

**FLORENCE CITY SCHOOLS
BOARD OF EDUCATION
CALLED MEETING
FEBRUARY 20, 2009**

Approved:

Principal Contracts

1. William A. "Bill" Griffin – three-year renewal
2. Rose D. McGee – three-year renewal
3. Brenda M. B. Smith – non renewal. Ms. Smith will retain her tenured status as a teacher with Florence City Schools.

Brenda M. B. Smith, Contract Principal at Weeden Elementary School, was not offered a new, renewed, or extended contract upon the expiration of her present contract on the last day of the 2009 school year for the following reasons:

- A. She does not provide adequate leadership in certain areas.
- B. She does not hold all employees accountable.
- C. When issues arise, she is sometimes passive about dealing with them, either ignoring them or deferring them.
- D. When issues arise, rather than looking for solutions, she sometimes blames others for not solving the problem.
- E. She does not adequately follow through when she undertakes certain issues.
- F. When parental issues arise, she sometimes dodges them or defers them to a later time or to others.
- G. She does not always exercise best judgment, such as 1) taking a week of vacation just before school began in August, 2008, when she was needed at the school or 2) asking permission to be absent the first day of school after a Weeden kindergarten teacher died, then going to school that day, but leaving during the day to attend a CLAS workshop.
- H. She sometimes claims not to receive or know important information distributed to all principals, even though such information is given to all principals at the same time (via emails or face-to-face meetings).
- I. She does not always adequately follow through with issues, such as her failure to schedule and cluster special needs students for two consecutive years.
- J. She is unable or unwilling to stay fully informed regarding the financial status of her school, including revenues and expenditures and the handling of money.
- K. She sometimes avoids issues rather than dealing with them (e.g. accounting for ticket sales revenue).
- L. She often avoids disciplining students and employees when it is necessary.
- M. Her school's textbook distribution and inventories are not always managed effectively or efficiently.
- N. She demonstrates lack of knowledge regarding her budget.

- O. She knowingly left a child in soiled clothes and sent the child home in that condition.
- P. She shows inadequate leadership of school operations and management.
- Q. She demonstrates inadequate fiscal leadership and management.
- R. Weeden Elementary School has not made optimal progress under her leadership.
- S. She supported the use of curriculum materials not endorsed by the Board of Education for certain students when data showed such materials to be ineffective with these students.