



BOARD OF DIRECTORS MEETING 2/08/16

Agenda 6:00 PM

Palmetto Scholars Academy's Mission

Palmetto Scholars Academy (PSA) will provide a differentiated program designed to meet the educational needs of intellectually gifted learners, address their distinctive social and emotional needs, promote individual character development and instill a life-long love of learning. Our students will engage with leading innovative organizations in higher education, business and science in order to empower them to make original and impactful contributions toward the elevation of South Carolina in the areas of education, commerce, arts, and science.

- **Call to Order and Reading of the Mission Statement – 1 minute**
- **Open Session – Public Comment– 5 minutes**
- **December Financial Report – Rob Fified – 5 minutes – ACTION ITEM: Vote to approve December Financials**
- **Bond Quarter Report – Rob Fifield – 3 minutes – ACTION ITEM: Vote to approve Quarterly Report**
- **Dr. Larry Daniel, Dean - Zucker Family School of Education, The Citadel and Faculty Member, Dr. Tom Reilly – Input regarding PSA educational program issues – 10 minutes**
- **Principal Report - 35 minutes**
 - **Presentation of Analysis of PSA School Report Card Data– Dr. Gott**
 - **Presentation of Annual Report to the SC Department of Education**

- **Recommendation Regarding Enlarging 2016-2017 6th grade class**
 - **ACTION ITEM: Vote to Approve enlarging 6th grade class**
- **Executive Session to discuss personnel issues**
- **Adjournment**



BOARD OF DIRECTORS MEETING February 8, 2016

6:00 p.m. at Palmetto Scholars Academy

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Palmetto Scholars Academy Board Members

Dr. Frank Budd, Director, Counseling and Substance Abuse Services at the College of Charleston; Mr. David Diana, Co-founder, Diana Marketing & Design, Community Education Director, Charleston Dorchester Mental Health Center, and PSA Parent; Mr. Rob Fifield, President, Bauer International; Ms. Victoria Gamble, Academic Interventionist at Moultrie Middle Schools in Charleston County School District; Dr. Tim Gott, PSA

Principal and Ex-Officio Member of the Board; Ms. Shirley Hinson, Director of Government Relations, College of Charleston, former member of the SC House of Representatives, former Berkeley County School District Board Member; Ms. Stacey Lindbergh, PSA Founder; Mr. J. Keith McElveen, President, Wave Sciences Corporation and PSA Parent; Mr. Jack Moore, Principal of Applied Thought Consulting; Mr. Ken Ryan, Chief Creative Officer for KRyan Creative, LLC, President of the PSA Booster Club and PSA Parent; Dr. Marilyn Schaffner, Chief Nursing Executive and Administrator for Clinical Services, Medical University of South Carolina; Lt. Colonel Ralph Taylor, Deputy Commander, 628th Mission Support Squadron Group, Joint Base Charleston; and Dr. Jean Chandler, Gifted and Talented Specialist and SC Consortium for Gifted Education Board Member.

Meeting Attendees

Dr. Larry Daniel, Dean of Zucker Family School of Education at The Citadel; Dr. Tom Reilly, Faculty Member at The Citadel; Ms. Jane Taylor; Mr. Win Gasperson; Mr. Andrew Bassett; Ms. Marlene Baber, Curriculum Consultant; and William Aidyn Trubey, PSA Student

Absent Members of Board of Directors

Dr. Frank Budd; Mr. Rob Fifield; and Dr. Marilyn Schaffner were absent.

Members Present Through Conference Call

Mr. J. Keith McElveen called in for a portion of the meeting.

I. Call to Order – Ms. Stacey Lindbergh called the meeting to order.

II. Dr. Jean Chandler read the PSA Mission Statement.

III. A quorum was present.

IV. Public Comments- Mr. Win Gasperson, PSA Parent, spoke about the need for students to have content experts as teachers in the classroom.

V. Consent Agenda:

- The board approved the Agenda for the February 8, 2016 meeting.**

- **Ms. Stacey Lindbergh referred to the PSA Quarterly Financial Statements prepared by Ms. Melissa Kiddy, CPA with McCay, Kiddy & Associates, LLC. in order to address a deadline for the bond requirement of an approved quarterly financial report for October, November, and December.**
- **Dr. Tim Gott reported that the budget is in good shape; in spite of the fact that, the state has not yet adjusted state funding for the 45th day count.**
- **He indicated that funding will be retroactive when the funds come in from the state and charter district.**
- **Ms. Shirley Hinson suggested checking with the neighboring counties to see if their funding had been adjusted by the state department.**
- **Ms. Shirley Hinson made a motion to approve the December 2015 Financials, and Mr. Ken Ryan seconded the motion. The following board members voted to approve the December 2015 Financials: Mr. David Diana; Ms. Victoria Gamble; Ms. Shirley Hinson; Ms. Stacey Lindbergh; Mr. Jack Moore; Mr. Ken Ryan; Lt. Colonel Ralph Taylor; and Dr. Jean Chandler.**
- **Ms. Stacey Lindbergh reported that the PSA ratio-to-debt accountability is a required annual deadline, and that financial numbers will catch up with the state department and district's sending the funding by the end of the school year.**
- **Ms. Stacey Lindbergh introduced Dr. Larry Daniel and Dr. Tom Reilly from The Citadel.**
- **She said Dr. Larry Daniel attended the PSA's ribbon cutting ceremony and has expressed interest in collaborating with the school. Partnering with higher education is in keeping with our mission to reach out and collaborate with colleges.**

VI. PSA Educational Program Issues- Dr. Larry Daniel, Dean of Zucker Family School of Education at The Citadel and Dr. Tom Reilly, Faculty Member at The Citadel

- **Dr. Larry Daniel congratulated the board on the new facility and the school's successes in spite of many struggles to make this moment a reality.**
- **Dr. Larry Daniel outlined many ways to work with PSA including areas of expertise to boost common interest such as student teaching placement and other field-based placements; to review strategic**

planning documents for the school; and to share expertise in curriculum.

- **Dr. Tom Reilly indicated that his primary job at The Citadel is to place student teachers in appropriate schools and suggested an area of collaboration might focus on raising the percentages passing Advanced Placement Test from the current rate of 29% along with focusing on data showing the 61% teacher retention rate at PSA for improvements in retaining teachers.**
- **Dr. Tom Reilly said that having teachers with advanced degrees does not always ensure that they know how to impart that knowledge effectively, and The Citadel maybe able to assist with training content experts on delivery strategies.**
- **Dr. Tom Reilly congratulated the board on having a very clear mission statement and offered help with opportunities in STEM education from The Citadel.**
- **Dr. Larry Daniel said the military link with Joint Base Charleston and The Citadel is a natural one of interest as he discovered many Citadel graduates on the PSA staff.**
- **Dr. Larry Daniel indicated that all Citadel faculty are expected to do community service; however, if there is to be compensation for Citadel faculty for services to PSA, it would be spelled out to the board for consideration.**
- **Mr. Ken Ryan asked if anyone on staff at The Citadel would be able to help write grants, and Dr. Larry Daniel said The Citadel has two full time grant writers on staff in the foundation office, and they would be able to provide expertise in grant writing to PSA.**
- **Ms. Shirley Hinson thanked The Citadel for sharing their expertise with PSA and asked if The Citadel would have any concerns about placing a student teacher in a non-certified teacher's classroom at PSA.**
- **Dr. Tom Reilly said all student teachers at The Citadel would have to be placed in a certified teacher's classroom for the required field experience.**
- **Dr. Jean Chandler asked if all out of state certified teachers seeking certification through reciprocity in South Carolina had to go through the Assisting, Developing, and Evaluating Professional Teaching (ADEPT) process in the first year.**
- **Dr. Tom Reilly responded that if out of state certified teachers are coming through the South Carolina certification process, they have to**

go through portions of the ADEPT model in the first year if the school is receiving state funding.

- **Dr. Larry Daniel said that student teachers from The Citadel would be trained in the latest strategies for effective teaching, and the interaction of The Citadel supervising staff with the PSA staff will be one of energy and expertise exchange.**
- **Ms. Stacey Lindbergh suggested meeting in the future with The Citadel leaders to organize any collaborative efforts or initiatives with higher education and the PSA staff. The Board members agreed to pursue discussions with Dr. Daniel and The Citadel staff regarding opportunities to work together for the betterment of PSA students. An outline of potential opportunities will be brought back to the Board for consideration.**

VII. Presentation of Analysis of PSA School Report Card Data – Dr. Tim Gott

- **Dr. Tim Gott reported the previous report cards have been excellent with Grade A for five years in a row, which he called a rarity in the state.**
- **Dr. Tim Gott suggested a method of how to approach data analysis called triple-loop approach, which he used in the Kentucky school as a state trainer and later as a consultant.**
- **In the triple-loop approach, the first analysis becomes the red flag analysis as to what stands out as anomalies; in addition, there is the green flag analysis, which represents surveying the data for what is good and what needs improvement.**
- **The next data analysis is for causes being internal and external factors impacting the results, such as classroom conditions during testing, looking for a safe testing environment, cooling or heating factors or noise levels.**
- **The third loop takes a look at what to do to in order to address the issues that surface in the test data analysis for better results in the future.**
- **The operative questions that he suggested using might be: “Were the students given opportunities to learn the content, and were they given the opportunity to learn the testing techniques?”**
- **Then, Dr. Tim Gott shared an analysis of the middle and high school testing results from last school year.**

- The test given last year was the ASPIRE Test, which is an American College Testing (ACT)- based test with national norms and the Palmetto Assessment of State Standards (PASS) test in science and social studies, which is a state test with no national norms.
- Middle Grades (6, 7, and 8) took the PASS test in science and social studies with each student receiving a score of *Exemplary*, *Met* or *Not Met*.
- On the PASS science test, 56.1% of the students scored *Exemplary*, and on the social studies PASS test, 73.6 % of the students scored *Exemplary*.
- The final data shows 4.2% of the whole school did not meet the standards in science and 1.4% did not meet the standard in social studies.
- Dr. Tim Gott said the school receives academic assistance in the funding formula for students scoring *Not Met*.
- Dr. Tim Gott said he did not value the comparison of PSA scores to the state; however, PSA's English, reading, and math scores came in as incredibly strong except for the weaknesses in writing.
- Ms. Stacey Lindbergh suggested evaluating our test results with the local schools serving gifted learners as a data point for excellence in seeking to continuously learn and improve PSA's program for the students.
- Dr. Tim Gott indicated that to compare the performance of PSA students test scores with the Academic Magnet High School would be inappropriate because of the selection process for getting in the school since PSA has an open door policy as a charter school for enrollment.
- Ms. Lindbergh stated both schools serve high percentages of gifted and talented students, and there is an opportunity to benefit PSA by benchmarking with all high performing schools.
- Dr. Tim Gott stated that in every category PSA's scores are statistically significant scoring at least one standard deviation or higher above all other schools with similar demographics, which he says indicates that our curriculum and our teaching as a charter school are on target.
- Dr. Tim Gott explained that the low writing scores have frustrated the staff, and the question becomes, "What factors or issues are involved to create the low scores?"
- In an analysis of weak writing test data, the staff concluded that student had never been given a timed writing test, and the staff is exploring

what it means to be a good writer in English, in reading, in math, and in science or social studies.

- Last year, high school students took the ACT, Work Keys, and End of Course Assessment; some students took AP exams since they are optional on an individual basis paid for by the student.
- ACT scores at PSA show a composite score of 23.7; whereas the national average is 21.7. A score of 24 is 85% national percentile rank and the top 2% would be a score of 33 and up.
- Dr. Tim Gott suggested analyzing ACT scores in terms of earning a score between 1-36 points; by thinking in terms of 6's on a bell curve with the average score falling between 18-24 points and next category falling between 24- 30-and the last count coming in between 30-36.
- The new test for spring 2016 will be South Carolina Ready, which is a state constructed test along with a second component on a Terra Nova multiple choice section.
- Dr. Tim Gott confirmed that the testing weaknesses in writing will drive the staff's professional development with the hope of bringing in a national leader this summer to assist with instructional writing strategies across core academic disciplines.
- In comparing PSA with top performing schools in the state, Dr. Gott reminded the board that PSA is an open-door enrollment charter school with 70% gifted population and scoring at an incredible high levels on the nationally-normed test such as the ASPIRE.
- The Preliminary Scholastic Aptitude Test (PSAT) is given in grades 11 and 12 for students who are college bound, and the highest scores possible are 800 on math and 800 on verbal with critical reasoning or verbal with a focus on writing for a top score of 1600 with an average score of 550 on each section for a 1100 composite score.
- Dr. Gott reported that PSA junior average score on the PSAT was 1132, and our tenth grade students have already scored 1063 with two more years in content areas to grow before graduating.
- Our students met the benchmark of college and career readiness on PSAT with 74% of sophomores achieving the mark, and 81% of juniors being on target.
- The staff is working with students who are not reaching the benchmark of the PSAT to help them achieve at higher levels of rigor on an individual and personalized basis.

- **The staff is working to align the curriculum with the AP testing standards in order to increase the low social studies and statistics AP scores in the future.**
- **Dr. Tim Gott praised the culture of acceptance at PSA for social and emotional needs of students and developing strategies for encouraging students to find pathways to distinction in an educational environment of rigor and relevance.**
- **Ms. Shirley Hinson stated that the board is not suggesting teaching to the test, which some school districts are being sued for doing so.**
- **Ms. Shirley Hinson made the point that parents have expectations that their students will score high enough on the ACT or SAT to get into a college when they graduate, and PSA needs a plan to address the academic needs of college-bound students to prepare them for success.**
- **Dr. Tim Gott stated that the staff is working with students to improve test scores based on need with 90% of the graduates last year getting into the colleges of their first choice.**
- **Mr. David Diana stated that the school may have a messaging challenge to express how PSA is unique and special in comparison to the Wando, Academic Magnet, and Charleston School of the Arts.**
- **Dr. Tim Gott stated that PSA has 705 candidates on the list with 120 spots available this spring, which is the best ratio possible going forward.**
- **Dr. Tim Gott complimented the pioneer board members for having the foresight and vision to establish a school for gifted learners without knowing what it would look like or become in the future.**
- **As a parent, Mr. David Diana stated that he chose PSA because of the gifted and talented connection and complimented the staff for talking to students like adults in creating a comfortable, respectful environment for learning.**
- **Dr. Tim Gott said the school is one of inclusion with a rigorous curriculum, which is stated on the front end for parents, who are considering Palmetto Scholars Academy.**
- **Ms. Stacey Lindbergh said the board's responsibility is always to be looking for ways to improve and be better at using resources and working together to improve offerings for gifted learners with input from students, staff, parents, and the community.**
- **Ms. Stacey Lindbergh asked that PSA get more survey results from students, staff, administrators, and parents to analyze the data for meaning and ways to improve the school.**

- **Mr. Ken Ryan and Ms. Victoria Gamble volunteered as co-chairs of the Academic Excellence Committee to meet and find ways to serve the school in that capacity.**
- **Mr. Jack Moore asked that the plan should be narrowly crafted on a limited number of items in order to be able to accomplish the goals.**

VIII. Presentation of Annual Report to the South Carolina Report Card Date- Dr. Tim Gott

- **Dr. Tim Gott said the board meeting in December addressed the details of the PSA Annual Plan.**
- **Dr. Tim Gott reported the fifteen-page document was sent out to the board members outlining information about the board, the teachers, a school narrative, analysis of test data and strategies to address future academic growth.**
- **Ms. Shirley Hinson asked if the number of noncertified teachers last school year fell within the guideline of having only 25% non-certified teachers on staff in a charter school.**
- **Dr. Tim Gott said the requirement of noncertified teachers met the limit last year; however, there is some concern about the number of uncertified teachers this year at 35-40%.**
- **Dr. Tim Gott said there are plans to reduce the number of uncertified teachers on staff by the district deadline of May 2016.**
- **Dr. Tim Gott said certified out of state teachers are in the process of seeking certification through reciprocity, and until they have a certificate number in the state, they are unable to go through the two-year ADEPT Process with one year of induction and one year of Safe-T.**
- **Dr. Tim Gott reported that all South Carolina Certified Teachers had been through the ADEPT Process.**
- **Dr. Gott explained that all teachers on staff are doing Growth Plans with Student Learning Outcomes (SLO) parameters for evaluation unless they are going through the formal ADEPT Process.**
- **Dr. Gott reported having four teachers on staff without S.C. certification, who moved into the state and now have two options for getting certified in the state.**
- **The first option for teachers with one or two years of teaching experience is getting certification through reciprocity and meeting the requirement of the two-year ADEPT Process.**

- **The second option for teachers with more than two years of teaching experience is being eligible for a S.C. Professional Certification through reciprocity by completing one semester of the ADEPT Process.**
- **All four teachers could be certified by May, and they are working on the paperwork with the state department to accomplish this goal.**
- **Dr. Gott said all teachers had to be teaching courses in which they are certified in the core academic content.**
- **Ms. Shirley Hinson said going forward that PSA should follow closely the requirement of having 75% of the teachers in the building certified in the core academics that they are teaching.**
- **Ms. Shirley Hinson explained the state was very clear when the legislators wrote the charter legislation, and they were serious that only 25% may be experts in their field and uncertified to teach in a charter school.**
- **Ms. Victoria Gamble said all experts in their fields still need some growth plans of learning more in order to reach the higher plateaus for professional development, even Ph.D.'s.**
- **Ms. Stacey Lindbergh asked Dr. Tim Gott to keep the board abreast of newly hired teachers and the percentages of certified teachers to keep that number at 75% of the staff certified in the state of South Carolina in the future, a requirement of the SC Charter Law.**

IX. Recommendation Regarding Enlarging 2016-2017 6th Grade Class- Dr. Tim Gott

- **Dr. Tim Gott reviewed the rationale for enlarging 2016-2017 6th grade class from 72 to 96 students with an executive summary to the board.**
- **Dr. Tim Gott said PSA wants to make sure that students are receiving the quality of excellent instruction that they have had in the past, and the risk is that we will have to hire three or four new teachers.**
- **In proposing the increase in enrollment in grade 6, Dr. Gott stated the additional revenue will take care of our bond payment but also will give us financial breathing room for additional instructional needs.**
- **Ms. Stacey Lindbergh said the decision making process needs to go in depth in a timely manner with a structured plan and an analysis of all prisms in the process for growth in addition to financials, etc.**

- **Dr. Tim Gott said the need for quality schools to educate the gifted is an apparent reality, and timing is right to begin the discussion for growth opportunities.**
- **Ms. Shirley Hinson attributed PSA's success to being a small school with a personal feel for the students and families, which seems to be the ideal model for an education.**
- **Dr. Jean Chandler reported researching the idea of enlarging grade 6 by sending Dr. Tim Gott's Executive Summary of the idea to Dr. Thomas Hebert, a Professor of Gifted and Talented Education at the University of South Carolina and an internationally recognized expert in the field of gifted education for social emotional needs.**
- **Dr. Tomas Hebert responded by saying, "I think that 'growing your own' makes perfect sense. A positive middle school experience will enable the academy to retain students for high school. If parents remain happy and a culture of 'family' evolves at PSA, I would see the increase of 24 sixth graders as supporting the long-range development of the high school program."**
- **Dr. Tim Gott promised that the culture and climate of inclusion and acceptance would not be altered by the increase in 6th grade numbers.**
- **Mr. David Diana made a motion to enlarge 2016-2017 6th grade class by 24 students to an increase of 96 students instead of 72 students. Mr. Jack Moore seconded the motion to enlarge 6th grade enrollment for 2016-2017 by 24 students. The following board members voted to approve the motion to enlarge 2016-20-17 6th grade class to 96 students: Mr. David Diana; Ms. Victoria Gamble; Ms. Shirley Hinson; Ms. Stacey Lindbergh; Mr. Jack Moore; Mr. Ken Ryan; Lt. Colonel Ralph Taylor; and Dr. Jean Chandler.**

X. Executive Session considering personnel issues

- **Ms. Stacey Lindbergh suggested having the PSA Executive Session at a later time due to late hour.**
- **No one objected to the suggestion of postponing the scheduled PSA Executive Session.**

XI. Adjournment

- **Dr. Jean Chandler made a motion to adjourn the meeting; Ms. Shirley Hinson seconded the motion. The following board members voted to**

adjourn the meeting : Mr. David Diana; Ms. Victoria Gamble; Ms. Shirley Hinson; Ms. Stacey Lindbergh; Mr. Jack Moore; Mr. Ken Ryan; Lt. Colonel Ralph Taylor; and Dr. Jean Chandler.

Minutes respectfully submitted by Dr. Jean Chandler

Follow Up/Who

- 1. Dr. Tim Gott plans to find a new, larger room for the board meetings with better cell phone service.**
- 2. Mr. Ken Ryan and Ms. Victoria Gamble, Co-chairs of Academic Excellence Committee (ACE) plan to meet with Dr. Tim Gott for creating a schedule of meetings.**
- 3. Dr. Tim Gott plans to increase the enrollment in grade 6 from 72 to 96 for the school year 2016-2017.**
- 4. Dr. Tim Gott plans to conduct the lottery with 24 additional seats in grade 6 for the 2016-2017 school year.**
- 5. Dr. Tim Gott plans to keep the board informed of the initiatives in place to reduce the number of uncertified teachers to 25% by the May 2016 state deadline.**
- 6. Dr. Tim Gott plans to keep the board informed of newly hired teachers for SC certification in keeping with 75% required certified on staff.**
- 7. The PSA Board plans to explore the process for growth and development.**
- 8. Dr. Tim Gott and staff plan to seek professional development in writing across the disciplines this summer in order to improve learning and test scores.**
- 9. The PSA Board plans to explore collaborative efforts or initiatives with The Citadel .**
- 10. Ms. Stacey Lindbergh plans to complete the requirements for bonding obligations with the October, November, and December Financials approved.**