High
- Warlick Academy
- Forestview High

Gaston County Schools

## Bond and Capital Projects - 2021

### Fencing

- Bessemer City High
- Chapel Grove Elementary
- Highland Tech
- Hunter Huss High
- Lingerfeldt Elementary



Gaston County Schools

## Bond and Capital Projects - 2021

### Fencing

- Sadler Elementary
- South Point High
- Webb Street
- Woodhill Elementary
- York Chester Middle
- Chapel Grove Elementary



Gaston County Schools

## Bond and Capital Projects - Current

### Fencing

- Hunter Huss
- Webb Street
- Ida Rankin Elementary

### School Signage

- Robinson Elementary
- Springfield Elementary
- W.A Bess Elementary
- Cramerton Middle

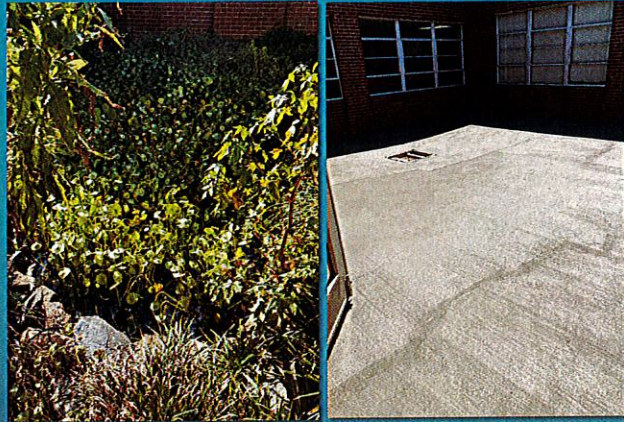


Gaston County Schools

## Bond and Capital Projects - 2021

### Drainage Improvements

- Ashbrook High
- Carr Elementary
- East Gaston High
- John Chavis Middle
- W.B. Beam Intermediate

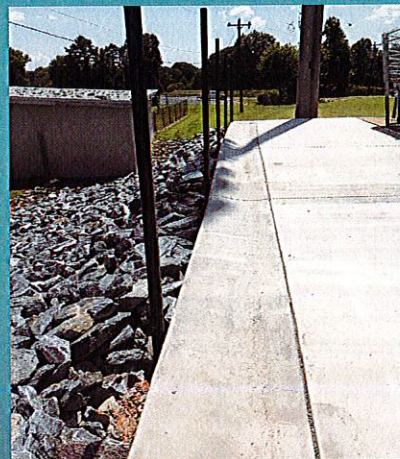


Gaston County Schools

## Bond and Capital Projects - Current

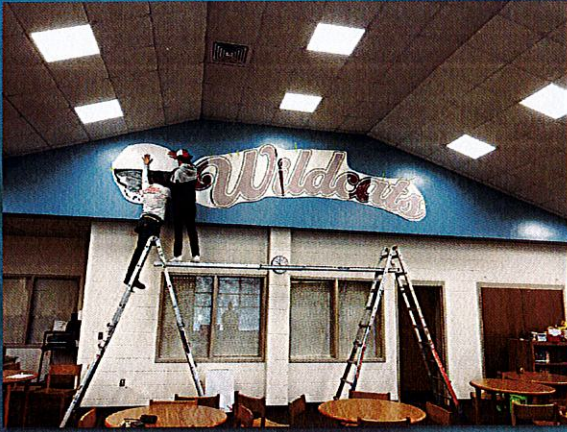
### Drainage

- Ashbrook High
- Forestview High
- North Gaston High
- Ida Rankin



Gaston County Schools

## Bond and Capital Projects - 2021



### Media Centers

- Gardner Park
- Lingerfeldt Elementary
- Lowell Elementary
- South Point High

### Locker Repair

- Ashbrook High
- Webb Street

Gaston County Schools

## Bond and Capital Projects - Current

### Media Centers

- Mount Holly Middle
- Bessemer City Primary
- Bessemer City Central
- Chapel Grove Elementary
- Cramerton Middle



Gaston County Schools



## Bond and Capital Projects - 2021

### Generator Replacement

- Cramerton Middle
- Brookside Elementary
- Forestview High
- Sadler Elementary

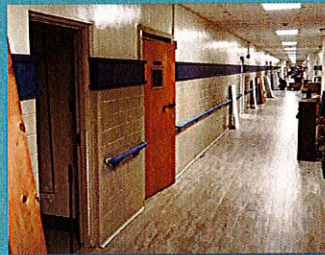


Gaston County Schools

## Bond and Capital Projects - 2021

### Painting

- Ashbrook High
- Costner Elementary
- Lowell Elementary
- Webb Street



### Tennis Courts

- South Point High



Gaston County Schools

## Bond and Capital Projects - 2021

### Office Renovations

- Costner Elementary
- Lowell Elementary
- New Hope
- Webb Street

### Food Lab Renovations

- Bessemer City High



Gaston County Schools

## Bond and Capital Projects - 2021/Current

### New Schools

- Belmont Middle School
- Grier Middle School



Gaston County Schools

## Bond and Capital Projects - Current

### Athletic Fields - Spring/Summer 2022

#### Sand/Top Dress Football/Soccer Fields

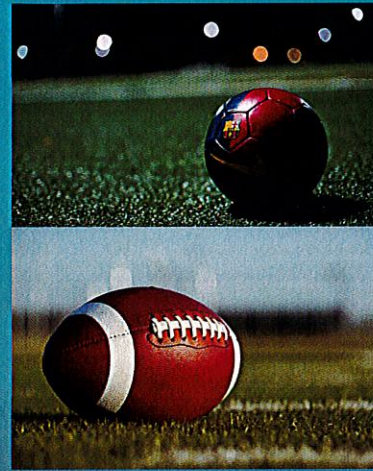
- Ashbrook High
- Cherryville High
- Highland Tech
- Hunter Huss High

#### Sand/Top Dress Softball Field

- South Point High

#### Sand/Top Dress Practice Field

- Stuart Cramer High



Gaston County Schools

## Bond and Capital Projects - Current

### Athletic Fields - Spring/Summer 2022

#### Softball Renovation

- Bessemer City High
- Forestview High
- North Gaston High

#### Football/Soccer Field Renovation

- East Gaston High

#### Irrigation/Drainage Repair

- Hunter Huss High
- Forestview High
- North Gaston High



Gaston County Schools

## Bond and Capital Projects – Current

### Athletic Fields - Spring/Summer 2022

#### Sand/Top Dress Football/Soccer Fields

- Bessemer City Middle
- Cramerton Middle
- Holbrook Middle
- John Chavis Middle
- Mount Holly Middle
- Southwest Middle
- Stanley Middle
- W.C. Friday Middle
- York Chester Middle



Gaston County Schools

## Bond and Capital Projects – Current

### Athletic Fields – Spring/Summer 2023



- Sand/Top Dress
- Irrigation and Drainage
- Field Renovation
- Continue Maintenance Programs

Gaston County Schools

# Transportation



Gaston County Schools

## Transportation – Process

### CDL Driver Training Class

- Three days course work

### Obtain Permit (*Two weeks*)

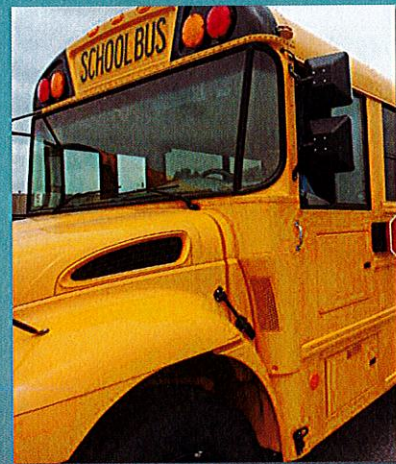
- Two days driving

### Drug Testing

### DOT Physical

### Obtain License

### School Interview and Hire



Gaston County Schools

## Transportation - Incentives



### Reimburse/Pay

- CDL after 90 days - \$73
- Drug Testing (on-site) - \$125
- DOT Physical (on-site) - \$65

Gaston County Schools

## Transportation - Incentives

### 10-14 Vacancies

- Increase Pay to over \$15 hour
- Ninety Day Incentive - \$450
- Travel Allowance - \$2 per day
- Perfect Attendance for Semester - \$250
- Referral Incentive - \$100 per referral

Gaston County Schools

# Transportation - Two Tier Model

Reduced Yellow Buses by **21**

Increased Time for Drivers

- Full Time 6+
- Part Time 5+

2019/20

25

91

2020/21

**41**

**149**

Consolidation of Parking

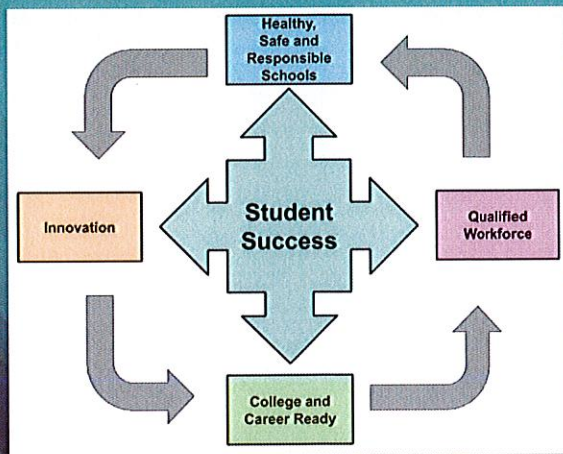
- From 41 Locations to **26**

Two Administrators per Bus

Continue Recruiting Efforts

Gaston County Schools

## Thank You!



Gaston County Schools

# Gaston County Schools Board of Education Retreat

Academic Services  
January 28, 2022



# Gaston County Schools' Portrait of a Graduate



**2015**



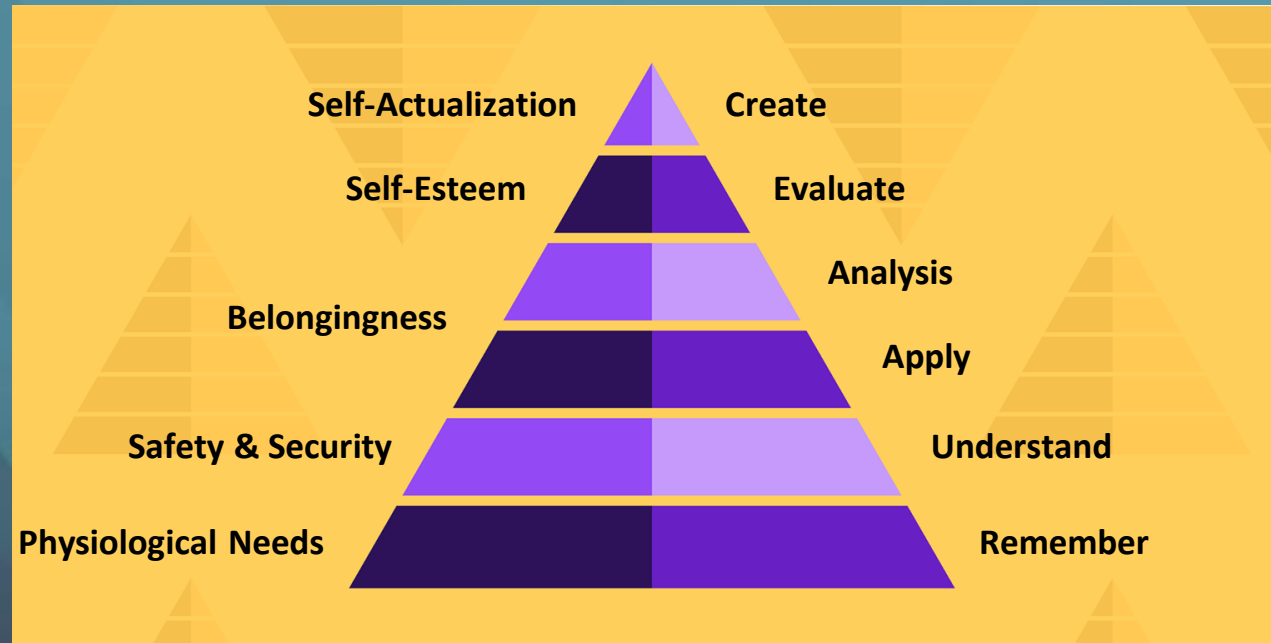
**Curriculum  
&  
Instruction**

**Support  
Services**

# Academic Services

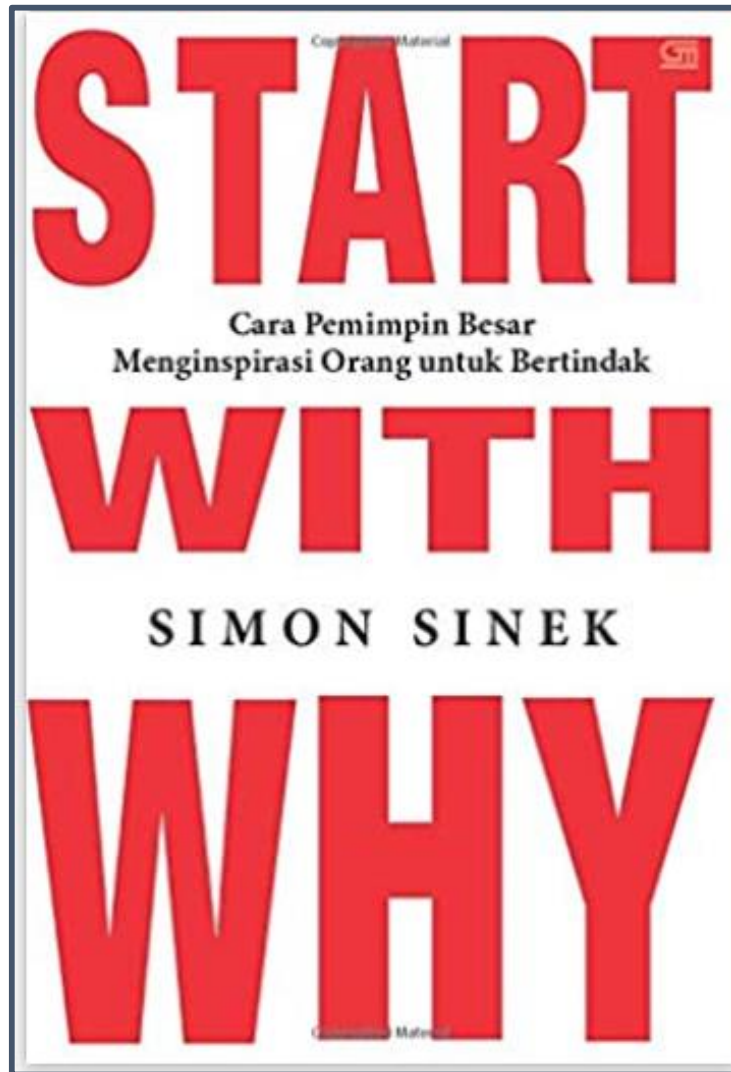
# Academic Services

Student  
Supports

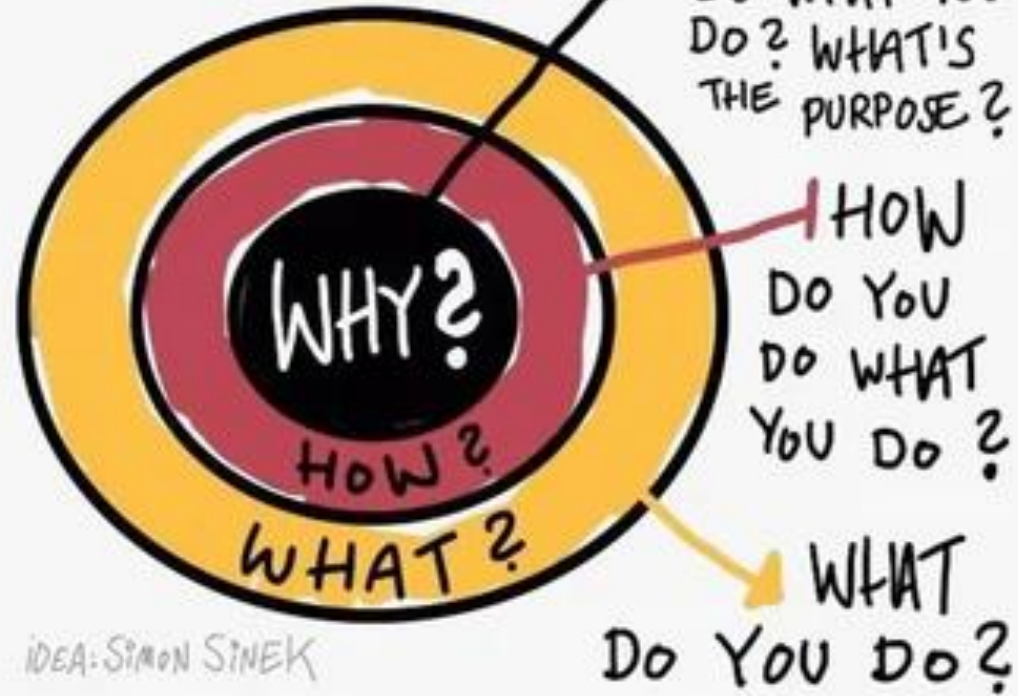


Curriculum  
&  
Instruction

# Whole Child



# GOLDEN CIRCLE



# Our Why

# Our Why

The vision of Gaston County Schools is to **inspire success and a lifetime of learning.**



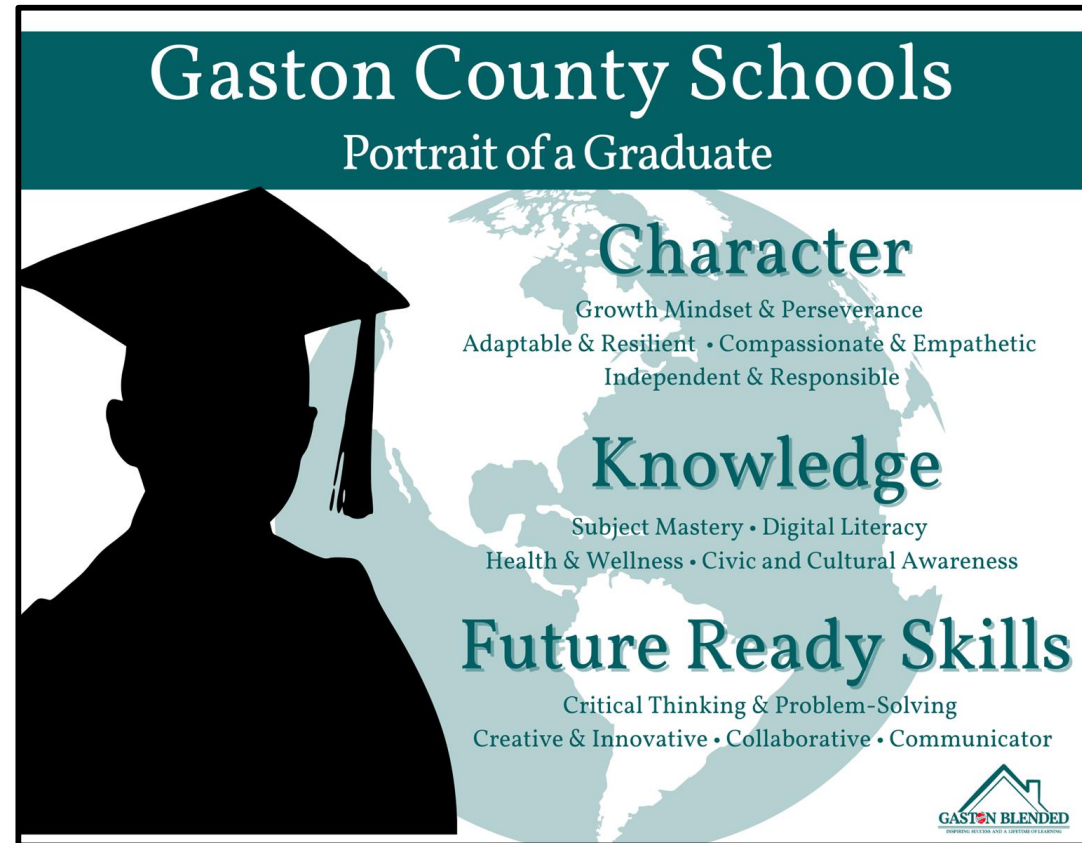
# Our How

# Our How

Through **outstanding employees** and **community partners**, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment.

# Our What

# Our What




**Gaston County Schools**  
Portrait of a Graduate

**Character**  
Growth Mindset & Perseverance  
Adaptable & Resilient • Compassionate & Empathetic  
Independent & Responsible

**Knowledge**  
Subject Mastery • Digital Literacy  
Health & Wellness • Civic and Cultural Awareness

**Future Ready Skills**  
Critical Thinking & Problem-Solving  
Creative & Innovative • Collaborative • Communicator



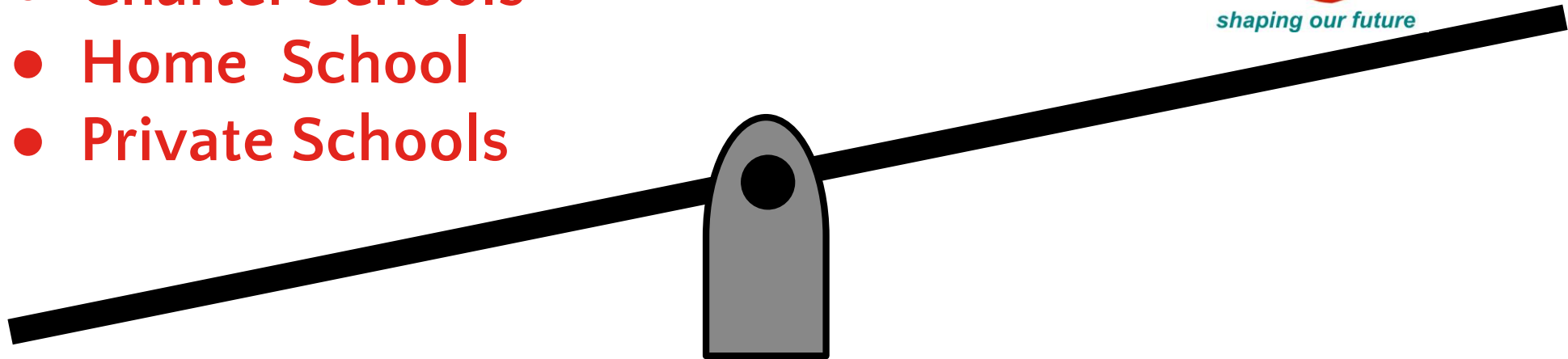
# Our Journey





## School Competition

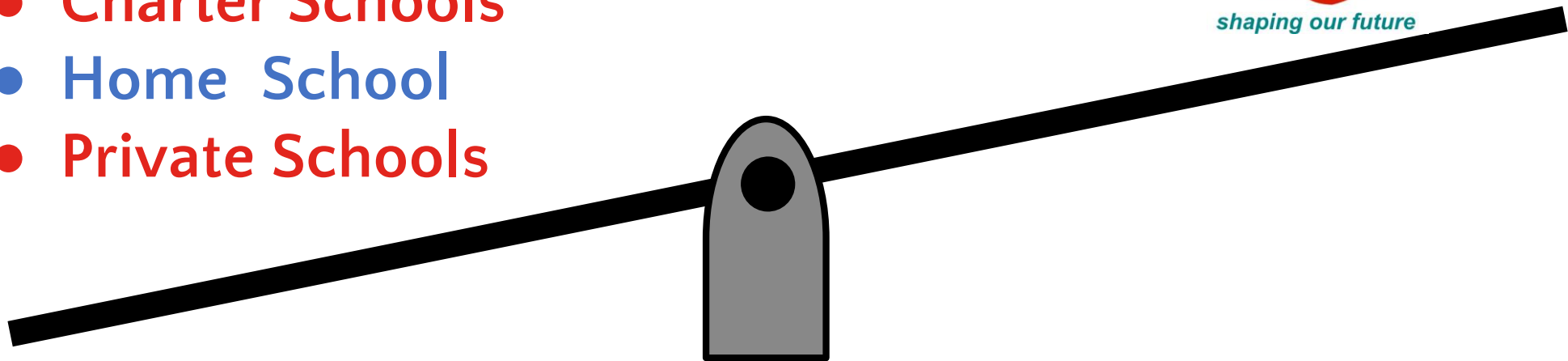
- Charter Schools
- Home School
- Private Schools





## School Competition

- Charter Schools
- Home School
- Private Schools



# School Choice

6 → 21



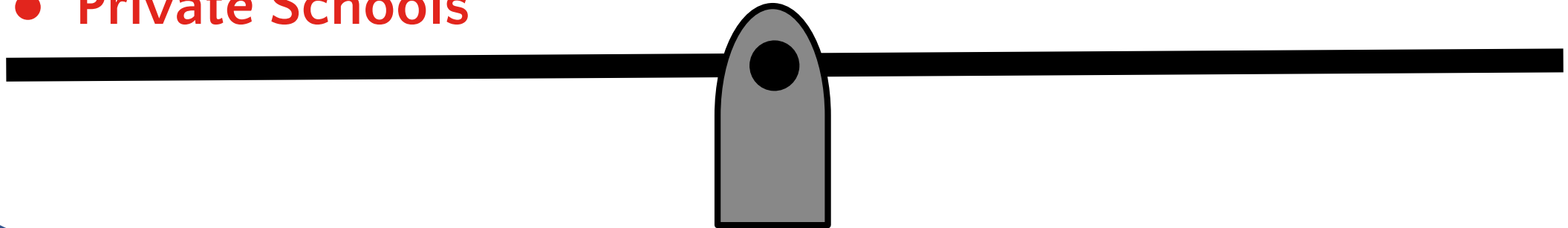


## School Competition

- Charter Schools
- Home School
- Private Schools

## School Choice

6 → 21



School  
Choice



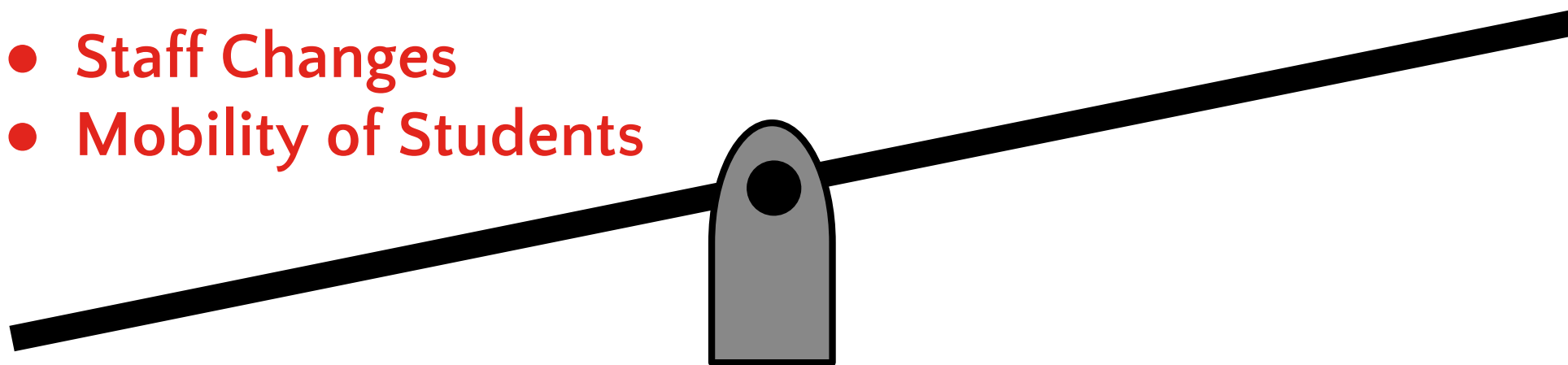
# Our Journey



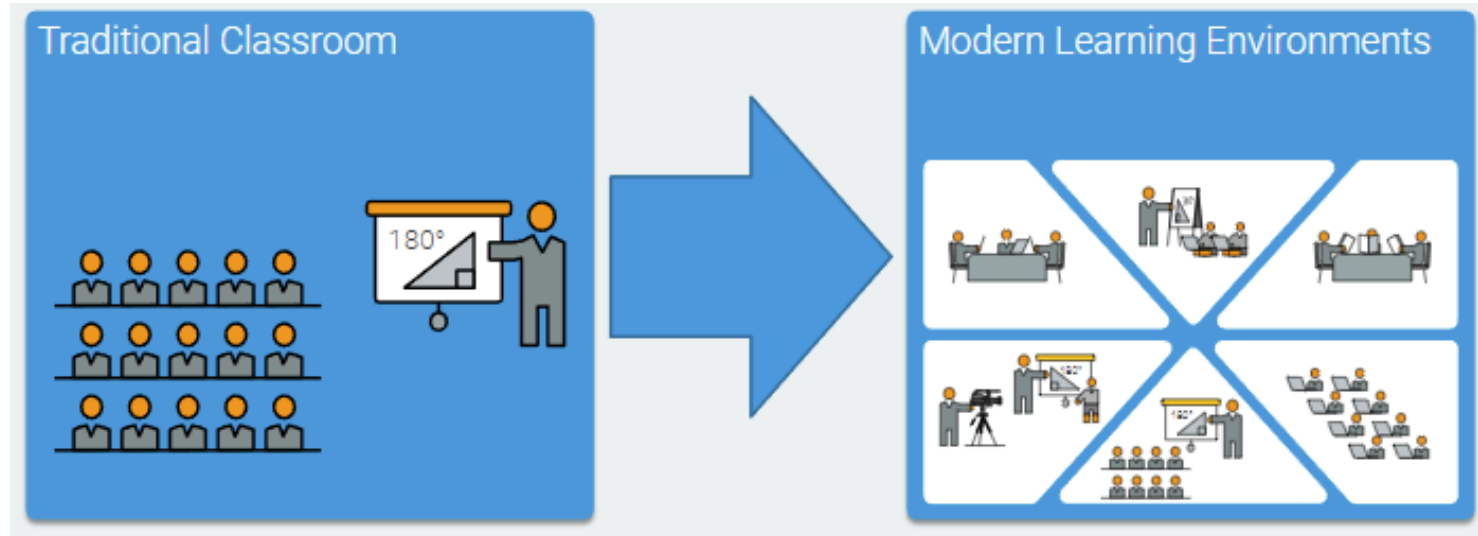


## Inconsistent Instructional Resources

- Staff Changes
- Mobility of Students



# modern teacher

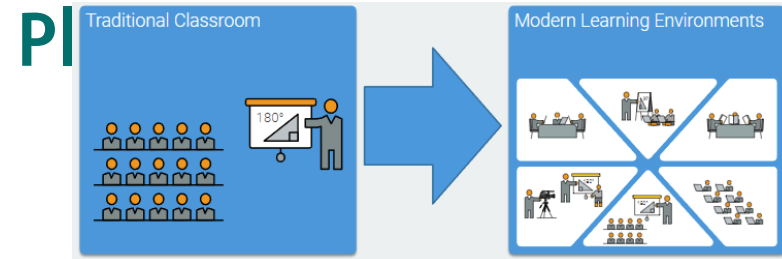




## Inconsistent Instructional Resources

- Staff Changes
- Mobility of Students

## Modern Teacher



School  
Choice



# Our Journey



School  
Choice

2016

# Our Journey

Gaston Blended

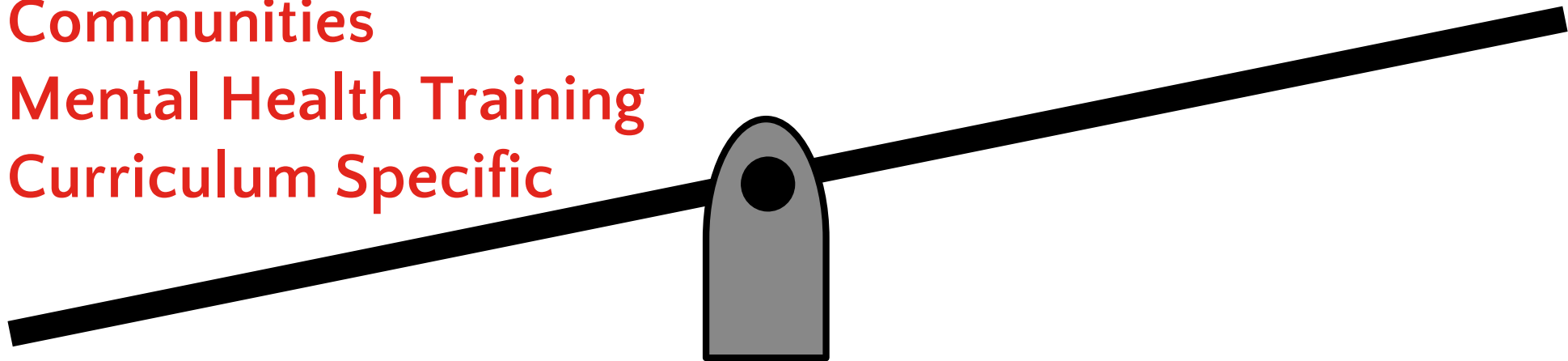
2018





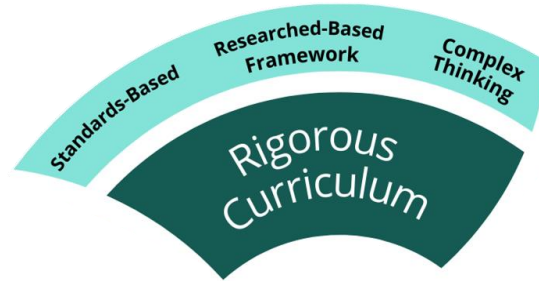
## Sustaining Professional Learning

- Professional Learning Communities
- Mental Health Training
- Curriculum Specific

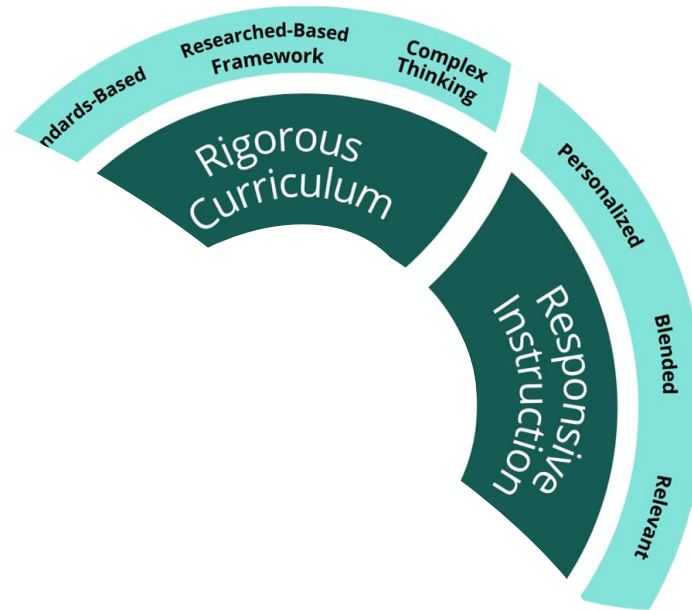




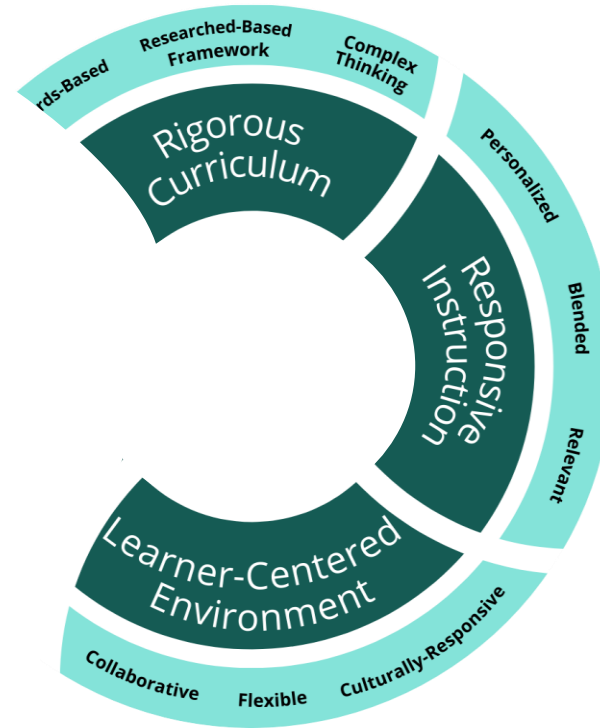
# Gaston Blended



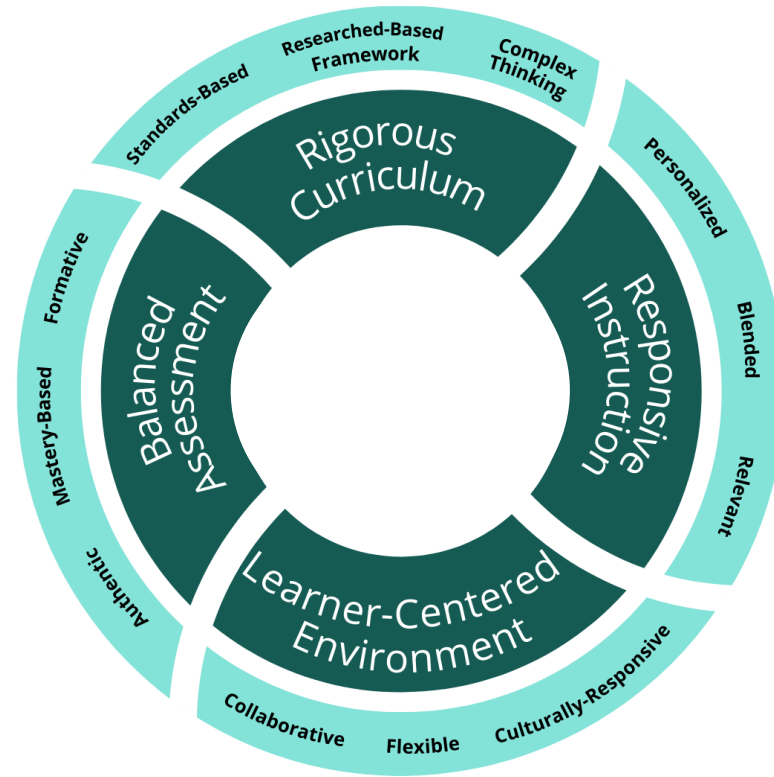
# Gaston Blended



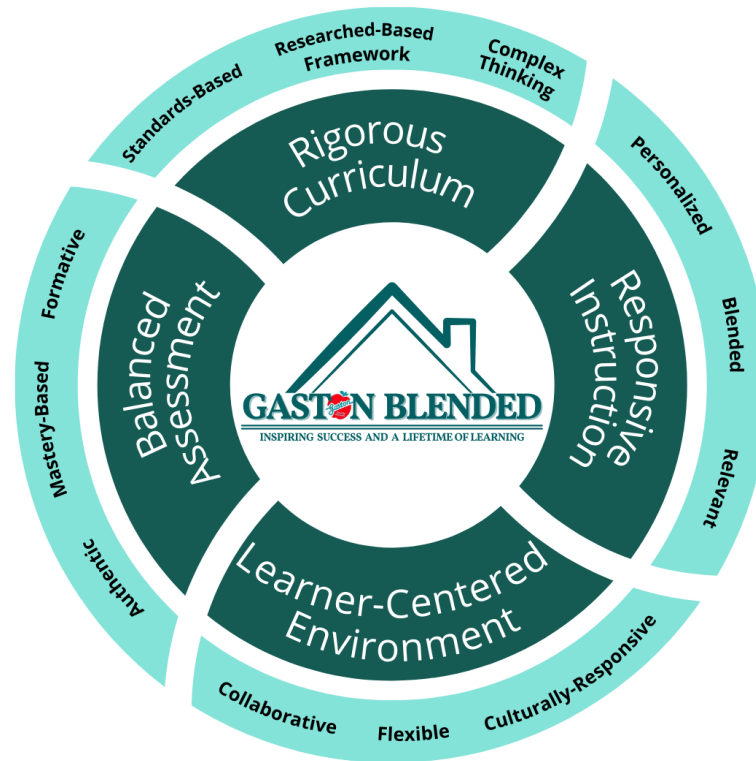
# Gaston Blended



# Gaston Blended



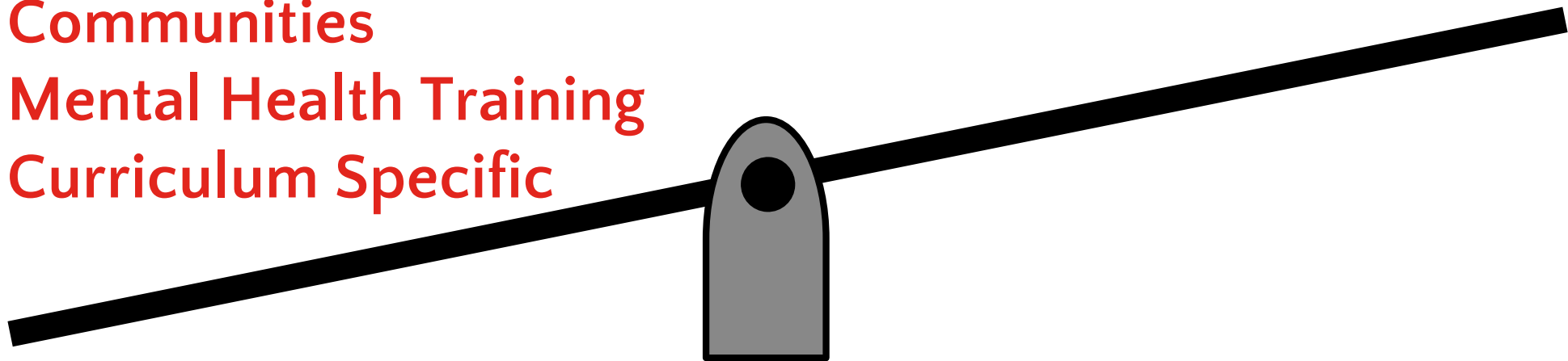
# Gaston Blended





## Sustaining Professional Learning

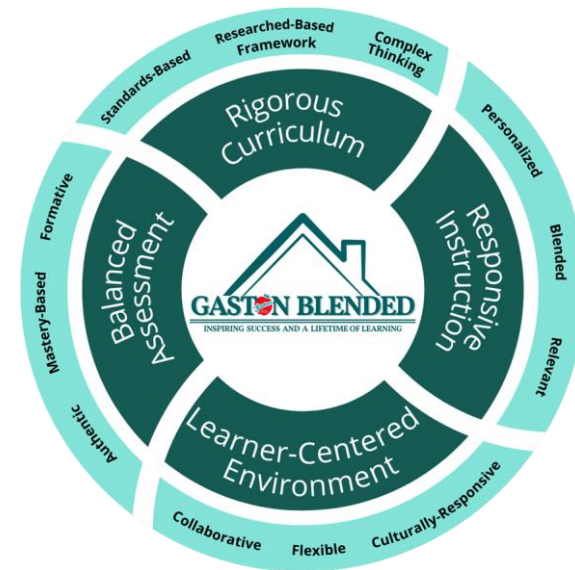
- Professional Learning Communities
- Mental Health Training
- Curriculum Specific





## Sustaining Professional Learning

- Professional Learning Communities
- Mental Health Training
- Curriculum Specific



# Our Journey

School  
Choice

2016

Modern Teacher

2018

Gaston  
Blended

2020





# Our Journey

School  
Choice

2016

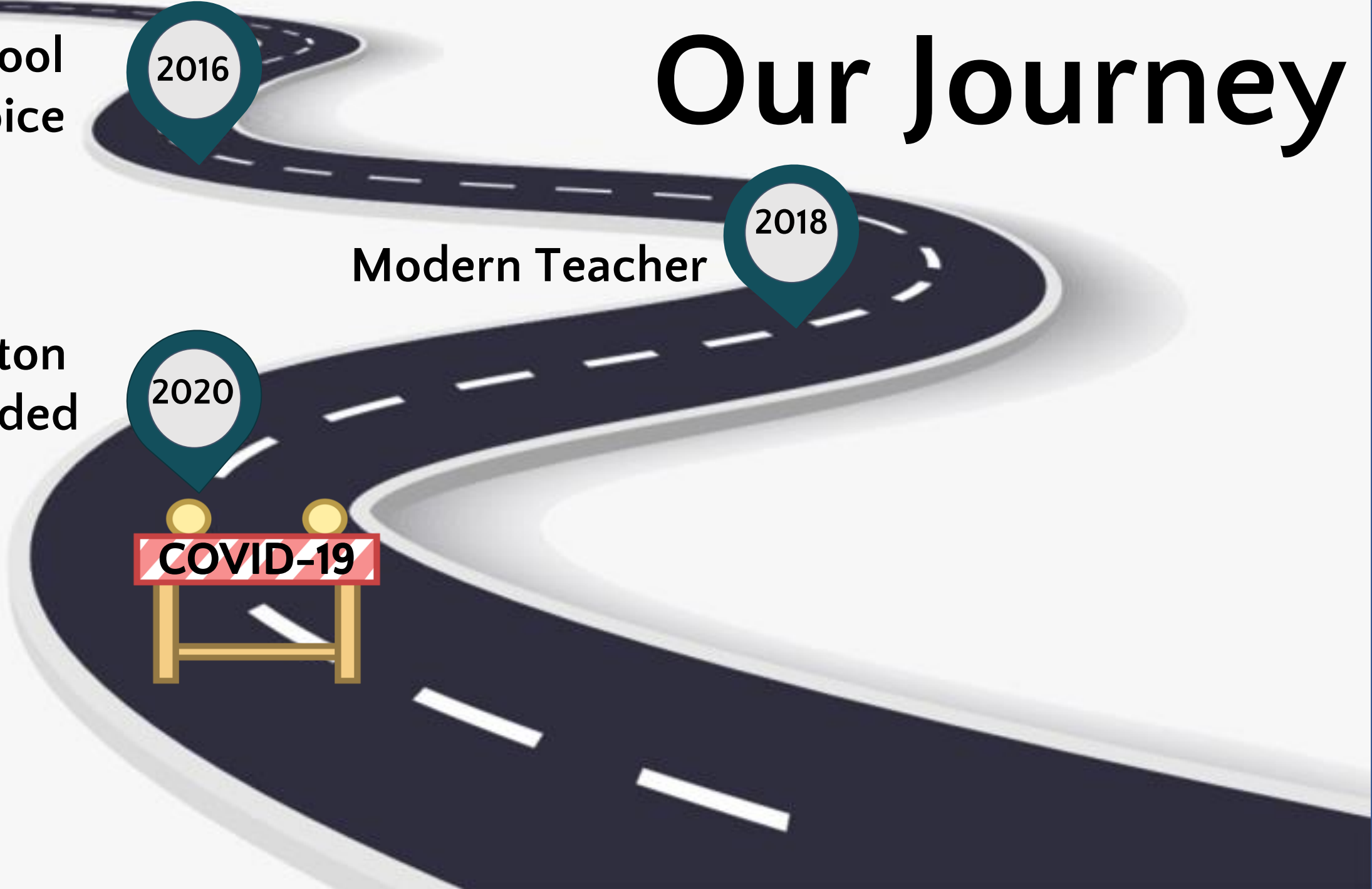
Modern Teacher

2018

Gaston  
Blended

2020

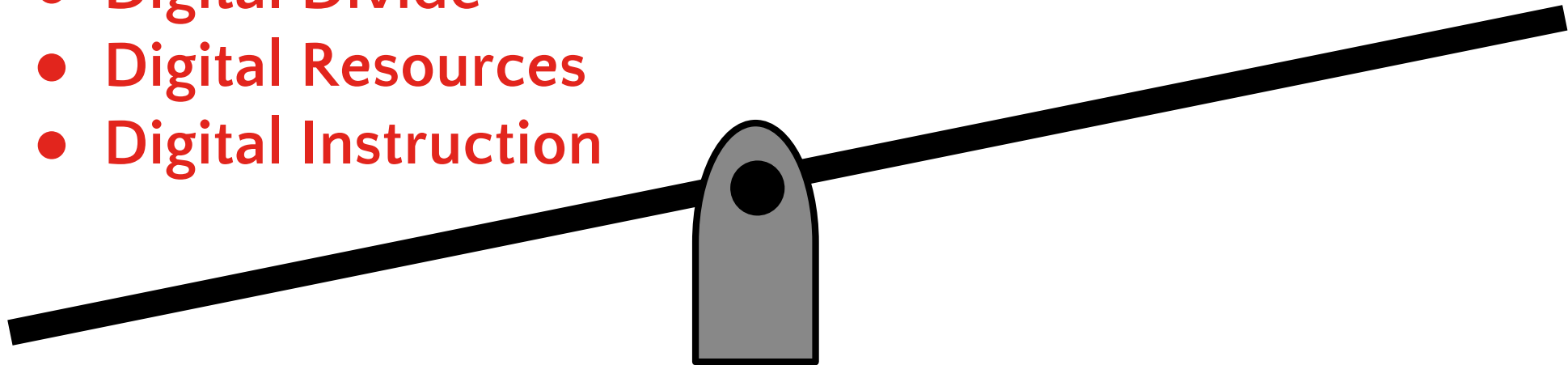
COVID-19





## Challenges

- COVID-19
- Digital Divide
- Digital Resources
- Digital Instruction



MTSS Team + PST + PLCs + SIT

Attendance

MTSS Team + PST + PLCs + SIT

Attendance

Behavior  
(PBIS)

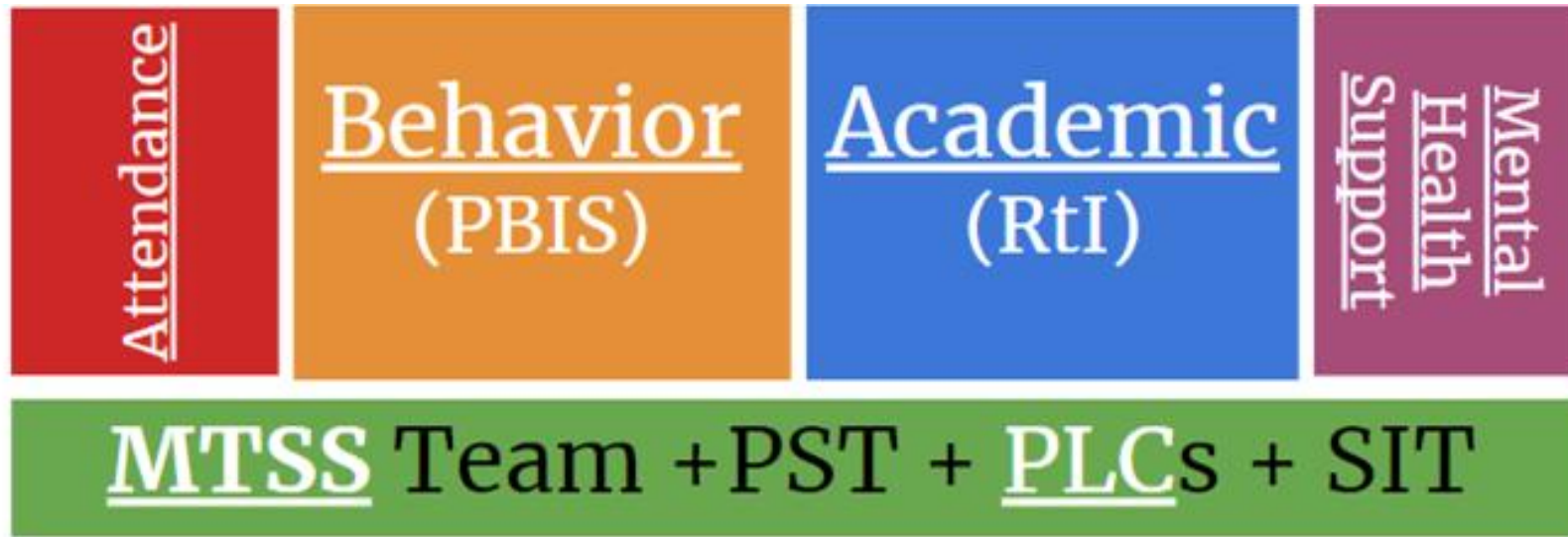
MTSS Team + PST + PLCs + SIT

Attendance

Behavior  
(PBIS)

Academic  
(RtI)

MTSS Team + PST + PLCs + SIT



# Multi-Tiered System of Supports

Attendance

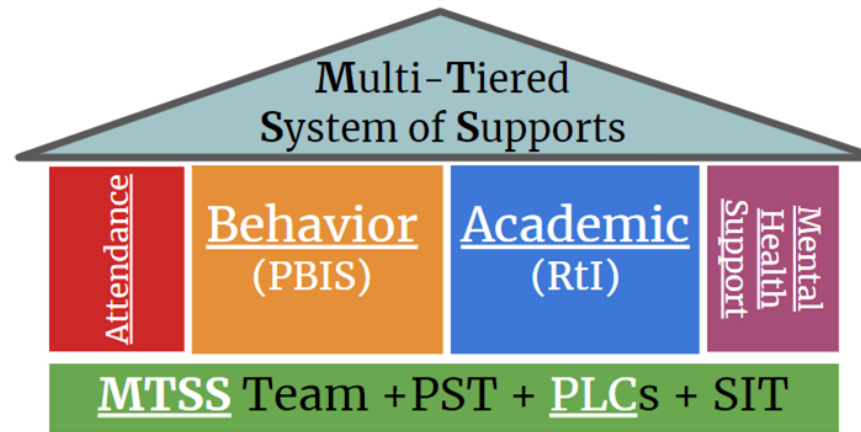
Behavior  
(PBIS)

Academic  
(RtI)

Mental  
Health  
Support

MTSS Team + PST + PLCs + SIT





## Additional Supports

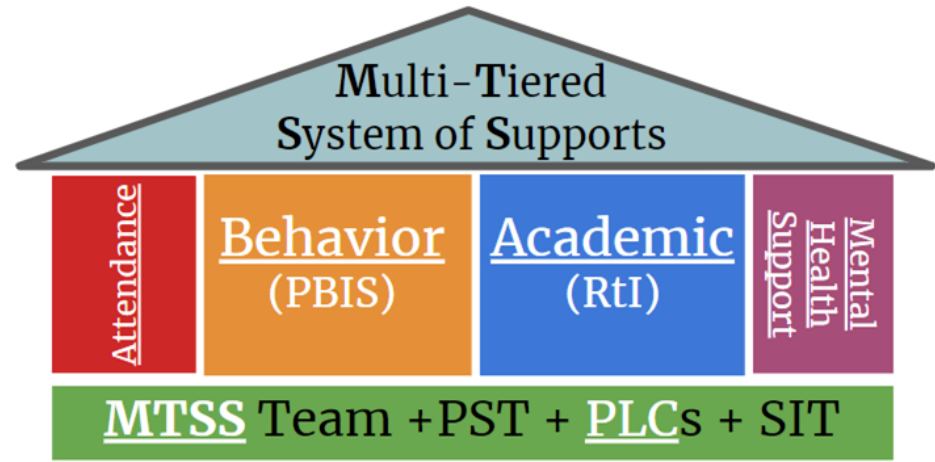
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Additional Counselors and Nurses  
Consistent Intervention Resources  
Learning Management Systems  
Parent Academy



## Challenges

- COVID-19
- Digital Divide
- Digital Resources
- Digital Instruction



# Our Journey

School  
Choice

2016

Modern Teacher

2018

Gaston  
Blended

2020

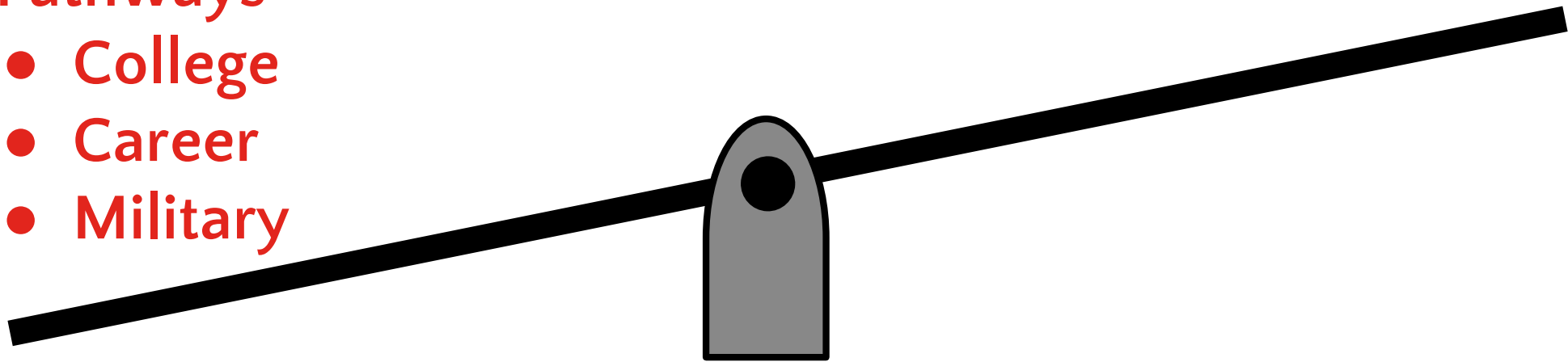
COVID-19





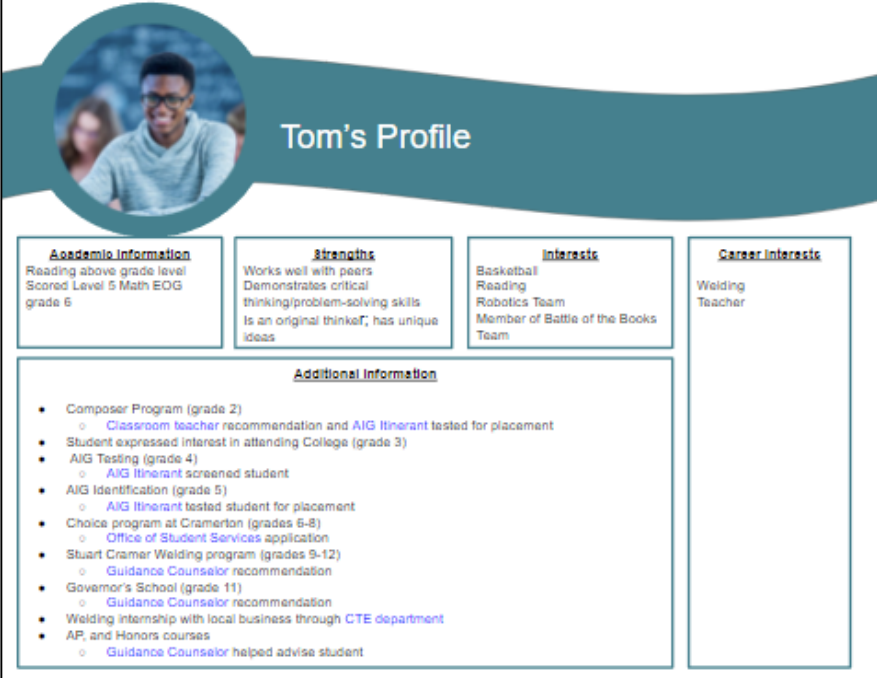
## Supporting Individual Pathways

- College
- Career
- Military



# Learner Profile

A student specific document that helps teachers and school staff learn more about their students in order to personalize their learning experiences.



**Tom's Profile**

**Academic Information**  
Reading above grade level  
Scored Level 5 Math EOG  
grade 6

**Strengths**  
Works well with peers  
Demonstrates critical thinking/problem-solving skills  
Is an original thinker; has unique ideas

**Interests**  
Basketball  
Reading  
Robotics Team  
Member of Battle of the Books Team

**Career Interests**  
Welding  
Teacher

**Additional Information**

- Composer Program (grade 2)
  - Classroom teacher recommendation and AIG Itinerant tested for placement
- Student expressed interest in attending College (grade 3)
- AIG Testing (grade 4)
  - AIG Itinerant screened student
- AIG Identification (grade 5)
  - AIG Itinerant tested student for placement
- Choice program at Cramerton (grades 6-8)
  - Office of Student Services application
- Stuart Cramer Welding program (grades 9-12)
  - Guidance Counselor recommendation
- Governor's School (grade 11)
  - Guidance Counselor recommendation
- Welding internship with local business through CTE department
- AP, and Honors courses
  - Guidance Counselor helped advise student



# Tom's Profile

## Academic Standing

Consistently scored above grade level (levels 4 and 5) in both math and reading. GPA consistently above a 4.0.

## Strengths

Works well with peers  
Demonstrates critical thinking/problem-solving skills  
original thinker, has unique ideas

## Interests

Basketball  
Reading  
Robotics Team  
Battle of the Books Team

## Career Interests

Welding  
Teacher

## Additional Information

- **Composer Program** (grade 2)
  - Classroom teacher recommendation and Academically and Intellectually Gifted (AIG) Itinerant tested for placement
- Student expressed interest in attending College (grade 3)
- **AIG Testing** (grade 4)
  - AIG Itinerant screened student
- **AIG Identification** (grade 5)
  - AIG Itinerant tested student for placement
- **Gifted and Talented Choice Program at Cramerton** (grades 6-8)
  - Office of Student Assignment supported choice application process
  - Earned Math I, English I, and World History high school credits
- **Stuart Cramer Welding program** (grades 9-12)
  - Guidance Counselor recommendation
- **Governor's School** (grade 11)
  - Guidance Counselor recommendation
- Earned **American Welding Society (AWS) welding certification** and participated in a **paid internship** with local business through CTE department
- Guidance Counselor helped advise student to take Advanced Placement (AP) and **College Now** courses to help earn college credit

## Post Graduate

Attended NC State for Engineering program

Entered NC State as a second semester freshman (estimated savings of \$11,000 for the semester)



# Roberto's Profile

## Academic Standing

Above grade level in math (level 4)  
At or just below grade level in reading  
(level 2 or 3).

## Strengths

Bilingual  
Hands on Activities  
Leadership

## Interests

Fighter Jets  
Video Games  
Sports

## Career Interests

Military  
Fire Safety

## Additional Information

- Referred for additional support for reading (academic tier plan) by teacher (1st grade)
  - [Multi-Tiered System of Support \(MTSS\)](#) problem solving team recommended for language screening
  - ESL teacher tested and student qualified for services (grade 1)
- [English Language Learner \(ELL\) Program](#)
  - Exited after grade 7
- Enrolled in [Spanish 1 in 8th grade](#) for high school credit
- Attended North Gaston
  - Was recommended by his school counselor to apply to the [Leadership Academy choice program](#) at North Gaston
- Joined the [soccer](#) team.
  - Athletic Director supported his interest and encouraged him to join the team.
  - Senior year served as [captain](#) of the team
- Participated in [Army JROTC](#) and was a squad leader on the Wildcat Battalion Team.
- Enrolled in [Gaston Online \(GO\)](#) Spanish 3 and Spanish 4 courses to earn NC Seal of Biliteracy.
- Graduated from North Gaston and earned the [Leader in Me and Project Management Credential](#).

## Post Graduate

Entered the US Army as an E-3  
(Private First Class)



# Kyle's Profile

## Academic Standing

Consistently at grade level (level 3) in both math and reading.  
Average grades (B's and C's)

## Strengths

Artistic  
High Math Achiever  
Personable

## Interests

Painting and other art medium creations

## Career Interests

EMT  
Graphic Designer

## Additional Information

- Attendance was an issue in elementary school
  - Social worker placed family on [attendance contract](#) to improve attendance
- Based on teacher recommendation received school based therapy
  - Counselor worked to connect [mental health services](#) (student received services during the day)
  - Counselor created a [504 plan](#) to support student anxiety
- Engaged in self harm in middle school
  - School based therapist and school counselor developed support plan through 504
- Based on interest inventory in middle school, Kathleen wanted to become an EMT
  - Counselor recommended applying to [Cherryville choice program](#)
- In high school, Kathleen expressed a desire to be known as Kyle
  - Title IX coordinator worked with school administrator and school support team to establish a [Gender Support Plan](#) as a supplement to 504 Plan
- Kyle wanted to [wrestle](#) and play [football](#)
  - Counselor worked with athletic director to review North Carolina Athletic Association rules and to update gender support plan to include coaching staff and was deemed eligible to participate in both sports.
- Attained [EMT and Adobe certification](#) (created videos for the county office)

## Post Graduate

Kyle graduated from CHS and entered into the workforce as an employee of GEMS

Attending Gaston College to earn a paramedic certification





# Anna's Profile

## Academic Standing

Struggled academically and socially  
Consistently below grade level (level 1 or 2)

## Strengths

Friendly but often ignored by peers  
Eager to please

## Interests

Music  
Animals

## Career Interests

Pre-K teacher  
Veterinary Tech

## Additional Information

- Started as a [NC Pre-K](#) student
- Attended 5 different elementary schools
- Counselor discovered family was [McKinney-Vento \(homeless\)](#) (1st grade)
  - Counselor collaborated with social worker to establish [McKinney-Vento](#) status and connect to community resources
  - Counselor determined Anna needed additional support beyond the regular school day. Counselor worked with Student Support Services to transfer Anna to Woodhill. Anna was able to attend the [ASPIRE Program](#) until 5:30 pm Monday - Friday.
- Referred for additional support ([Multi-Tiered System of Support \(MTSS\) academic tier plan](#)) by teacher (1st grade)
  - Received reading interventions from literacy teacher
  - Received intensive interventions for literacy and math during elementary FLEX time
  - Attended summer intervention camp in grades K-5
  - Referred for [Exceptional Children \(EC\) services](#) which began in 3rd grade (including mental health services)
- Student completed interest inventory in 5th grade
  - Based on interest inventory, counselor recommended Anna attend Mount Holly Middle School where she was in inclusion math and ELA sections.
  - Based on student interest, counselor recommended Anna take chorus as an elective
- Anna attended [East Gaston Health Sciences Academy](#) and pursued a vet tech certification
- Anna took [Career and College Ready Graduate \(CCRG\)](#) reading and math her 12th grade year to prepare for community college.

## Post Graduate

Anna graduated from EGHS and is working as a veterinarian technician while in community college to pursue a career in early childhood education.

Earned a Veterinary Tech certification via EGHS health sciences academy



# Jacob's Profile

## Academic Standing

Received intensive EC services  
Graduated school with a certificate of attendance

## Strengths

Makes friends easily  
Strong work ethic  
Athletic  
Self-advocates for job support

## Interests

Community social events  
Special Olympics  
YMCA

## Career Interests

Wants to work with cars as a long-term career goal but entered the workforce in entry level positions working part-time for a local Auto Zone while also working part-time for a sports center

## Additional Information

- Identified for [Exceptional Children \(EC\) services](#) by the [Pre-K evaluation](#) team at the age of 3 yrs old
- Served in [self-contained](#) classrooms for students with Intellectual Disabilities
- Joined the [Project Unify](#) Club at the high school with the support of a teacher club supervisor
- EC Teacher worked with [school social worker](#) to access community resources, now student lives in an Assisted Family Living (AFL) home
- Represented Hunter Huss in [Special Olympics](#)
- Graduated from Hunter Huss with a [certificate of attendance](#)
- EC Teacher recommended student for [Gaston Links](#) post graduation
  - participated in Gaston Links for 3 years receiving job training and skills.

## Post Graduate

Student referred to Vocational Rehabilitation by Gaston Links for assistance with getting a job



**Gaston County Schools**

**7,000+**

5th  
Grade

7th  
Grade

9th  
Grade

**7,000+**

**2022**

# 2022

5th  
Grade

7th  
Grade

9th  
Grade

Learner Profiles

**29,000+**



K-5th  
Grade

6th-8th  
Grade

9th-12th  
Grade

**29,000+**

**2023**

# Beginning 2023

K-5th  
Grade

6th-8th  
Grade

9th-12th  
Grade

Learner Profiles



## Supporting Individual Pathways

- College
- Career
- Military

## Learner Profiles

**Tom's Profile**

<b>Academic Standing</b> Consistently scores above grade level levels 4 and 5 in math and reading GPA consistently above a 4.0.	<b>Strengths</b> Works well with peers Demonstrates critical thinking/problem-solving skills Original thinker, has unique ideas	<b>Interests</b> Basketball Reading Robotics Team Battle of the Books Team	<b>Career Interests</b> Teaching
<b>Additional Information</b> <ul style="list-style-type: none"><li>• Computer Program (grade 2)<ul style="list-style-type: none"><li>◦ Classroom teacher recommendation and Academically and Intellectually Gifted (AIG) (literacy tested) for placement</li></ul></li><li>• Student expressed interest in attending College (grade 3)</li><li>• AIG Testing (grade 4)<ul style="list-style-type: none"><li>◦ AIG Interest screened student</li></ul></li><li>• AIG Identification (grade 5)<ul style="list-style-type: none"><li>◦ AIG Interest tested student for placement</li></ul></li><li>• Gifted and Talented Choice Program at Charlotte (grades 6-8)<ul style="list-style-type: none"><li>◦ Office of Student Assignment supported choice application process</li></ul></li><li>• Earned Math 1, English, and Social History high school credits</li><li>• Smart Career Working program (grades 9-12)<ul style="list-style-type: none"><li>◦ Guidance Counselor recommendation</li></ul></li><li>• Governor's School (grade 11)<ul style="list-style-type: none"><li>◦ Guidance Counselor recommendation</li></ul></li><li>• Earned American Welding Society (AWS) welding certification and participated in a paid internship with local business through CTE department</li><li>• Guidance Counselor helped advise student to take Advanced Placement (AP) and College Now courses to help save college costs!</li></ul>			
<b>Post Graduate</b> Earned NC State as a second semester freshman (estimated savings of \$11,000 for the semester)			

# Our Journey

School  
Choice



Modern Teacher



Gaston  
Blended



Learner  
Profiles



# Our Journey

School  
Choice

2016

Modern Teacher

2018

Gaston  
Blended

2020

COVID-19

Learner  
Profiles

And  
more!

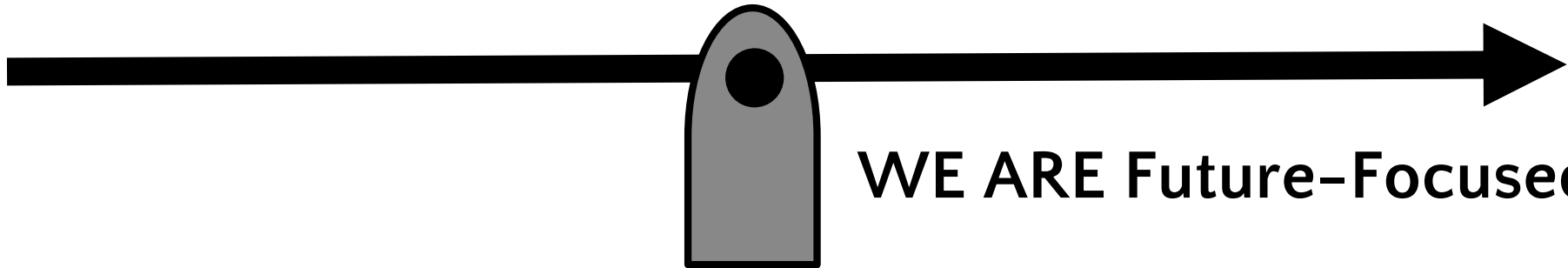
2022





**Challenges**

Blended Learning  
Learner Profiles  
Modern Teacher  
Personalized Learning  
School Choice



**WE ARE Future-Focused**

# Our Journey

School  
Choice

2016

Modern Teacher

2018

Gaston  
Blended

2020

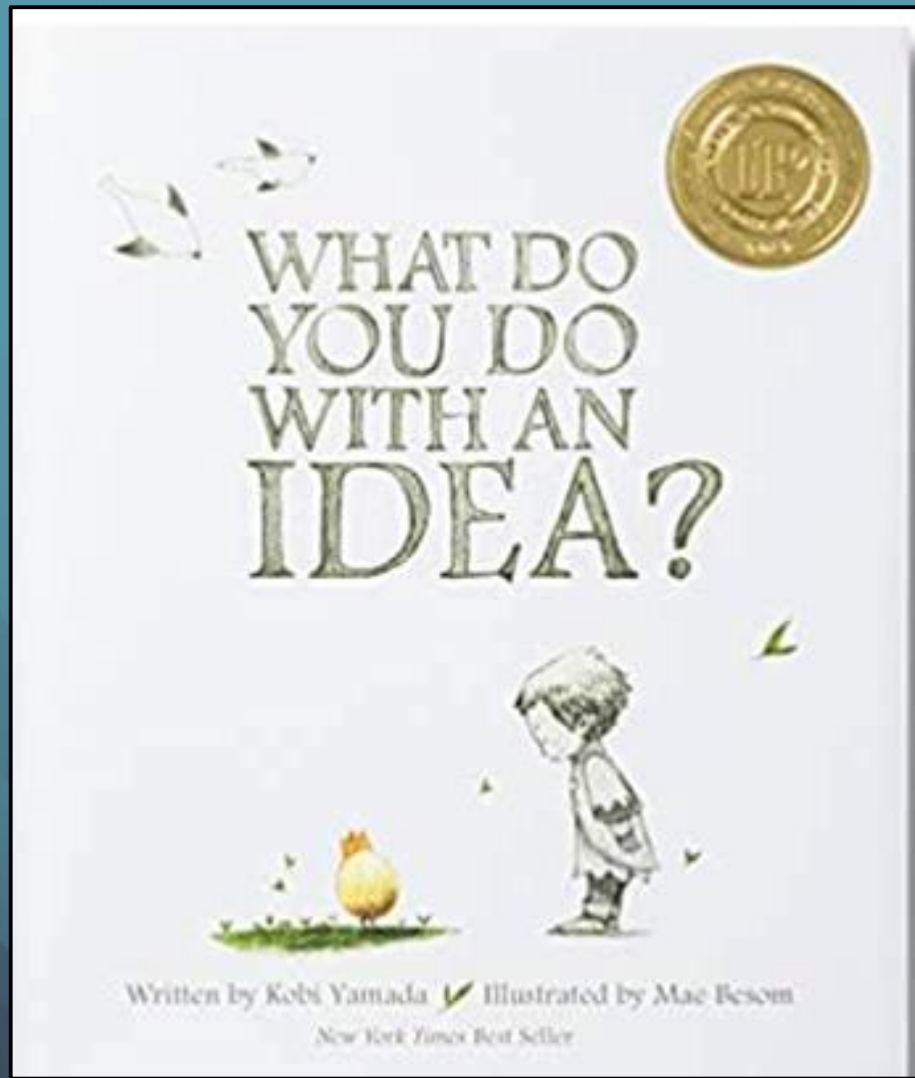
COVID-19

The  
Journey  
Continues

2022







The vision of Gaston County Schools is **still** to inspire success and a lifetime of learning.



# Gaston County Schools

## Portrait of a Graduate



### Character

Growth Mindset & Perseverance  
Adaptable & Resilient • Compassionate & Empathetic  
Independent & Responsible

### Knowledge

Subject Mastery • Digital Literacy  
Health & Wellness • Civic and Cultural Awareness

### Future Ready Skills

Critical Thinking & Problem-Solving  
Creative & Innovative • Collaborative • Communicator



# Gaston County Schools Board of Education Retreat

Academic Services  
January 28, 2022