

Morgan County Board of Education

Work Session

February 11, 2021

Presentation of the updated Morgan County Schools Strategic Plan-Dr. Dee O. Fowler, Akribos Group

- **Development of the proposed MCS 2021-2026 Strategic Plan resulted through input received from the Board Members and Superintendent.**
- **Based on data collected from the Board Members and Superintendent, six beliefs were identified:**
 - **All students can learn.**
 - **Educational programs and services must prepare our graduates to be college and career ready.**
 - **Faith is vital to one's life.**
 - **Every person is responsible for his/her actions.**
 - **Learning empowers the individual.**
 - **High expectations foster excellence.**
- **Based on data collected from the Board Members and Superintendent, four primary goals were identified:**
 - **Academics**
 - **Safety and Security**
 - **Career and Technical Education**
 - **Finance**
- **The system's current Mission and Vision statements are five years old. The Board is encouraged to reflect on these statements to determine if they still express the goals and beliefs of the system, or if the statements need to be expanded to reflect the beliefs and goals of the system identified in the proposed Strategic Plan.**

CFO Evaluation-Chairman Dobbs

- **The Board has enlisted the assistance of the Akribos Group in generating a module for use when evaluating the system's CFO. Chairman Dobbs asked Dr. Dee O. Fowler with the Akribos Group for a status update on the module.**
- **Dr. Fowler is currently collecting data from several sources regarding the formation of the module for evaluating the CFO. Those sources include current state laws, the administrative code, our system's policies and organizations such as the Alabama Association of School Boards, the School Superintendents of Alabama, and the Alabama Association of School Business Officials. He is also doing an analysis and comparative study of CFO salaries in other districts, as well as an analysis and comparative study of CFO salaries compared to Superintendent salaries in other districts. Dr. Fowler has reached out to our CFO, Mr. Brian Bishop, for various forms of data including our system's reserve fund, etc. Dr. Fowler will review all of the data and revise it as needed to be more Morgan**

County Schools need specific. Collecting this data should enable the Board to give a fair evaluation of the CFO. Dr. Fowler said that the Board should be receiving surveys related to the CFO's evaluation soon.

Board Self-Evaluation-Chairman Dobbs

- Chairman Dobbs will speak to the Alabama Association of School Boards about their self-evaluation module for school boards.
- He will provide the Akribos Group with that information with plans to have a self-evaluation module for the Board pulled together by March. The Akribos Group will assist in this self-evaluation of the Board with the plan being to review the Board's identified strengths and weaknesses at the April meeting. Those results will be revisited in January through the Board's required Whole Board Training.

Superintendent's Report

- John Hitt with Volkert provided an update on the West Morgan High School and Union Hill School cafeteria building projects. The West Morgan project is progressing well with an estimated completion date of January 23rd. Inclement weather does continue to impact progress of the project. The parking lot at the UHS cafeteria is complete.
- With the exception of a few who are currently quarantined, we have wrapped up our first round of administering Covid-19 vaccines to our employees who wanted them. Those who were unable to receive their first shot due to quarantine are on the schedule to receive a shot. We should be finished with our first round of vaccines tomorrow. No one is required to take the vaccine; this applies to only those who wanted to receive a vaccine in the first round.
- Mr. Elliott and Mr. Bishop will keep the Board up to date on two court cases that are coming up.
- Revision of the MCBOE policy manual is nearing completion. We are planning for a first reading at the March meeting followed by the second reading and a recommendation to approve the policy manual at the April meeting. Revisions to both the MCS student and employee handbooks are currently underway.
- The Superintendent plans to make a recommendation to the Board regarding approval of the Strategic Plan at the March 2021 business meeting. The Strategic Plan will be posted to our system's website when approved by the Board.

Agenda Additions

- Added to the agenda in the form of recommendations to the Superintendent: Action item 12A and personnel items 13, 14, 15, and 16. Applicable supporting documentation for each addition was provided to the Board members.