

**GUILFORD COUNTY BOARD OF EDUCATION  
MISSION POSSIBLE/CUMULATIVE EFFECT  
SPECIAL CALLED MEETING  
GREENSBORO, NORTH CAROLINA**

**Wednesday, January 21, 2009**

The Guilford County Board of Education met in a special called meeting to discuss the Mission Possible and Cumulative Effect programs on Wednesday, December 17, 2008 at 712 North Eugene Street, Greensboro, North Carolina. The following board members were present: Sandra Alexander, Jeff Belton, Kris Cooke, Paul Daniels, Alan Duncan, Darlene Garrett, Deena Hayes (arrived 11:48 a.m.) and Nancy Routh. Absent were Carlvena Foster, Garth Hebert and Amos Quick. Also present were Superintendent Maurice Green and Attorney Jill Wilson.

**Call to Order**

Chairman Duncan called the meeting to order at 11:39 a.m.

**Pledge of Allegiance**

Chairman Duncan led the Pledge of Allegiance.

**Presentation of Mission Possible and Cumulative Effect Update**

Peggy Thompson, chief human resources officer, led the board in a discussion regarding Mission Possible and Cumulative Effect initiatives. Ms. Gwen Parson, teacher at Smith High School, presented the board with an overview of the Cumulative Effect Program. The program is targeted at increasing the effectiveness and distribution of high school math teachers in Guilford County Schools. The program is in its third year of implementation in the district's ten lowest performing high schools. Cumulative Effect has several major functions; performance incentives, recruitment incentives, reduced class size, mentors, technology, seminar series, summer math institute. Dr. Noah Rogers, principal at Smith High School, also shared his experience with the program.

Amy Holcombe, executive director for talent development, gave an overview of the Mission Possible program. This program is a comprehensive teacher incentive plan that combines multiple components to recruit and retain highly effective teachers and administrators for the ultimate goal of increasing student achievement in schools with critical needs. Guilford County Schools is the first school district in the state to pilot a comprehensive alternative salary structure on this level.

Mission Possible schools are professional learning communities with supportive leaders and collaborative work environments. Teachers and administrators receive ongoing specialized training, extensive collaborative support, reduced class sizes, recruitment incentives and become eligible for performance incentives based on grade levels and subjects that are part of state and national accountability requirements. These incentives are available to kindergarten through fifth grade teachers, sixth through eighth grade language arts, reading or math teachers, high school math and English I teachers, curriculum facilitators and principals.

School board members listened to the report given and staff addressed questions and comments from board members. A complete copy of the report is included in the minutes file.

Also present to share their experience with Mission Possible were Rodney Wilds, principal at Jackson Middle School, Tammy Bowman, teacher at Jackson Middle and Dr. Holli Bayonas, external evaluator for Mission Possible.

The following members of the foundations were present and were given an opportunity to discuss the initiatives: Jim Melvin, The Bryan Foundation, Skip Moore, The Weaver Foundation, Susan Schwartz, The Cemala Foundation, and Dr. Edward Uprichard of UNCG.

### **Adjournment**

With no further business, at 1:32 p.m., the meeting adjourned.