



P.O. Drawer 140, 100 Central Circle  
Low Moor, VA 24457

## **Minority Advisory Committee to the Superintendent**

### **Meeting Summary Notes: October 10, 2016**

*Meeting Summary Notes are intended to serve as the superintendent's reflection on the discussions that occur during advisory committee meetings. They are not intended to be exhaustive. Instead, they are intended to serve as a general record for our on-going efforts to assess our needs, determine our goals, map out our strategies, and evaluate our policies, procedures and programs. Participants should contact the superintendent if they observe any critical oversight or misinterpretation in these notes.*

Participants present: Stephanie Graham, Alisa Morgan, Carolyn Barnette, Ettrula Moore, Nancy Moga (CES principal), Fred Vaughan (Dir. of HR and Pupil Personnel), Lorie Bess (Admin. Asst.), and Eugene Kotulka (Superintendent)

1. Mr. Vaughan gave a report on recruiting efforts. He explained we have used an online application process for over a year now. He explained that less and less African Americans are going into the teaching profession and male African American teachers are almost nonexistent. He reported his trip to Virginia State was excellent but his trip to Hampton only presented 12 candidates and they were physical education teachers, which we do not have openings for. There was a discussion to have MAC members involved in the preliminary interviews to help make a connection with the minority candidates. Several participants expressed an interest in doing so and Mr. Vaughan stated he would contact them, as needed.

2. Mr. Vaughan reviewed the student discipline report and noted the data has been very similar each year. Mr. Kotulka added that the Student Graduation Team starts identifying at the elementary level any student that may need extra services. The Student Graduation Team meets monthly with the parent(s) to begin services.

**The meeting ended at 12:15 p.m.**

**NEXT MEETING: The next meeting is at 11:30 a.m. on February 13 in the School Board meeting room at the Central Office Complex in Low Moor. A light lunch will be served.**

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