ASHEBORO CITY BOARD OF EDUCATION
Regularly Scheduled Meeting
Professional Development Center
November 12, 2026
6:30 p.m.

5:30 p.m. Policy & Finance Committees

I. Opening

A. Call to Order
B. Moment of Silence
C. Pledge of Allegiance – Balfour Elementary School
D. *Approval of Agenda

II. Closed Session

Under NC General Statute 143-318.11(a)(1), (3) and (6), to prevent disclosure of confidential personnel information pursuant to Article 21A of Chapter 115C of the North Carolina General Statutes and student matters pursuant to the Family Educational Rights and Privacy Act, and to consult with the Board's attorney to preserve the attorney-client privilege, the Board will enter closed session to discuss personnel and student matters.

III. Special Recognitions

A. EC Facilitators – Mr. Melvin Diggs, Director of Exceptional Children

IV. Superintendent's Report – Dr. Aaron Woody, Superintendent

V. Public Comments

Citizens who signed up to address the Board will be called on to make comments. Each speaker will be allowed three minutes for remarks. Issues or concerns involving personnel matters are not appropriate for the public comment setting.

VI. *Consent Agenda

A. Approval of Minutes for October 8, 2026, Board of Education Meeting
B. Personnel
C. Technology Discards
D. Overnight Field Trip – Asheboro High School Chorus to Mars Hill University-February 2027

VII. Information, Reports, and Recommendations

A. Policies for Review - Ms. Michelle Harger, Director of Support Services
- Policy 7325 Video and Audio Recordings by Employees

B. Blue Comet Global Academy Update – Ms. Marian Gordon, Principal, Blue Comet Global Academy

C. Instructional Focus: Student Discourse & Talk Moves – Dr. Ana Floyd, Director of School Improvement & Professional Development

D. Elementary Schools Continuous Improvement Plans (CIP) Update – Dr. Wendy Rich, Chief Academic Officer/Assistant Superintendent

- Balfour Elementary School, Ms. Nikki Domally, Principal
- Charles W. McCrary Elementary School, Ms. Kelly Patton, Principal
- Donna Lee Loflin Elementary School, Ms. Lisa Hayes, Principal
- Guy B. Teachey Elementary School, Mr. Jordan Seagraves, Principal
- Lindley Park Elementary School, Ms. Keisha Dawalt, Principal

VIII. *Action Items

A. Advanced Teaching Roles Cohort Scope of Work - Ms. Gayle Higgs, Chief Human Resource & Support Services Officer

IX. Board Operations – Gidget Kidd, Chair

A. Calendar of Events

X. Adjournment

*Item(s) requires action/approval by the Board of Education

Asheboro City Schools' Board of Education meetings are paperless. All information for the board meetings may be viewed at http://www.asheboro.k12.nc.us under Board of Education the Friday following the board meeting.

ASHEBORO CITY BOARD OF EDUCATION
Regularly Scheduled Meeting
Professional Development Center
November 12, 2026
6:30 p.m.

Addendum

5:30 p.m. Policy & Finance Committees

I. Opening

II. Closed Session

III. Special Recognitions

IV. Superintendent's Report

V. Public Comments

VI. *Consent Agenda
B. Personnel (addendum added)

VII. Information, Reports, and Recommendations

VIII. *Action Items
A. Advanced Teaching Roles Cohort Scope of Work – (information added)

IX. Board Operations

X. Adjournment

*Item(s) requires action/approval by the Board of Education.

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ASHEBORO CITY BOARD OF EDUCATION
Professional Development Center
Regularly Scheduled Meeting
October 8, 2026

Policy Committee

Committee Members Present:

Hailey Lee, Policy Chair	Dr. Brad Thomas	Dr. Beth Knott
Gidget Kidd, Chair	Melissa Calloway, Vice Chair	

Committee Members Absent:
Mikayla Cassidy

Other Board Members Present:

Adam Hurley	Ryan Patton	Baxter Hammer

Staff Members Present:

Dr. Aaron Woody	Gayle Higgs	Michelle Harger
Sandra Spivey		
Grace Pennerat, Board Attorney	Todd Bowyer, Board Attorney	

The meeting was called to order at 5:30 p.m. by Hailey Lee, Policy Chair. Michelle Harger reviewed the following (12) policies:

- **4705/7825 Confidentiality of Personal Identifying Information**
  - o Annual Review
  - o No recommended Revisions
- **6150 Head Lice**
  - o Annual Review
  - o No recommended Revisions
- **6421 Pre-Audit Certification**
  - o Annual Review
  - o No recommended Revisions
- **6425 Continuing Contracts**
  - o Annual Review
  - o No recommended Revisions
- **7260 Occupational Exposure to Bloodborne Pathogens**
  - o Annual Review
  - o No recommended Revisions
- **7325 Video and Audio Recordings by Employees**
  - o Revise section A to remove “but not audio” for clarification
  - o Clarification was provided to the committee regarding the recommendation of this policy, but it was proposed to remove this wording in order to remain in compliance.
  - o Questions were posed regarding our policies on students opting out
  - o Questions were also posed regarding cameras being needed on SAMS softball field and field house

- **7405 Extracurricular and Non-Instructional Duties**
  - o Annual Review
  - o No recommended Revisions
- **7920 Reduction in Force: Teachers and School Administrators**
  - o Annual Review
  - o No recommended Revisions
- **7940 Classified Personnel: Suspension and Dismissal**
  - o Annual Review
  - o No recommended Revisions
- **8210 Grants and Funding for Special Projects**
  - o Annual Review
  - o No recommended Revisions
- **8300 Fiscal Management Standards**
  - o Annual Review
  - o No recommended Revisions
- **9110 Use and Selection of Architects, Engineers, Surveyors, and Construction Risk**
  - o Annual Review
  - o No recommended Revisions

The meeting was adjourned at 5:41 p.m. by Haily Lee, Policy Chair.

Finance Committee

Committee Members Present:

Adam Hurley, Finance Chair	Gidget Kidd, Chair	Baxter Hammer
Melissa Calloway, Vice Chair	Ryan Patton	

Other Board Members Present:

Dr. Brad Thomas	Mikayla Cassidy	Dr. Beth Knott
Hailey Lee		

Staff Members Present:

Dr. Aaron Woody	Sandra Spivey	Gayle Higgs

Mr. Adam Hurley, Finance Chair, opened the meeting at 5:41 p.m.

Ms. Spivey updated the committee on the Advanced Teaching Roles Grant and our approved Fiscal Agent Role. The State Board of Education approved this role change at the October Board Meeting. Next month we expect to have a Scope of Work for the Board to approve.

Ms. Spivey reviewed the items included in the consent agenda for the meeting. A new treasurer is listed for McCrary Elementary school and included in the bank signature list. Budget Amendment CO-01 includes appropriation of Fund Balance to cover the NAMS electrical project that will take place next summer.

Ms. Spivey noted that Average Daily membership is down this year from the prior year. More details will be shared during the Budget Update in the meeting tonight.

With no further business, the meeting was adjourned at 5:51 p.m. by Adam Hurley, Finance Chair.

Board of Education

Board Members Present:

Gidet Kidd, Chair	Melissa Calloway, Vice Chair	Baxter Hammer
Dr. Beth Knott	Adam Hurley	Mikayla Cassidy
Dr. Brad Thomas	Hailey Lee	Ryan Patton
Grace Pennerat, Attorney	Todd Bowyer, Attorney	

Staff Members Present:

Dr. Aaron Woody	Gayle Higgs	Sandra Spivey
Dr. Wendy Rich	Dr. Christina Kinley	Chandra Manning
Blake Brewer	Dr. Ana Floyd	Michelle Harger
Deanna Wiles	Angel Etheridge	Melvin Diggs
Kelly Patton	Dr. John Anders	

Opening

Gidget Kidd, Chair, called the meeting to order at 6:00 p.m. Dr. Brad Thomas made a motion to amend the agenda to include Action Item C. Asheboro City Board of Education Participation in Social Media Multi-District Litigation. Baxter Hammer seconded the motion and the Board voted unanimously to approve the addition of Action Item C.

Upon motion by Dr. Brad Thomas and seconded by Ryan Patton, the Board voted unanimously to approve the meeting agenda.

Closed Session

Under NC General Statute 143-318.11(a)(1), (3) and (6), to prevent disclosure of confidential personnel information pursuant to Article 21A of Chapter 115C of the North Carolina General Statutes and student matters pursuant to the Family Educational Rights and Privacy Act, and to consult with the Board's attorney to preserve the attorney-client privilege, upon motion by Dr. Brad Thomas and seconded by Baxter Hammer, the Board voted unanimously to enter closed session to discuss personnel at 6:05 p.m. Upon motion by Dr. Brad Thomas seconded by Dr. Beth Knott, the Board voted unanimously to reopen the regular session at 6:30 p.m.

Introduction

Gidget Kidd, Chair, welcomed all in attendance and asked for a moment of silence. A student from North Asheboro Middle School led the Pledge of Allegiance.

Special Recognitions

A. Mr. Blake Brewer, Director of Facilities & Maintenance, recognized the Asheboro City School custodians for their dedication and tireless work to maintain the cleanliness of our buildings. Mr. Brewer introduced the head custodians from each school and shared words of appreciation from their respective principals.

Superintendent's Report

Dr. Woody shared the following:

Thank you Mr. Brewer and the custodians for keeping our schools well maintained.

We are approaching the end of the first nine weeks, and we are finalizing plans for the end of the first quarter. This week we had our first data meetings with principals this school year. Dr. Rich and the Curriculum & Instruction team has professional development scheduled next week for teachers.

This week is homecoming week. We have the annual bonfire tonight and parade tomorrow in downtown Asheboro, followed by the football game tomorrow evening. We plan to have paratroopers at the game tomorrow evening. Also, we have a new press box at the stadium.

The second-grade YMCA swimming program has begun, and all second graders are invited to participate.

The Board is invited to the Topping Out Ceremony at South Asheboro Middle School on October 13 where Bobbitt Construction will have a beam available to sign as we commemorate the significant progress of the project.

We continue to base our work on belonging, consistency and coherence. We will be present, planned and positive each day and we are excited about our work in the district.

Public Comments

Ms. Margaret Wolfe-Roberts spoke to the Board regarding the constitutional amendments that will appear on the ballot in November. One amendment would set a flat 3.5% income tax and the second would set a limit on the amount of property taxes counties can collect. She urged the Board to discuss this with the community, so they are aware of the potential impact of these amendments.

Consent Agenda

Upon motion by Ryan Patton and seconded by Hailey Lee, the Board unanimously approved the following items:

- **A.** Approval of Minutes for September 10, 2026, Board of Education Meeting
- **B.** Policies for Approval:
  - Policy 3200 Selection of Instructional and Supplementary Materials
  - Policy 3210 Inspection of and Objection to Instructional and Supplementary Materials
  - Policy 3510 Religious-Based Exemptions From School Programs
  - Policy 6220 Operation of School Nutrition Services
  - Policy 6402 Participation by Historically Underutilized Businesses
  - Policy 6442 Vendor Lists
  - Policy 9155 Prequalification of Bidders for Construction Projects
  - Policy 9120 Bidding for Construction Work
  - Policy 9125 Participation by Minority Businesses
- **C.** Personnel (see below)
- **D.** School Nutrition Procurement Plan 2026-2027
- **E.** Overnight Field Trip-AHS HOSA International Conf.-PA, June 2027
- **F.** Overnight Field Trip-NAMS Student Council to Leadership Conf.-Reidsville, November 2026
- **G.** Budget Amendment CO-01
- **H.** 2026-2027 School Treasurers (Updated)
- **I.** Approved Bank Signature List for Pinnacle Accounts (Updated)

Asheboro City Schools
Personnel Transactions
October 8, 2026

***A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Rabon	Francia	GBT	EC Instructional Assistant	10/08/2026

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Lopez Tinoco	Xochitl	CWM	Data Manager/Treasurer	10/05/2026
Lucas	Carisa	AHS	Testing Coordinator	09/28/2026
Trogdon	Dexter	AHS	Non-Faculty Assistant Girls Flag Football Coach	09/21/2026
Wilkerson	Sean	AHS	Non-Faculty Assistant Girls Tennis Coach	09/21/2026

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Gordon	Marian	BCGA	Director of Global Education to Principal	10/08/2026
Isley	Cathy	CO	Substitute Safety Assistant to Safety Assistant	10/05/2026
Plascencia	Carlos	NAMS	Custodian to Head Custodian	10/01/2026

Asheboro City Schools
Personnel Transactions - ADDENDUM
October 8, 2026

***A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Briggs	Gerald	CO	Bus Driver	10/19/2026
Ivan	Joyce	ECDC	Preschool Teacher	02/01/2027
Wall	Jamey	CO	Maintenance	10/05/2026

Information, Reports, and Recommendations

A. Instructional Focus: Early Literacy – Ms. Deanna Wiles, Director of Curriculum & Academic Program Support, along with Kristen Asbill, McCrary first grade teacher, and Rebecca Kidd, McCrary kindergarten teacher, shared a presentation on how our schools are using The Science of Reading in Practice, UFLI, The 128-Lesson Scope, and The 8-Step Routine in elementary classrooms.

B. Dr. Aaron Woody, Superintendent, and Ms. Sandra Spivey, Chief Financial Officer, shared information regarding the various district grants, including grants that are new, ongoing, or expiring; grants in the application process, and future grant opportunities.

C. Budget Update – Ms. Sandra Spivey, Chief Financial Officer, shared state budget highlights, which included information about salary increases, bonuses, paid parental leave and annual leave. Ms. Spivey also addressed a concern about the drop in average daily membership (ADM) this school year and how that affects our funding.

***Action Items**

A. Dr. Wendy Rich, Chief Academic Officer/Assistant Superintendent, requested approval of the schools' Continuous Improvement Plans (CIP) that were presented at the September Board meeting. Upon motion by Dr. Brad Thomas and seconded by Ryan Patton, the Board unanimously voted to approve the CIPs as previously presented.

B. Ms. Michelle Harger, Director of Support Services, presented the 2027-2028 Asheboro City Schools Calendar and requested approval. Upon motion by Adam Hurley and seconded by Baxter Hammer, the Board unanimously voted to approve the calendar as presented.

C. Ms. Grace Pennerat, Board attorney, requested approval to participate in Social Media Multi-District Litigation. Upon motion by Dr. Brad Thomas and seconded by Hailey Lee, the Board unanimously voted to approve the request as presented.

Board Operations

Gidget Kidd, Chair, reviewed the following:

A. Calendar of Events

B. Gidget Kidd, Chair, requested volunteers to serve as voting delegates at the NCSBA Annual Conference in November. Melissa Calloway, Dr. Brad Thomas, Baxter Hammer and Gidget Kidd, Chair volunteered to serve as delegates.

The next regularly scheduled board meeting will be on November 12, 2026, in the Professional Development Center, unless otherwise posted.

Adjournment

There being no further business and upon motion by Dr. Beth Knott and seconded by Ryan Patton, the Board voted unanimously to adjourn at 8:18 p.m.

_____

Chair

_____

Secretary

Asheboro City Schools
Personnel Transactions
November 12, 2026

***A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Lester	Tena	CO	Lead Social Worker/Transfer Coordinator	02/28/2027
Lucas	Carisa	AHS	Testing Coordinator	10/29/2026
Smith	Walker	AHS	Head Girls Tennis Coach	10/20/2026

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Briggs	Gerald	CO	Bus Driver	10/19/2026
Lambeth	Luke	AHS	Non Faculty Assistant Mens Wrestling Coach	11/03/2026
Pollard	Teressa	CO	Substitute Safety Assistant	11/02/2026
Thomas	Roxanne	AHS	Head Girls and Boys Tennis Coach	10/30/2026
White	Andrew	AHS	Non Faculty Assistant Varsity Boys Wrestling Coach	10/26/2026
Wilkerson	Sean	AHS	Non-Faculty Girls and Boys Assistant Tennis Coach	10/30/2026
Winley	Danielle	AHS	EC Instructional Assistant	11/09/2026

***C. LEAVE OF ABSENCE REQUEST**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Stancil	Ashlyn	GBT	First Grade Teacher	11/24/2026-06/08/2027

Asheboro City Schools
Personnel Transactions - ADDENDUM
November 12, 2026

***A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Rich	Wendy	CO	Assistant Superintendent/Chief Academic Officer	02/28/2027

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Bates	Juanita	LP	EC Instructional Assistant	11/30/2026
Cordero	Irving	LP	EC Comp. Resource Teacher	11/18/2026

ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS
November 12, 2026

NAME	**COLLEGE/DEGREE**	**LICENSURE**
Irving Cordero	Universidad Nacional Autónoma de Nicaragua (UNAN) B: Law	Exceptional Children

Mr. Irving Cordero has been recommended to serve as Exceptional Children Comprehensive Resource Teacher for the 2026–2027 school year at Lindley Park Elementary. Mr. Cordero joins Asheboro City Schools where he currently serves as a behavior technician. Mr. Cordero has also served as a middle school Spanish teacher, EC paraprofessional, ESOL instructor, and substitute educator. His diverse background in academic and behavioral settings is a welcome addition to our team. Welcome to Asheboro City Schools, Mr. Cordero!

Technology Discards April 2025 - November 2026			
Date	**1. General description of the property sold or exchanged**	**2. Name of the person(s) to whom the property was sold or with whom it was exchanged**	**3. Amount of money or other consideration received for each sale or exchange.**
04/24/2025	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☐ Digital Cameras ☑ Equipment with Internal Batteries ☐ Hard Drives ☑ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☑ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ PC Mice, PC Keyboards ☑ Powerboards (medium grade) ☑ Powercord, Cable ☐ Printers (inkjet/laser) ☐ Projectors ☑ Remote Controls ☐ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business) ☐ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$6.45
06/04/2025	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☐ CD/DVD Players/Stereos/Microwaves ☑ CD/DVD/Floppy Drives ☑ Cell Phone (with batteries) ☑ Digital Cameras ☑ Equipment with Internal Batteries ☑ Hard Drives ☑ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ PC Mice, PC Keyboards ☑ Powerboards (medium grade) ☑ Powercord, Cable ☐ Printers (inkjet/laser) ☐ Projectors ☑ Remote Controls ☐ Scrap Metal ☐ Small Printer/PC Motors ☑ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business)	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$349.39

	☑ Whole PCs / All-in-One Computers		
06/25/2025	☑ AC Adapters ☐ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☑ Cell Phone (with batteries) ☐ Digital Cameras ☐ Equipment with Internal Batteries ☑ Hard Drives ☐ Laptop Batteries ☐ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☑ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☑ Powercord, Cable ☑ Printers (inkjet/laser) ☐ Projectors ☐ Remote Controls ☑ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business) ☑ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$247.87
08/04/2025	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☐ Digital Cameras ☑ Equipment with Internal Batteries ☑ Hard Drives ☑ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ Other: Data Tapes ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☐ Powercord, Cable ☑ Printers (inkjet/laser) ☐ Projectors ☐ Remote Controls ☐ Scrap Metal ☐ Small Printer/PC Motors ☑ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business) ☑ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$236.62
08/28/2025	☑ AC Adapters ☑ Battery Backups / UPS Batteries	PowerHouse Recycling Inc. 220 Ryan Patrick Drive	$750.26

	☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☑ Digital Cameras ☑ Equipment with Internal Batteries ☑ Hard Drives ☑ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☐ Network Switches/Routers/Hub/Firewall ☑ Other: Walkie Talkie, Data Tapes ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☑ Powercord, Cable ☐ Printers (inkjet/laser) ☐ Projectors ☐ Remote Controls ☑ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business) ☑ Whole PCs / All-in-One Computers	[redacted] Salisbury, NC 28147	
08/28/2025	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☐ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☐ Digital Cameras ☐ Equipment with Internal Batteries ☑ Hard Drives ☐ Laptop Batteries ☐ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☑ Powercord, Cable ☐ Printers (inkjet/laser) ☐ Projectors ☐ Remote Controls ☐ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☐ Tablet Computers ☐ Telephone (residential or business) ☐ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$50.00
02/11/2026	☑ AC Adapters ☐ Battery Backups / UPS Batteries ☐ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries)	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$84.86

	☑ Digital Cameras ☐ Equipment with Internal Batteries ☐ Hard Drives ☐ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☐ Network Switches/Routers/Hub/Firewall ☑ Other: CRT TV, Data Tapes, Video Cards ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☑ Powercord, Cable ☑ Printers (inkjet/laser) ☐ Projectors ☑ Remote Controls ☐ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☑ Tablet Computers ☐ Telephone (residential or business) ☑ Whole PCs / All-in-One Computers		
03/18/2026	☑ AC Adapters ☐ Battery Backups / UPS Batteries ☐ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☑ Digital Cameras ☑ Equipment with Internal Batteries ☑ Hard Drives ☑ Laptop Batteries ☑ LCD Monitors (broken, other) ☑ LCD Monitors (good screens) ☑ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☐ PC Mice, PC Keyboards ☑ Powerboards (medium grade) ☑ Powercord, Cable ☑ Printers (inkjet/laser) ☐ Projectors ☑ Remote Controls ☑ Scrap Metal ☐ Small Printer/PC Motors ☑ Surge Protectors ☑ Tablet Computers ☐ Telephone (residential or business) ☐ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$14.58
04/24/2026	☑ AC Adapters ☐ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☑ Digital Cameras ☐ Equipment with Internal Batteries ☐ Hard Drives	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$36.39

	☐ Laptop Batteries ☐ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☑ PC Mice, PC Keyboards ☐ Powerboards (medium grade) ☐ Powercord, Cable ☐ Printers (inkjet/laser) ☑ Projectors ☐ Remote Controls ☐ Scrap Metal ☑ Small Printer/PC Motors ☐ Surge Protectors ☑ Tablet Computers ☑ Telephone (residential or business) ☐ Whole PCs / All-in-One Computers		
06/19/2026	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☑ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☑ Digital Cameras ☐ Equipment with Internal Batteries ☐ Hard Drives ☐ Laptop Batteries ☑ LCD Monitors (broken, other) ☐ LCD Monitors (good screens) ☐ LCD TVs ☐ Monitor/TV Boards ☑ Network Switches/Routers/Hub/Firewall ☐ PC Mice, PC Keyboards ☑ Powerboards (medium grade) ☑ Powercord, Cable ☐ Printers (inkjet/laser) ☐ Projectors ☑ Remote Controls ☑ Scrap Metal ☐ Small Printer/PC Motors ☐ Surge Protectors ☐ Tablet Computers ☑ Telephone (residential or business) ☐ Whole PCs / All-in-One Computers	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$71.68
08/19/2026	☑ AC Adapters ☑ Battery Backups / UPS Batteries ☑ CD/DVD Players/Stereos/Microwaves ☐ CD/DVD/Floppy Drives ☐ Cell Phone (with batteries) ☑ Digital Cameras ☑ Equipment with Internal Batteries ☐ Hard Drives ☐ Laptop Batteries ☐ LCD Monitors (broken, other) ☑ LCD Monitors (good screens) ☐ LCD TVs	PowerHouse Recycling Inc. 220 Ryan Patrick Drive Salisbury, NC 28147	$92.27

	☑	Monitor/TV Boards		
	☐	Network Switches/Routers/Hub/Firewall		
	☑	Other: Data Tapes, Laptop Docking Station		
	☑	PC Mice, PC Keyboards		
	☐	Powerboards (medium grade)		
	☑	Powercord, Cable		
	☐	Printers (inkjet/laser)		
	☑	Projectors		
	☑	Remote Controls		
	☐	Scrap Metal		
	☐	Small Printer/PC Motors		
	☐	Surge Protectors		
	☑	Tablet Computers		
	☑	Telephone (residential or business)		
	☐	Whole PCs / All-in-One Computers		

AHS Chorus students selected for Mars Hill Univ. Honor Choir

Submission ID: eaa6376a-bb46-4415-93a0-89a2fecd7899
Org Name: Asheboro High School
Submitter: Sarah Downey
Submitter Email: sdowney@asheboro.k12.nc.us

Status: **Approved**

Note: **8403- Driver name is needed along with an itinterary**

Submission Title *

AHS Chorus students selected for Mars Hill Univ. Honor Choir

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

- [x] Overnight Trip

Group Making Request: *

AHS Chorus

School: *

Asheboro HS

Destination: *

Mars Hill University, Mars Hill, NC

Number of Students Involved: *

9

Percent of Total Group: *

15

Reasons for Students Not Attending: *

Students opted in to auditioning for this event and were selected by audition by Mars Hill faculty to participate in the honor choir

Transportation Method: Check box

- [x] Activity Bus
- [ ] Charter Bus
- [x] Private Automobile

Other: Provide details

Transportation needs are not known at this time, until parents give feedback on availability to chaperone and drive students.

Number of Vehicles Needed (to be secured by the Central Office): *

1

Number of Drivers Needed (to be secured by the Central Office): *

0

Departure Time: *

7:00 AM (Friday, February 5)

Return Time: *

9:00 PM (Saturday, February 6)

Round Trip Miles (estimated) *

400

Estimated Cost to the Student: *

$ 100

Purpose of the Field Trip: *

Students were selected for this state level honor choir by audition and will rehearse with a noted choral conductor for two days and present a concert at the end of the event.

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you. *

2 chaperones, names unknown at this time

Sponsor (Group Responsible for Paying for the Trip) *

Sarah Downey

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers;private vehicles are used as a last resort;and (3) All Students in class or group shall have an opportunity to attend-means will be provided for students to partciipate when necessary.

☑ I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Special Comments/Response:

I would like to reserve a mini bus and a minivan for this event to have several options depending on parent availability to help with transportation. Ultimately, we may not need either of these vehicles. I will be in contact with Tari Johnson as more information and plans are solidified.

Form History

Sarah Downey submitted form	10/31/2026, 10:41:09 AM
Kacie Kerns approved form	11/2/2026, 9:10:58 AM
Ryan Moody approved form	11/2/2026, 9:38:38 AM
Tari Johnson approved form	11/4/2026, 12:02:20 PM

Notes:
8403- Driver name is needed along with an itinterary

Aaron Woody approved form	11/4/2026, 12:22:38 PM

POLICIES FOR REVIEW

Policy Code: 7325 Video and Audio Recordings by Employees

The board authorizes employees to make video and/or audio recordings of students or other employees at school only in accordance with this policy. For purposes of this policy, the term employee includes all school system employees as well as independent contractors and volunteers. This policy applies to all video and/or audio recordings made by employees in school buildings, on school buses, at school-sponsored activities, or while otherwise acting in their capacity as a school system employee.

A. **Security Camera Recordings**

Security cameras that capture video, may be installed on school system property to help maintain a safe learning and working environment. The principal or site supervisor shall identify specific locations for camera placement, subject to the approval of the superintendent or designee. Camera placement will be limited to common areas in buildings (e.g., lobbies, hallways, gymnasiums, and building entrances/exits), parking lots and other exterior areas, and school buses. Cameras may not be located in any areas where individuals have a reasonable expectation of privacy, such as restrooms, locker rooms, nurses' offices, or lactation rooms.

The superintendent or designee shall provide notification of the use of security cameras on school system property through student and employee handbooks, the school system website, or other means. The principal or site supervisor shall post a sign at the school entrance in a manner and location that adequately notifies students, employees, and visitors that areas may be subject to video surveillance.

The superintendent or designee shall establish any procedures necessary for regulating the operation of security cameras and the secure storage, viewing, and destruction of resulting recordings.

B. **Public Event Recordings**

Generally, employees may record events that are open to the public, such as athletic competitions, band and choral concerts, assemblies, presentations, and award ceremonies. If recording at an event is restricted for any reason, including due to copyright issues (e.g., a school play), the employees and all other members of the audience will be notified of the recording restrictions before the event begins.

The superintendent or designee shall establish procedures deemed necessary for the recording of official meetings of the board, board committees, or committees appointed by the board.

C. **Recordings of Meetings or Hearings**

School officials may make an audio recording of student IEP meetings and student discipline hearings. The recordings must be made openly with all parties aware of the recording.

An employee may make an audio recording of a meeting or hearing addressing that employee's formal grievance, performance evaluation, misconduct, disciplinary action, termination, or nonrenewal. The employee must provide prior notice of the intent to record the meeting or hearing, and the recordings must be made openly with all parties aware of the recording. Any meeting or hearing recorded by the employee also will be recorded by the school official conducting the meeting or hearing.

For any other type of meeting or hearing, the school official conducting the meeting or hearing may make an audio recording if all other parties in attendance consent to the recording. If a party refuses to consent to the recording, the school official may record the meeting or hearing only with the permission of the principal or designee for school-based meetings or the superintendent or designee for system-level meetings. The recording must be made openly with all parties aware of the recording. The school official conducting the meeting or hearing may grant a request by another party in attendance to make an audio recording, in which case the school official shall also make an audio recording of that meeting or hearing.

D. **Classroom Recordings**

To make a recording of students or employees in a classroom or at a school-sponsored event (other than those open to the public), an employee must receive prior permission from the principal. When seeking permission to record, the employee shall provide the principal with the following information: purpose for recording; who will have access to the recording and for what use; any external program requirements to obtain permission to conduct the recording; and how the recording will be retained. The principal may grant an employee permission to record only for a legitimate educational purpose. The principal shall ensure legal compliance with Section G, below. In addition, depending on the nature of the recording and its intended use, the principal may require the employee to obtain

written permission from the parents of the students who will be recorded and, if the recording involves other employees or visitors, the adults who will be recorded.

E. **Consensual Recordings of Other Employees**

In situations not otherwise covered in Sections A through D, above, an employee may make a recording of another employee for legitimate educational purposes (e.g., a training video, a video to be used in a classroom to instruct students) only with the consent of the employee being recorded.

Any recording of another employee for reasons other than legitimate educational purposes must be with the consent of the employee being recorded and must not interfere with employment responsibilities or school operations.

F. **Secret Recordings**

Employees are prohibited from making covert or surreptitious recordings of other individuals on school property or during school-sponsored activities.

This policy is not intended to prohibit recordings for whistleblowing purposes or to document illegal discrimination or harassment, financial improprieties, ethical violations, and other illegal practices. Employees with knowledge of illegal practices or who make a recording pursuant to this exception shall immediately notify appropriate school system personnel in accordance with existing procedures and practices.

G. **Recording Students**

In accordance with G.S. 114A-10, in no instance will a school system employee make a video or voice recording of a student without prior parental consent unless the recording will be used solely for one of the following purposes: a safety demonstration, including one related to security and discipline on educational property; an academic or extracurricular activity; classroom instruction; photo identification cards; security or surveillance of buildings, grounds, or school transportation.

H. **Maintenance of Records**

Any recordings made by school system employees will be maintained, released, and disposed of in accordance with all applicable state and federal laws and regulations. See also policies 4700, Student Records; 5070/7350, Public Records

– Retention, Release, and Disposition; 5071/7351, Electronically Stored Information Retention; and 7820, Personnel Files.

I. **Consequences**

Any employee who has been found by the superintendent to have violated this policy may be subject to disciplinary action, up to and including dismissal.

Legal References: Sarbanes-Oxley Act, 18 U.S.C. 1513(e); G.S. 15A-287; 114A-10, 126-84 *et seq.*

Cross References: Student Records (policy 4700), Public Records – Retention, Release, and Disposition (policy 5070/7350), Electronically Stored Information Retention (policy 5071/7351), Staff Responsibilities (policy 7300), Personnel Files (policy 7820)

Adopted: July 23, 2026

Asheboro City Schools

BCGA Progress and Launch Updates

November 12, 2026

Mrs. Marian Gordon
Principal Blue Comet Global Academy

Asheboro CITY SCHOOLS
A learning community of excellence!

Key Milestones

BLUE COMET
GLOBAL ACADEMY

Ms. Gordon officially named principal of BCGA.

BCGA now has an official school logo that establishes our visual identity.

Spring 2027 student application opened October 15th.

Establishing Our Presence, Strengthening Connections

Establishing BCGA's Identity

- School website expanded
- Facebook and marketing materials updated
- Information session held
- BCGA established in key operating systems

Maintaining Communication

- Application announcement sent
- Personal emails and phone calls
- Application acknowledgment to confirm receipt
- Weekly email reminders
- Established school phone and fax numbers
- Developed official letterhead

Student Interest and Application Progress

High School Interest Survey

28

Applications Received

8

Applications Compared with Interest

29%

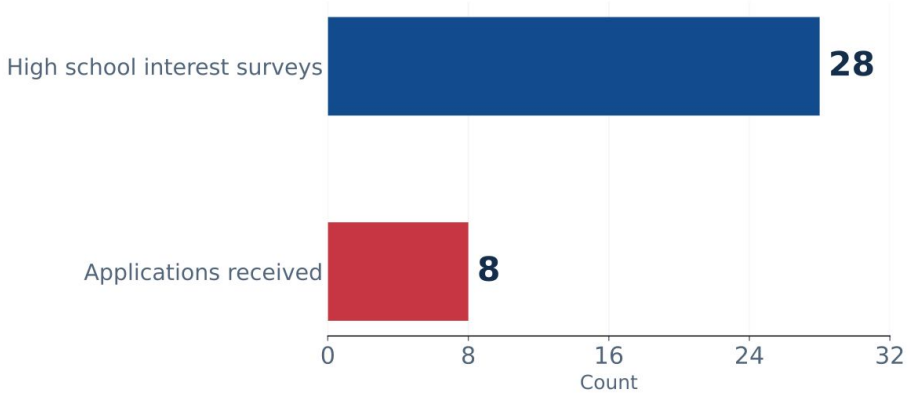
Behind the Numbers

- Application number consistent with projections
- Applicants reside within ACS attendance zone
- Application deadline: November 27, 2026

Early activity aligns with our projections

Student Interest and Application Progress

Spring 2027 • Application volume is consistent with projections for this stage

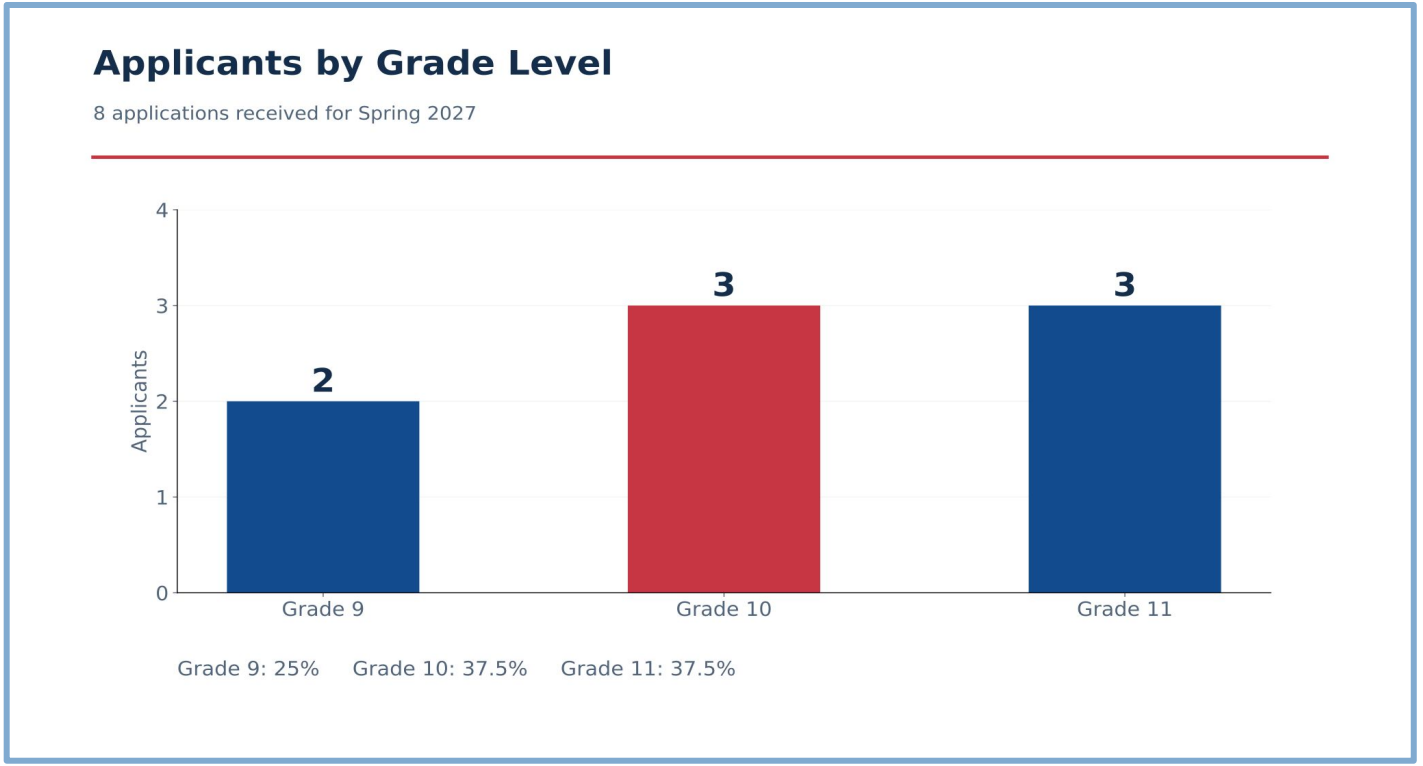


≈29%

Applications compared with interest total

All 8 applicants reside within the ACS attendance zone.

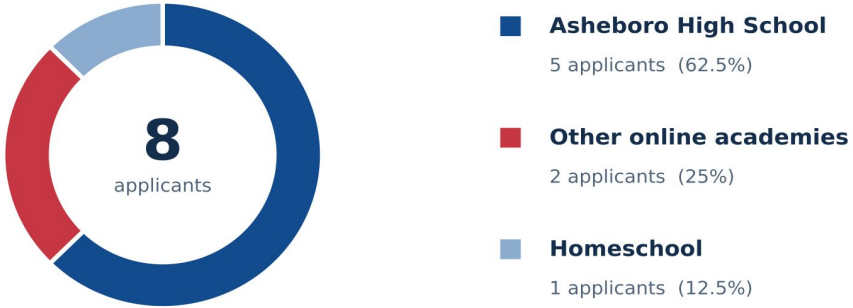
Snapshot of Current Applicants



Who’s Choosing BCGA

Current Educational Settings

Where the 8 applicants currently attend school



Foundation for Student Success

Establishing clear expectations, procedures, and support

- Developed the BCGA Parent/Student Handbook
- Created separate FAQ resources for families and ACS staff
- Established application acknowledgment and enrollment procedures
- Identified and notified designated support personnel
- Held initial meetings to coordinate student resources and family support
- Scheduled face-to-face opportunities for the semester



What’s Next for BCGA?

Next Steps: Finalizing Enrollment

Spring 2027 applications and family communication

01

Close applications

Spring 2027 application deadline

NOVEMBER 27

2026

02

Review, notify & enroll

Complete application reviews, notify families, and finalize student enrollment.

From application review to confirmed enrollment

What’s Next for BCGA?

Next Steps: Preparing for January

Academic planning, course registration, and family onboarding

03 **Personalize academic plans**

Meet with students and families to discuss course options and postgraduation goals.

04 **Register for courses**

Complete course registration and student schedules.

05 **Plan orientation & onboarding**

Prepare students and families for January 5, 2027.

Questions

Discourse in the Classroom

November 12, 2026

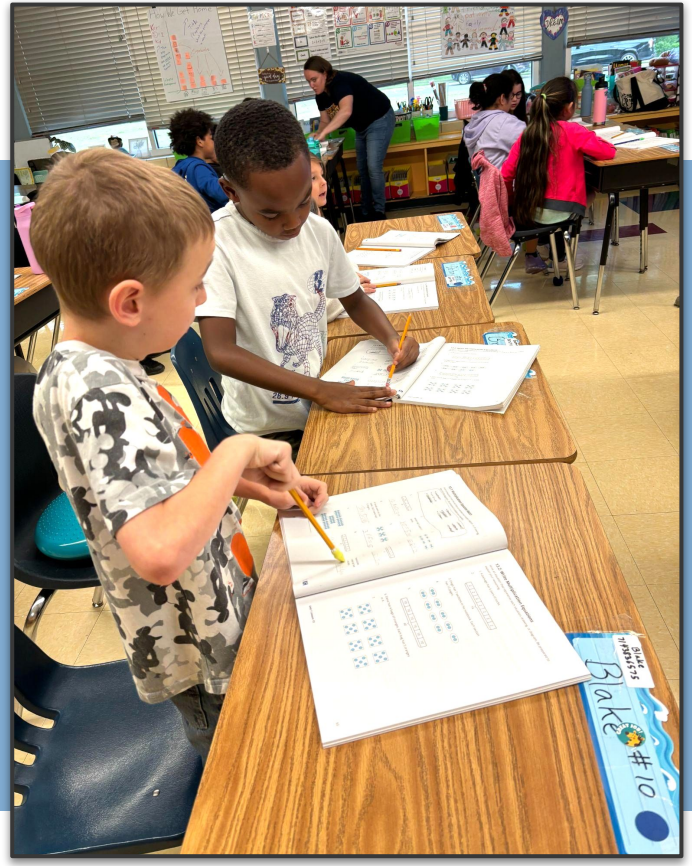
Dr. Ana Floyd - Director of School Improvement & Professional Development
Lisa Hayes - Principal, Donna Lee Loflin Elementary School
Ashley Hunt - Teacher, Donna Lee Loflin Elementary School

Asheboro CITY SCHOOLS
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reat Others
be gentle.
Take turns
Be fair
Share
Be polite
be helpful
See what others
TOMMY GIRL





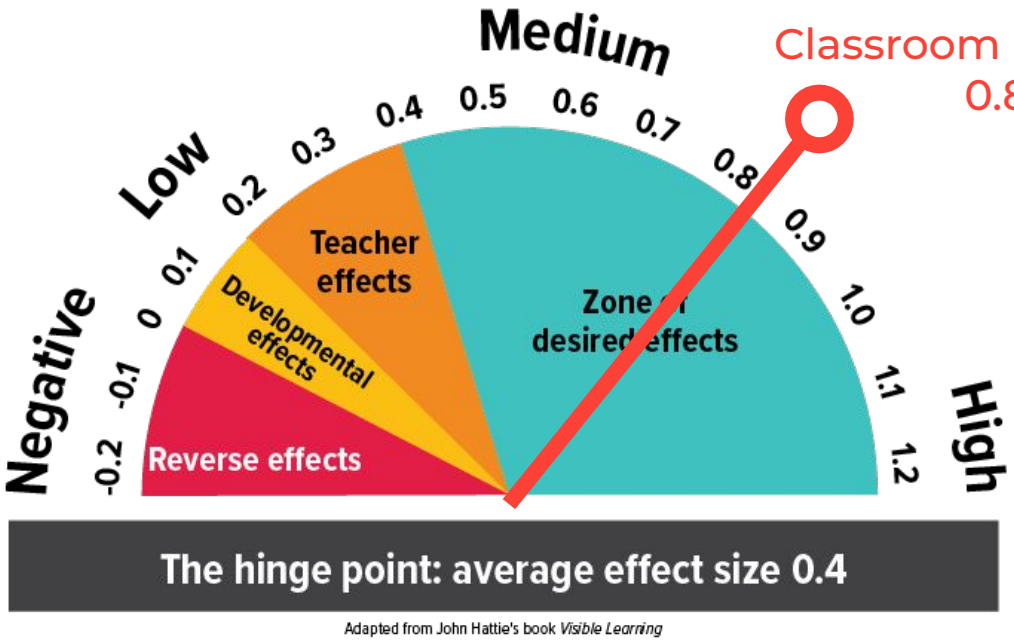

Blake #10


Code of Conduct: Dress Code pg.22
Luis





Discussion



Adapted from John Hattie's book *Visible Learning*

Talk is Critical to Teaching & Learning



Talk can reveal understanding and misunderstanding.



Talk supports robust learning by boosting memory.



Talk supports deeper reasoning.



Talk supports development of social skills.

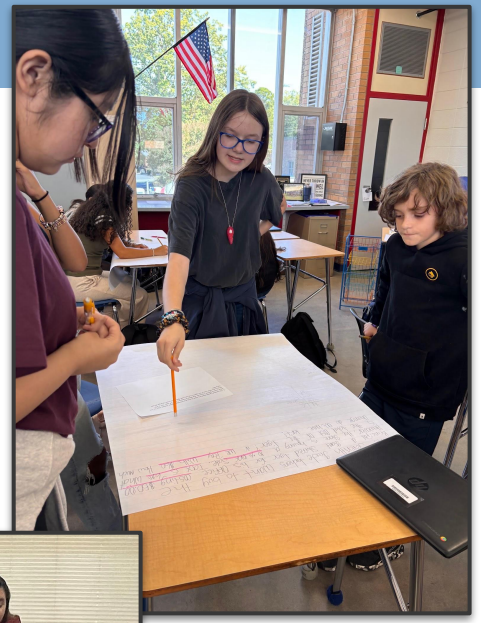


Talk supports language development.

Productive Discourse

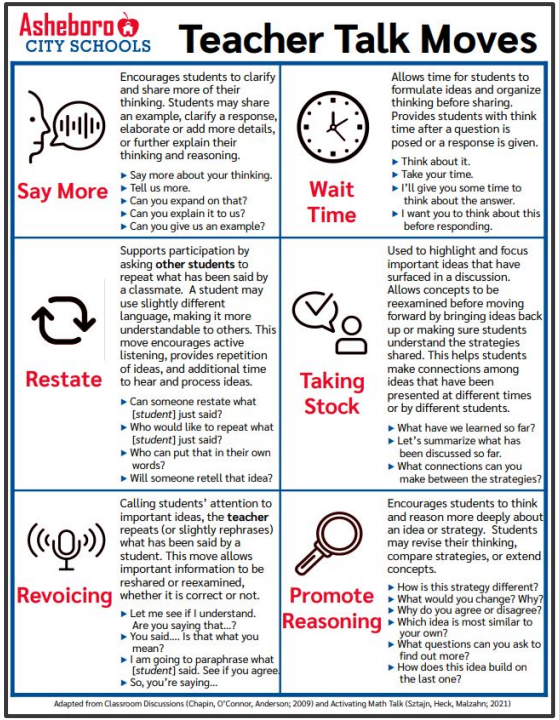
Students have opportunities to:

- Express ideas
- Clarify meaning
- Construct arguments
- Compare approaches to build a shared understanding





Talk Moves



Asheboro CITY SCHOOLS

Teacher Talk Moves

Say More

Encourages students to clarify and share more of their thinking. Students may share an example, clarify a response, elaborate or add more details, or further explain their thinking and reasoning.

- Say more about your thinking.
- Tell us more.
- Can you expand on that?
- Can you explain it to us?
- Can you give us an example?

Wait Time

Allows time for students to formulate ideas and organize thinking before sharing. Provides students with think time after a question is posed or a response is given.

- Think about it.
- Take your time.
- I'll give you some time to think about the answer.
- I want you to think about this before responding.

Restate

Supports participation by asking **other students** to repeat what has been said by a classmate. A student may use slightly different language, making it more understandable to others. This move encourages active listening, provides repetition of ideas, and additional time to hear and process ideas.

- Can someone restate what [*student*] just said?
- Who would like to repeat what [*student*] just said?
- Who can put that in their own words?
- Will someone retell that idea?

Taking Stock

Used to highlight and focus important ideas that have surfaced in a discussion. Allows concepts to be reexamined before moving forward by bringing ideas back up or making sure students understand the strategies shared. This helps students make connections among ideas that have been presented at different times or by different students.

- What have we learned so far?
- Let's summarize what has been discussed so far.
- What connections can you make between the strategies?

Revoicing

Calling students' attention to important ideas, the **teacher** repeats (or slightly rephrases) what has been said by a student. This move allows important information to be reshared or reexamined, whether it is correct or not.

- Let me see if I understand. Are you saying that...?
- You said.... Is that what you mean?
- I am going to paraphrase what [*student*] said. See if you agree.
- So, you're saying...

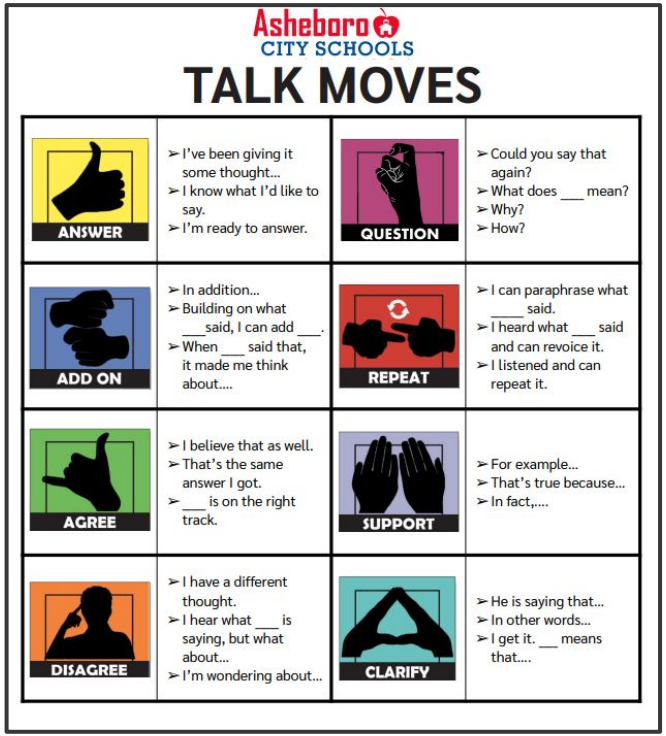
Promote Reasoning

Encourages students to think and reason more deeply about an idea or strategy. Students may revise their thinking, compare strategies, or extend concepts.

- How is this strategy different?
- What would you change? Why?
- Why do you agree or disagree?
- Which idea is most similar to your own?
- What questions can you ask to find out more?
- How does this idea build on the last one?

Adapted from Classroom Discussions (Chapin, O'Connor, Anderson; 2009) and Activating Math Talk (Sztajn, Heck, Malzahn; 2021)

Teacher Talk Moves



Asheboro CITY SCHOOLS

TALK MOVES

ANSWER	➢ I've been giving it some thought... ➢ I know what I'd like to say. ➢ I'm ready to answer.	QUESTION	➢ Could you say that again? ➢ What does ___ mean? ➢ Why? ➢ How?
ADD ON	➢ In addition... ➢ Building on what ___ said, I can add ___. ➢ When ___ said that, it made me think about....	REPEAT	➢ I can paraphrase what ____ said. ➢ I heard what ___ said and can revoice it. ➢ I listened and can repeat it.
AGREE	➢ I believe that as well. ➢ That's the same answer I got. ➢ ___ is on the right track.	SUPPORT	➢ For example... ➢ That's true because... ➢ In fact,....
DISAGREE	➢ I have a different thought. ➢ I hear what ___ is saying, but what about... ➢ I'm wondering about...	CLARIFY	➢ He is saying that... ➢ In other words... ➢ I get it. ___ means that....

Student Talk Moves

Talk Moves

Talk Moves help students:

- Clarify and share their own thoughts
- Listen and orient to the thinking of others
- Deepen their own reasoning
- Engage in the reasoning of others





School Impact





Lisa Hayes

Principal
Donna Lee Loflin
Elementary School

Ashley Hunt

Fourth Grade Teacher
Donna Lee Loflin
Elementary School

Practice



I've been giving it some thought...
I know what I'd like to say.
I'm ready to answer.

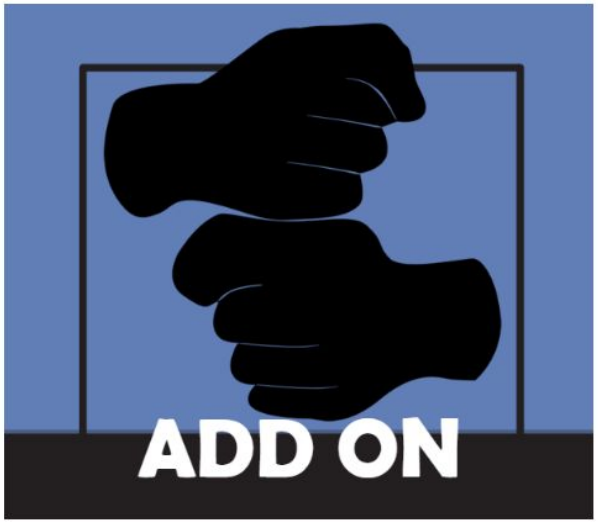


In addition...
Building on what ...said, I can add...
When ... said that, it made me think about....



I have a different thought.
I hear what... is saying, but what about...
I'm wondering about...

Practice

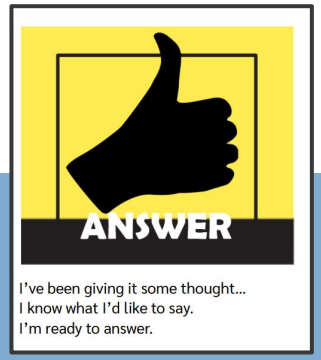


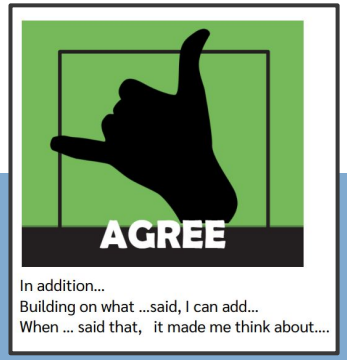
In addition...
Building on what ...said, I can add...
When ... said that, it made me think about....

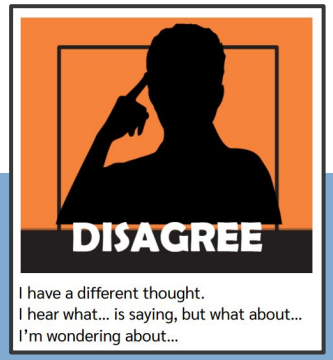


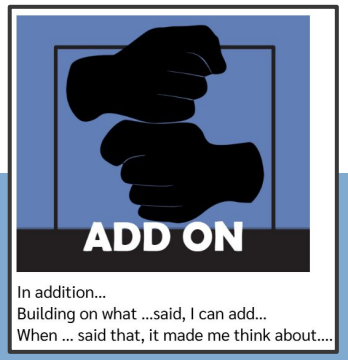
Could you say that again?
What does _____mean?
Why?
How?

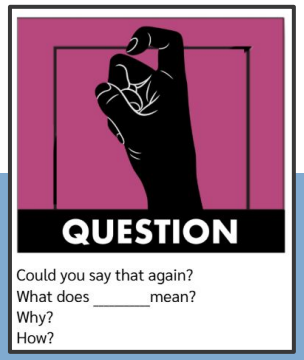
What is your favorite Thanksgiving dish? Explain why it is your favorite.











My favorite Thanksgiving dish is _____, because.....

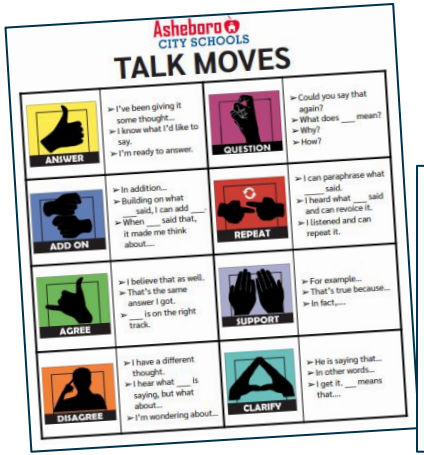
Classroom Examples
Donna Lee Loflin

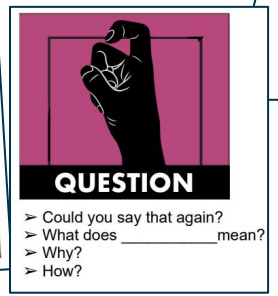
Talk Moves Support

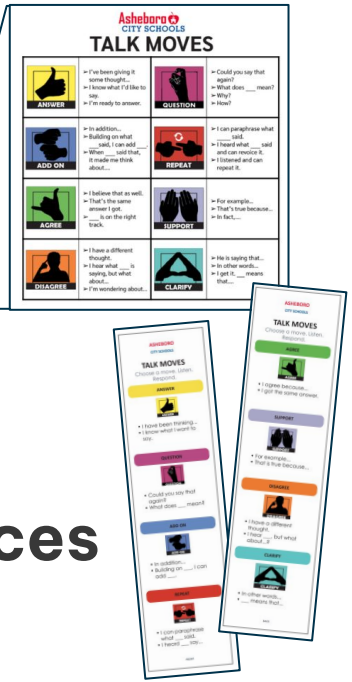


Professional Development

Administrators
Instructional Facilitators
Classroom Teachers







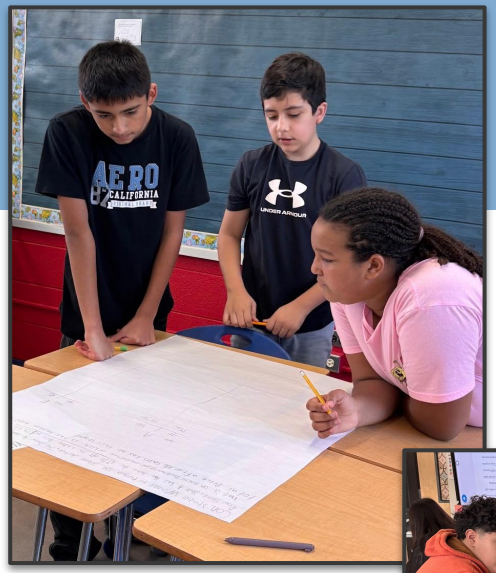
Classroom Resources

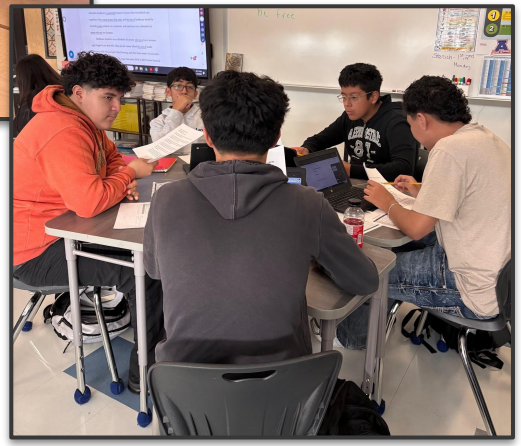
Posters
Mini-Posters
Bookmarks
Table Tents

Questions?









OPPORTUNITY CULTURE® An Initiative of Public Impact®

SCOPE OF WORK FOR 2026-27 and 2027-28 PROGRAMMATIC YEARS

Prepared for	**Asheboro City Schools**
Point of contact	**Dr. Aaron Woody, Superintendent, Asheboro City Schools**
Prepared by	**Chandler Rowland, Public Impact®**
Date	**November 4, 2026**
Summary	**Advanced Teaching Roles (ATR) technical assistance, apprenticeship implementation support, and professional learning support for the TIP Apprenticeship Consortium Districts (Asheboro City Schools, Thomasville City Schools, and Warren County Schools) for SY 2026-27 and SY 2027-28**

SCOPE OF WORK OVERVIEW

Public Impact proposes this scope of work to provide Asheboro City Schools, Thomasville City Schools, and Warren County Schools (collectively, the School Systems) technical assistance and professional learning through North Carolina's Advanced Teaching Roles grant to design and implement Opportunity Culture® (OC™) staffing models. Our organization's work in this area is informed by numerous Opportunity Culture sites across the nation. District leaders and schools will benefit from tools and lessons learned from years of experience, helping the School Systems best design and utilize our roles and staffing structures within its unique context.

Opportunity Culture design achieves two major goals of school improvement: construct staffing and schedules to reach all students with excellent teachers and transform the teaching profession into a high-pay, high-impact career that attracts, retains, develops, and maximizes the influence of strong teaching talent.

Five principles form the core of Opportunity Culture design work:

1. Reach more students with excellent teachers and their teams.
2. Pay teachers more for extending their reach.
3. Fund pay within existing budgets.
4. Provide protected in-school time and clarity about how to use it for planning, collaboration, and development.
5. Match authority and accountability to each person's responsibilities.

Opportunity Culture certification allows schools to assert they are meeting the five principles listed above, as defined by critical standards related to higher-growth student learning and stronger educator satisfaction. Schools may also seek validation status to add an extra layer of assurance to the community, ensuring stakeholders that Public Impact consultants have reviewed their school design and implementation plans, and have confirmed their certification status.

The Opportunity Culture portal is our online platform that supports all school design, professional learning, and monitoring and feedback services. It allows school systems to design, monitor, analyze, and improve their implementation, with resources updated annually to reflect national data about what works. The portal includes guidance for teaching teams on small-group tutoring for all students, unlimited access to on-demand professional learning and school design assistance, membership to the Opportunity Culture community, and an opportunity for schools, systems, and states to become Opportunity Culture certified, which increases the likelihood of boosting student learning, attracts strong applicants, and communicates the strength of your instructional system to your community, state, and funders.

The OC portal requires an annual subscription. Our design and implementation services rely on this platform, and pricing of those services now includes the subscription fee. For more information, see our website.

© 2021- 2026 Public Impact®/Opportunity Culture®

Opportunity Culture® is a registered trademark of Public Impact®; for details, see OpportunityCulture.org/terms-of-use

TIP CONSORTIUM'S ADVANCED TEACHING ROLES EXPANSION PLAN

District	ATR Design/ Implementation	2025-26 Cohort A	2026-27 Cohort B	2027-28 Cohort C	2028-29 Post-Grant
Asheboro City Schools (8)	Schools Designing	1	4	3	0
	Schools Implementing	n/a	1	5	8
Thomasville City Schools (4)	Schools Designing	2	2	0	0
	Schools Implementing	n/a	2	4	4
Warren County Schools (6)	Schools Designing	2	2	2	0
	Schools Implementing	n/a	2	4	6
TIP Consortium (18)	**Schools Designing**	**5**	**8**	**5**	**0**
	Schools Implementing	**n/a**	**5**	**13**	**18**

SERVICES AND FEE

Services by School Year	Fee
SY 2026-27 – ATR Grant Year 2	
• Opportunity Culture portal (3 districts, 13 schools)	$41,700
• Apprenticeship Design and Implementation Support	$40,964
• School Design Series (Live sessions, 8 cohort B schools)	$85,435
• Site-Based Professional Learning Support	$43,505
• Summer Professional Learning Kickoff – 2027 (3 districts)	$18,810
• NC Summer Professional Learning - 2027 (30 participants)	$45,600
• Ongoing Consultation (3 districts)	$100,672
• TIP Subcontract	$135,000
• Scaling & Optimizing Support (Live sessions, 5 cohort A schools)	$16,799
• Site-Based Implementation Support (5 cohort A schools)	$40,550
• Opportunity Culture Educator Survey - Expert Reports (3 districts, 5 cohort A schools)	$12,744
• Travel (time and expenses)	$18,256
SY 2026-27 Total	**$600,035**
SY 2027-28 – ATR Grant Year 3	
• Opportunity Culture portal (3 districts, 18 schools)	$44,928
• Apprenticeship Design and Implementation Support	$42,279
• School Design Series (Live sessions, 5 cohort C schools)	$84,517
• Site-Based Professional Learning Support	$48,329
• Summer Professional Learning Kickoff – 2028 (3 districts)	$19,116
• NC Summer Professional Learning - 2028 (30 participants)	$47,620
• Ongoing Consultation (3 districts)	$87,904
• TIP Subcontract	$135,000
• Scaling & Optimizing Support (Live Sessions, 6 cohort B schools)	$17,646
• Site-Based Implementation Support (6 cohort B schools)	$40,498
• Opportunity Culture Educator Survey - Expert Reports (3 districts, 6 cohort B schools)	$13,585
• Travel (time and expenses)	$15,822
SY 2027-28 Total	**$597,244**

SERVICE DETAIL

The Public Impact team's default delivery mode is virtual, with exceptions noted for relationship building and contextual understanding.

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Opportunity Culture Portal

Deliverable	Description
Opportunity Culture Portal	The Opportunity Culture portal is an online subscription platform that gives systems, schools, and educators all the resources they need to redesign staffing models, pay, schedules, and more. All educators in participating schools gain access to on-demand learning modules on school design, building a tutoring culture and more, with the chance to earn certificates toward CEUs. Schools can enter the details of their Opportunity Culture designs and earn Certified Opportunity Culture School status by meeting data- and research-based standards. Interactive Self-Driven Design modules guide school system and school teams to meet these standards, with links to premium tools honed over 10+ years in the field. Educators can complete the annual OC educator survey, giving schools and school systems data to help them improve implementation. Leaders can access other reports to gauge progress of schools toward certification and see how their schools compare to peers nationally. In addition, schools receiving other services, such as summer or school year professional learning, and validation/feedback rounds will access these through the portal. Portal subscriptions are annual, ending on August 15, 2027 and 2028.

School Co-Design Support

Deliverable	Description
Optional National Online Information Session	School teams are invited to attend an information session to learn why districts and schools choose to implement the Opportunity Culture model and the roles and practices that make it unique and effective. See here for dates and times.
School Coaching Calls	Two, hour-long coaching calls for the school design team with their Public Impact coach for: • Ongoing, adaptive consultation to support finalizing their school design plan • Asserting for provisional Opportunity Culture certification Curated access to tools, resources, and templates to support the school's change management plans on teacher-leader and paraprofessional scheduling, teacher-leader team role clarity, school selection, and more.
2-Day School Design Workshop	Two full-day, in-person sessions for school-level design teams comprised of 3-6 representatives, including the school leader to lead the team through work time and prework for the workshops, teachers from a variety of grade levels or subject areas, and the counselor (or staff member responsible for school-wide scheduling). The school leader is also the primary point of contact for their Public Impact design coach. School design teams will: • Draft a full implementation staffing plan that reaches all students and teachers with Opportunity Culture teaching teams • Draft a transition staffing plan based on current priorities and data • Create schedules for the Opportunity Culture® roles • Plan school-level selection process for Opportunity Culture® roles • Discuss implementation best practices and pitfalls • Assert for certification The school's Public Impact coach will provide 1:1 support for the school team during the design workshop.
Apprenticeship Design	Opportunity Culture with apprenticeship provides paid, full-time, competency-based programs for aspiring teachers led by OC educators. Support includes facilitating residency design sessions with district and education prep providers to determine parameters for teacher residents, sustainable pay for teacher residents, and school support to implement sustainable residency models.

Professional Learning for Educators and District Leaders

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Deliverable	Description
Site-Based Professional Learning for School Leaders and MCL Educators	Public Impact offers standardized and tailored professional learning offerings, delivered in-person or virtually tailored to meet the needs of each district. Formats range from full-day, in-person workshops to shorter virtual sessions conducted as a series. For tailored professional learning services, the content and topics are collaboratively determined with the district, including areas such as observation and feedback, data-driven instruction, and other relevant topics. Districts will work with their Public Impact consultants to determine the professional learning services to provide to educators in OC roles. Standard professional learning services include: • National, Virtual School Year Professional Learning • Aspiring MCL Academy • 1:1 MCL educator coaching • 1:1 School leader coaching • District leader community of practice
Summer Professional Learning Kickoff	A virtual session with OC educators in your district to prepare them for Summer Professional Learning, where they will engage with OC educators from other schools within their district. See Summer Professional Learning webpage for more information.
North Carolina Regional Summer Professional Learning	A 2-day onboarding experience for Opportunity Culture school leaders, new MCL and MTRT educators, and RA paraprofessionals focused on onboarding and implementation refinement. Includes 15 credit hours of live learning on topics such as leading a team of leaders, what to coach and how to coach, launching a team, leading small group instruction, and effective Opportunity Culture implementation. Summer 2027 dates at the McKimmon Center in Raleigh, North Carolina, will be determined in early 2027 See Summer Professional Learning webpage for more information.
North Carolina Regional Mentor-Apprentice Summer Professional Learning	A 1-day professional learning and collaborative planning session for Opportunity Culture school leaders, MCL™ educators also mentoring an apprentice, and teacher apprentices serving on MCL teams focused on program onboarding. Includes learning on topics such as apprenticeship components, role clarity, mentor-apprentice relationship building, and working styles. Summer 2027 date and location in Raleigh, North Carolina, will be determined in early 2027

Implementation Monitoring and Support

Deliverable	Description
Intensive Ongoing Consultation	This service provides continuous, responsive consultation support tailored to meet the evolving needs of districts and schools. Includes access to the Public Impact team's expertise, developed over decades of district partnerships, including: • Timely and adaptive consultation to guide design and implementation decisions. • Strategic advising and problem-solving to address emerging design and implementation challenges. • Curated access to tools, resources, and frameworks developed through extensive work with hundreds of districts nationally. • Recurring, frequent communication, including facilitated check-ins, collaborative planning, and strategic touchpoints. • Executive advising: Recurring touchpoints with the superintendent or cabinet-level leader responsible for assessing and scaling Opportunity Culture staffing design across the district's schools. Support will ensure the district's needs are being met and will identify actions needed to achieve desired student outcomes through fidelity and scale. Ongoing consultation positions the Public Impact team as a trusted partner delivering proactive and responsive support throughout the partnership.

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Deliverable	Description
Subcontract with The Innovation Project (TIP)	• Steward relationship with the NC Community College System, other educator preparation programs (EPPs), and the design of apprenticeship models • District-level teacher apprenticeship implementation support • Continued communications with districts • Supporting uptake of apprenticeship models • Attending key design and implementation events • Convening districts to debrief lessons learned
Feedback Rounds	Feedback Rounds provide an added layer of assurance to the community, sharing our confirmation of schools' design and implementation factors. Virtual and/or in-person interviews with Opportunity Culture educators, including the principal, MCL educators, a subset of team teachers, TRT educators, and RA educators, artifact submissions, and short educator surveys to assess and provide feedback on a school's Opportunity Culture implementation. After the Feedback Round, schools will receive: • Notice of validated certification status and specific recommendations if validated status is not achieved yet • Memo and debrief discussion with each principal on strengths and recommendations to improve implementation, reach, and/or validation level • An optional "recheck" in winter/early spring to improve validation level based on any changes made. In addition, the district will receive a debrief call to discuss trends and opportunities to achieve a greater positive impact.
Opportunity Culture Educator Survey – Expert Report	Receive expert analysis and recommendations based on your educators' responses to the annual OC educator survey, giving you more on the success of the Opportunity Culture roles and models.
Scaling and Optimizing Support	Scaling and Optimizing OC Design support for currently implementing schools is structured in two parts: • Part 1, Scaling OC Models, will support design teams in planning how to extend reach in supported work time dedicated to designing and planning additional MCL educator reach, Team Reach™ teams, and small-group teaching and tutoring. • Part 2, Optimizing OC Models, will support schools in analyzing quantitative and qualitative data to optimize the implementation of key elements of OC design aligned to the core OC principles. Deliverables of this series of supports include updated staffing, sustainability, and selection plans to achieve reach and certification goals, as well as revised communications plans, small-group tutoring plans, and role-based schedules.
Apprenticeship Implementation Support	Opportunity Culture with apprenticeship provides paid, full-time, competency-based programs for aspiring teachers led by OC educators. Support includes monitoring success of the OC apprenticeship design, providing ongoing support, adjusting design parameters as needed, and preparing for new residents next year.

PROPOSED TIMELINE

All timing is tentative pending scheduling with school system leaders but listed here to illustrate sample sequencing.

SY 2026-27

	Dec	Jan	Feb	Mar	Apr	May	June	July
OC portal	✓	✓	✓	✓	✓	✓	✓	✓
Apprenticeship Design and Implementation Support	✓	✓	✓	✓	✓	✓	✓	
School Design Series	✓	✓	✓					
Site-Based Professional Learning Support	✓	✓	✓	✓	✓	✓	✓	
Summer Professional Learning Kickoff – 2027						✓	✓	

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NC Summer Professional Learning - 2027								✓
Ongoing Consultation	✓	✓	✓	✓	✓	✓	✓	✓
TIP Subcontract	✓	✓	✓	✓	✓	✓	✓	✓
Scaling & Optimizing Support				✓	✓			
Site-Based Implementation Support	✓	✓	✓	✓	✓	✓	✓	✓
Opportunity Culture Educator Survey		✓	✓					

SY 2027-28

	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
OC portal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Apprenticeship Design and Implementation Support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
School Design Series												
Site-Based Professional Learning Support		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Summer Professional Learning Kickoff – 2027											✓	
NC Summer Professional Learning - 2027												✓
Ongoing Consultation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
TIP Subcontract	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Scaling & Optimizing Support								✓	✓	✓		
Site-Based Implementation Support		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Opportunity Culture Educator Survey						✓	✓	✓				

DISTRICT REQUIREMENTS

1. **Proprietary Terminology.** In accord with U.S. and other trademark laws, Public Impact® has trademarked certain terminology related to this initiative and its associated school staffing roles to ensure that members of the public can rely on this terminology to indicate that the schools and professionals using such trademarked terms have met the Opportunity Culture® standards associated with those terms. Public Impact grants School Systems the right to use its trademarked terminology in accordance with its defined standards and only so long as School Systems complies with such standards. Alternate versions of its terminology that could confuse public understanding of the trademarked terms are prohibited. Accordingly, in order to be entitled to use these, the School Systems must ensure that its personnel use them properly. For more information, see the Terms of Use page linked from www.opportunityculture.org. School Systems and its schools may also seek Opportunity Culture certified and validated status; see the certification and validation page on Consultant's website (currently www.opportunityculture.org/certification-and-validation) for more information. School Systems and its schools may only refer to themselves as a "Certified Opportunity Culture School®" or a "Certified Opportunity Culture School System™" or "Certified Opportunity Culture™" if they meet the current stated, published requirements for each.

2. **Proprietary Information.** School System will not distribute, share or publish or paraphrase any of the Public Impact organization's proprietary materials to any party outside of School Systems in any form without written permission from Public Impact. Thank you for protecting the quality of learning outcomes and pay that families and educators can expect in your schools and others'.

3. **Educator Access to Resources.** School System will ensure that educators in participating schools have access to Opportunity Culture portal accounts, enabling them to access on-demand professional learning resources that are included in School

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System's portal annual subscription, which ends annually on August 15. School Systems will ensure that the portal is fully accessible to educators by working with Public Impact to address any firewalls or other processes that may block School System's educators from accessing the portal any pages, files, and other resources therein. Public Impact will send each educator an email containing login information. School System agrees to provide Public Impact with the email addresses of all school staff members in one of the required format options to facilitate effective communication and service delivery.

a. Initial Submission: School System will deliver a complete list of school staff email addresses within 60 days of signing this scope of work.
b. Ongoing Updates: School Systems will provide updates on any new or changed email addresses on a quarterly basis.
c. To meet the standard for the OC™ Access certification standard at any level, School System must provide email addresses and related staff contact information to Public Impact following a format and using an electronic transmission method allowed by Public Impact.

4. **Data Sharing.** School Systems will collaborate with Public Impact to gather data needed to monitor the initiative's success and complete required reporting to funder(s), including administering the annual Opportunity Culture survey to all staff in participating schools; gathering descriptive data (e.g., number of MCL teachers, number of team teachers, roster of staff in Opportunity Culture roles), and enabling analysis of student growth data to determine impact on student learning. The Public Impact data team will work with School System's leaders to establish any needed data sharing agreement.

5. **Relationships**. School Systems commits to allowing regularly-scheduled communications focused on the common goals of high-growth student learning and outstanding educators careers. This includes allowing routine communications to all relevant leaders in the school system, including but not limited to the designated lead, superintendent, head of human resources, head of academics, and other leaders designated by the district at project inception. Public Impact will strive for the regularly scheduled communications to stay focused on common goals and respectful communication and welcomes all feedback toward these goals.

6. **Engagement in Design Process.** School Systems commits to engaging in the above technical assistance from Public Impact to establish Opportunity Culture staffing plans that adhere to five design principles, with the goal of achieving status as a Certified Opportunity Culture School:
   a. Reach more students with excellent teachers and their teams.
   b. Pay teachers more for extending their reach.
   c. Fund pay within regular budgets.
   d. Provide protected in-school time and clarity about how to use it for planning, collaboration, and development.
   e. Match authority and accountability to each person's responsibilities.

7. **Certification.** School Systems will ensure that all participating schools submit required data in the Opportunity Culture portal with the goal of obtaining certified status for all schools, even if a school does not meet all criteria to achieve certification. **School System** will monitor whether schools have submitted for certification and support schools positively and persistently, helping where needed and alerting Public Impact to any schools needing further assistance. Certification standards are associated with increased percentages of schools achieving high-growth learning in teams and schoolwide in over a decade of data.

8. **School selection.** School Systems will select schools to undertake design work in SY26-27, SY27-28, and SY28-29. School teams will participate in design sessions and professional learning opportunities.

9. **School Participation.** School Systems will assign or recruit the included number of schools to undertake design work in SY 2027-28. Note that if more schools are added once the contract begins, we can draft a contract addendum to provide additional school design services for the added schools. School teams will participate in design sessions and professional learning opportunities.

10. **District and School Project Leadership.** School Systems will assign a point person at the system level to serve as the Opportunity Culture design leader. This individual will have enough time and authority to oversee the work and will be accountable for ensuring fidelity with the Opportunity Culture principles and adherence to the certification standards wherever possible.

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11. **Review of school plans**. School System's design team will review and approve the staffing model designed by each participating school's design team and monitor each school's implementation and redesign to facilitate continuous improvement, based on criteria in the certification standards.

12. **School Budget Flexibility.** School Systems will give schools flexibility to reallocate funds within existing budgets to fund their staffing plans and extra pay.

13. **Professional Learning**. School Systems will ensure Opportunity Culture educators use professional learning services within the contract year; otherwise, the service expires. Contract adjustments can be made 120 days before in-person professional learning starts, 60 days before virtual professional learning services start, and 30 days before coaching cycles. After this deadline, the client will be charged the contracted payment amount regardless of actual participant numbers.

14. **Operations Administrative fee.** An 18% operations administrative fee is incorporated into the prices indicated on the scope of work. For districts that are invoiced as a flat fee, the administrative fee is accounted for. For districts that are invoiced at an hourly rate, the operations administrative fee will be included separately on the invoice.

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CALENDAR OF UPCOMING EVENTS - (Nov./Dec.) - November 12, 2026 Board Meeting			
Tuesday, November 17	5:00-6:30 p.m.	NAMS Family Engagement Night	North Asheboro Middle School
Tuesday, November 17	4:00-5:30 p.m.	ECDC Family Engagement Night	Early Childhood Development Center
Thursday, November 19	5:00-6:30 p.m.	Teachey Family Engagement Night	Guy B. Teacher Elementary School
Monday, November 23	5:30-7:00 p.m.	SAMS Family Engagement Night	South Asheboro Middle School
Tuesday, November 24	11:00 a.m.-1:00 p.m. & 3:00-5:00 -p.m.	Balfour Family Engagement Event	Balfour Elementary School
Wednesday, November 25	All Day	Optional Teacher Workday	All Schools
Thursday, November 26-Friday, November 27	All Day	Thanksgiving Holidays	All Schools
Tuesday, December 1	5:30-7:00 p.m.	Asheboro High School Family Engagement Night	Asheboro High School
Tuesday, December 1	7:00 p.m.	North Asheboro Middle School Winter Choral Concert	AHS Performing Arts Center
Wednesday, December 2	5:30-7:00 p.m.	McCrary Elementary Family Engagement Night	Charles W. McCrary Elementary School
Thursday, December 3	10:00 a.m.	Special Olympics Basketball	YMCA
Thursday, December 3	7:00 p.m.	South Asheboro Middle School Winter Choral Concert	AHS Performing Arts Center
Friday, December 4	7:00 p.m.	Asheboro Christmas Parade	Downtown Asheboro
Monday, December 7	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Monday, December 7	7:00 p.m.	Asheboro High School Jazz Band Concert	AHS Performing Arts Center
Tuesday, December 8	7:00 p.m.	Asheboro High School Winter Choral Concert	AHS Performing Arts Center
Thursday, December 10	6:00 p.m.	Board of Education Meeting	Professional Development Center
Thursday, December 10	7:00 p.m.	Asheboro High School Winter Band Concert	AHS Performing Arts Center
Friday, December 11	11:30 a.m.-1:00 p.m.	Superintendent's Holiday Luncheon	Professional Development Center
Monday, December 14	7:00 p.m.	North Asheboro Middle School Winter Band Concert	AHS Performing Arts Center
Tuesday, December 15	7:00 p.m.	South Asheboro Middle School Winter Band Concert	AHS Performing Arts Center
Friday, December 18	11:30 a.m. Elementary 12:30 p.m. Secondary	Early Release Day	All Schools
Friday, December 18	10:00-11:30 a.m.	Central Office Brunch	Professional Development Center
Monday, December 21-Wednesday, December 23	All Day	Vacation/Annual Leave	All Schools
Thursday, December 24-Friday, December 25	All Day	Holidays	All Schools
Monday, December 28	All Day	Holiday	All Schools
Tuesday, December 29-Wednesday, December 31	All Day	Holidays	All Schools
Thursday, January 1	All Day	Holiday	All Schools
		Calendar Link: ACS Welcome Center Calendar	