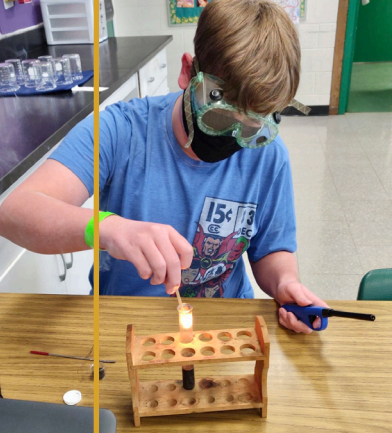
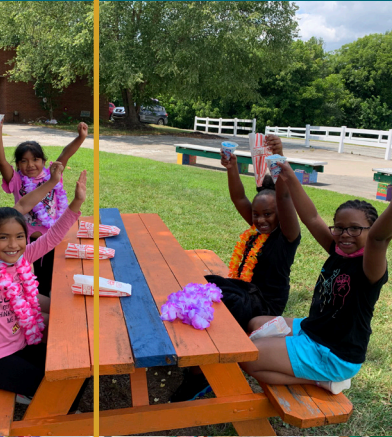
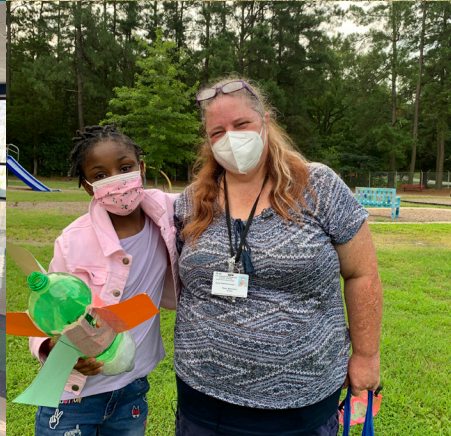
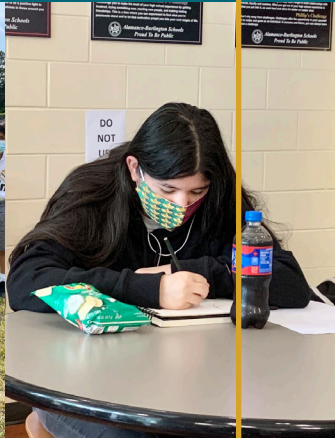


COMMUNITY REPORT



Alamance-Burlington
Schools
2020-2021

From the Superintendent

The Alamance-Burlington School System (ABSS) is driven by a vision for public education in which each ABSS student is prepared for their future in an inclusive, supportive learning community. We are committed to engage and empower each student to learn and become knowledgeable, responsible community members. As a school system, we believe in equity, community, integrity, and excellence. Serving approximately 22,000 students in 36 schools, we are the first educational choice for an overwhelming majority of families in our community.

The 2020-21 school year presented unprecedented challenges due to the COVID-19 pandemic. While the learning interruption we experienced had a negative impact on a number of our key performance indicators including state assessments and Advanced Placement scores, we continued to increase the percentage of students who graduated on-time. We had the highest average on-time graduation rate, above the state average, for the first time since North Carolina started tracking this metric.

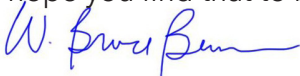
The capital bond projects are all under contract and the work is progressing well - on-time and within budget. We have implemented a system to manage and track all capital improvement projects, working collaboratively with our local government with mutually agreed upon financial support.

We completed our compensation analysis and improved compensation for nearly every job classification in the school system.

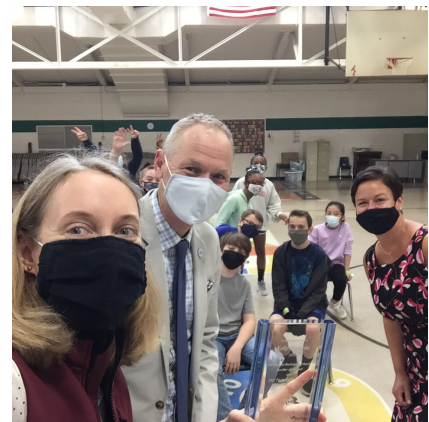
We have standardized our expectations for teaching and learning through system-wide implementation of M.I.N.E. (Modern, Innovative, Nurturing, Education) and have supported the same through an effective professional development model.

Finally, the ABSS Board of Education completed a review and update of all board policies, and after receiving community feedback, approved a draft strategic plan by year end.

As I have said before, our community is our strength - whether classroom, school, or the greater community - we are uniquely positioned to produce positive outcomes for all of our students. As such, it is important that we keep our community informed of our progress. I hope you find that to be the case in our annual report to our community.



W. Bruce Benson, Ed.D.
Superintendent



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Vision & Strategic Plan

A Vision for Public Education in Alamance County

"We envision Alamance County public school students actively engaged in learning that enables each child to achieve their highest potential. All Alamance County students will learn in safe, modern facilities with exceptional teachers utilizing curriculum that will be a national model for core academic subjects, arts, communication, critical thinking, social skill development, service to others, and enriching extracurricular activities. Our public schools will be led by elected officials, administrators, teachers, parents, students and community leaders dedicated to achieving excellence through open discussion and constant improvement of our children's educations."

ABSS Strategic Plan extended through June 30, 2021

Goal 1: Exemplary Classroom Teaching and Instructional Leadership (Learning).

Goal 2: Master Plan for Specialized Programs

Goal 3: Written Five-Year Facilities Plan

Goal 4: World-class Working Conditions and Competitive Compensation

Goal 5: Classroom and School Supports

During the 2020-2021 school year, the Superintendent convened a group to begin the process of developing a strategic plan to move the district forward in 2021. Feedback from students, parents, community members, staff, and administration was incorporated into the planning of the new ABSS vision, mission, core values, goals, and priorities.

Board of Education



Allison Gant
Chair



Tony Rose
Vice-Chair



Wayne Beam



Ryan Bowden



Sandy Ellington-Graves



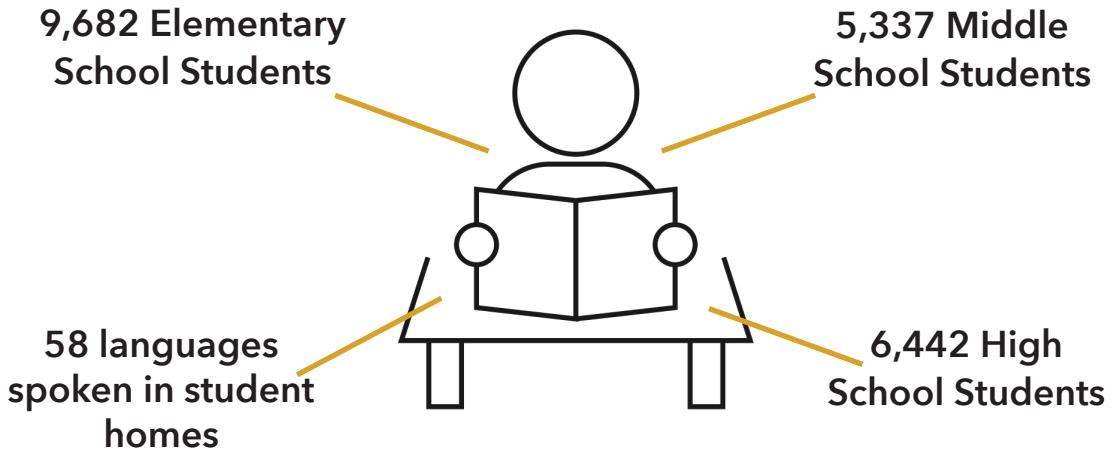
Patsy Simpson



Donna Davis Westbrooks

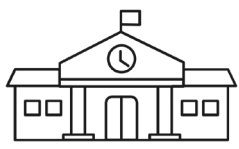
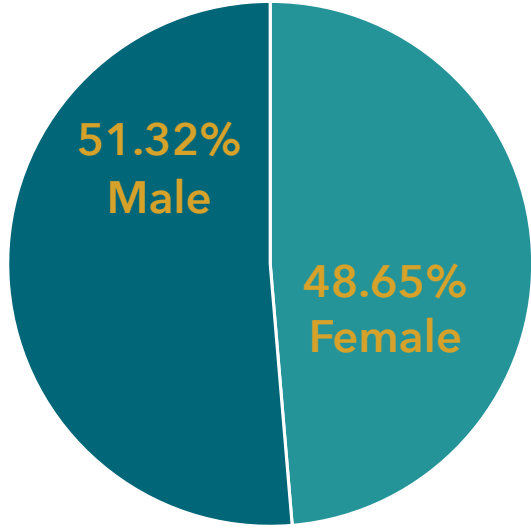
District Profile

ABSS STUDENTS



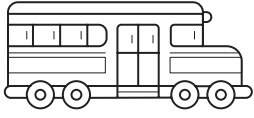
Student Ethnicity

White	39.78%
Hispanic	28.13%
Black	24.21%
Two +	5.87%
Asian	1.57%
American Indian	.31%
Pacific Islander	.10%



Facilities

- 3.5 Million Square Feet
- 20 Elementary Schools
- 7 Middle Schools
- 6 High Schools
- 1 Career and Technical Education Center
- 1 Alternative School
- 1 Early College on ACC Campus
- 1 Historic One Room African American School House
- 1 Maintenance Shop
- 1 Transportation Garage
- 1 Central Office
- 1 Education Center



Transportation

- 181 School and Activity Buses
- 124 Bus Drivers
- 5,220 Passenger Stops
- 10,020 Miles Per Day
- 10,500 Student Passengers



School Nutrition

- USDA waiver provided free breakfast and lunch for all children in Alamance County.
- 1,090,743 Breakfasts Served
- 1,155,175 Lunches Served

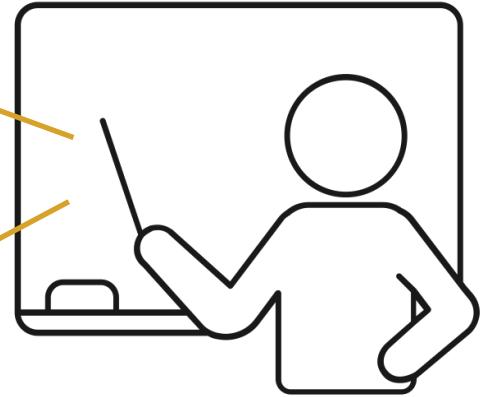


ABSS EMPLOYEES

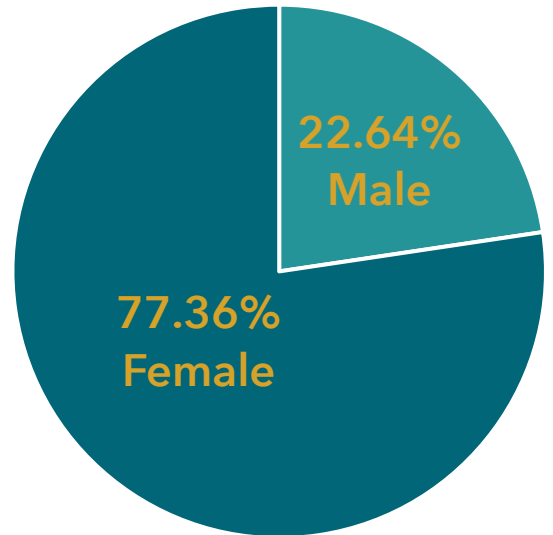
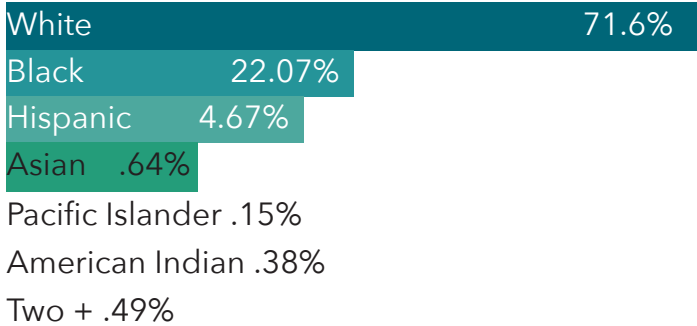


16.72% of Staff Hold Advanced Degrees

138 Educators are National Board Certified



Employee Ethnicity



Athletics

- 2043 high school athletes
- 502 middle school athletes
- 234 high school coaches
- 108 middle school coaches
- 2,200 years of combined coaching experience
- 18 sports offered in high schools
- 9 sports offered in middle school
- 14 conference championships
- 20 teams competing in state playoffs
- 7 teams competing in regional championships



Technology

- 3,800 hot spots provided to students
- Approximately 17,000 Chromebooks used for remote learning
- More than 571,000 Zoom meetings



Communications

- 218 ConnectEd District messages
- More than 3,000,000 contacts
- Over 1,700 social media posts
- Over 10,000 Facebook followers (increase of 14%)
- 15 NC School Public Relations Association Blue Ribbon Awards



Teaching and Learning

Focus on Personalized Learning Launches Virtual School

ABSS entered the 2020-2021 school year with all students in a remote learning instructional model. With the adoption of Google Classroom and Canvas as the district's learning platforms for K-5 and 6-12 respectively, consistent resources across all schools were created to enhance teachers' ability to collaborate and integrate instructional technology in the classroom.

Utilizing learning platforms, educators were able to incorporate blended learning practices into their virtual classrooms. These "student-choice" centered practices essentially allow teachers to provide students with options, taking ownership with their pathways to learning.

Through this process, the district was able to move forward with a long-term strategic goal of creating a virtual school, recognizing that some of our students and educators thrived in a fully remote option. With the announcement of a 6-12 virtual school in March 2021, the district quickly expanded the virtual school option to all K-12 students. By the end of the enrollment period, nearly 500 students had applied for a one-year term in the new Alamance Virtual School, set to open during the 2021-2022 school year.

Digital Teachers Lead the Way

ABSS engages 36 Digital Teacher Leaders, one at each school site, identified by their principal, working directly with the ABSS Blended Learning Specialists to support their colleagues with the implementation of the NC Digital Learning Competencies for Teachers and become models of blended learning practices in ABSS.

ABSS was awarded a North Carolina Digital Learning Initiative Implementation Grant. This two-year grant, totaling \$84,965, will aid in certifications for each of our Digital Teacher Leaders who will provide professional development opportunities to their schools centered around our learning platforms.

Connecting the Dots

During remote learning educators explored new technology to bring classroom experiences to virtual classrooms. Gizmos was a standout product that allowed teachers to conduct math and science experiments virtually. Students and teachers logged in over 52,000 times and viewed Gizmos over 51,000 times during the 2020-2021 school year. With increased usage across secondary schools, the district found a correlation between student usage and student performance in the End of Course/End of Grade assessments.

Nurturing Through A Pandemic

Social Emotional Learning in the school environment impacts students' academic success and social development. Research indicates school staff play a significant role in developing a student's strong social emotional skills. During the 2020 Summer Symposium, professional development for staff centered around "Nurturing", the "N" in our M.I.N.E. model. In an effort to monitor positive, equitable, and supportive learning environments, both face-to-face and virtual, and measure social emotional development, ABSS facilitates Panorama student surveys twice a year. Survey results for the 2020-2021 academic year showed significant improvements in the area of positive student relationships, a reflection of our "Nurturing" focus. There was an 8% growth for grades 3-5 and a 16% growth for grades 6-12.



District Elementary Schools

Alexander Wilson Elementary
Altamahaw Ossipee Elementary
R. Homer Andrews Elementary
Eastlawn Elementary
Elon Elementary
Audrey W. Garrett Elementary
Grove Park Elementary
Haw River Elementary
Highland Elementary
Hillcrest Elementary

E.M. Holt Elementary
B. Everett Jordan Elementary
Harvey R. Newlin Elementary
Pleasant Grove Elementary
Marvin B. Smith Elementary
North Graham Elementary
South Graham Elementary
South Mebane Elementary
Sylvan Elementary
E.M. Yoder Elementary

R. Homer Andrews Elementary Earns Prestigious Lighthouse School Status



Leader in Me
R. Homer Andrews
Elementary School

Andrews Elementary received Lighthouse School status from FranklinCovey Education for their implementation of the Leader In Me program.

This award recognizes evidence that the school has produced outstanding results in school and student outcomes, by implementing the Leader in Me process with fidelity and excellence. It is also because of the extraordinary impact the school is having on staff, students, parents, and the greater community.



Sean Covey, President, FranklinCovey Education, said, "We are thrilled to recognize Andrews Elementary as a Leader in Me Lighthouse School. Schools who achieve this Lighthouse Certification are great examples of a strong leadership model and process, and of what it means to be a Leader in Me school. This school has experienced transformational results by implementing the principles and practices related to Leader in Me and, we are so pleased and honored to be their partner and to celebrate the success they are experiencing."

Two Elementary Schools Earn R.A.M.P. Awards



The American School Counselor Association (ASCA) Recognized ASCA Model Program (R.A.M.P.) has been awarded to two elementary school counselors for their exemplary data informed comprehensive school counseling programs.



Meredith Draughn, at B.E. Jordan Elementary, and Ashley Price, at Andrews Elementary, along with their principals, were recognized during ASCA's Annual Conference. Ms. Draughn and Mrs. Price are the first elementary school counselors in ABSS to receive this national award. In addition to Southern Alamance High School, we now have three school sites that have earned this honor.

Workforce and Compensation



The district implemented important compensation increases during the 2020-2021 fiscal year.

Teachers and Other Certified Support with 0-5 years of experience received a supplement rate increase to 10%. Those in the same category with 6-10 years of experience received a new rate of 11%, while those with 11+ years of experience received an increase to a 12% supplement rate.

Assistant Principals also received new supplement rates. Assistant Principals received a 1.5% increase. Assistant Principals working in Middle Schools received an additional .25% increase, while those working in High Schools received an additional increase of .5%.

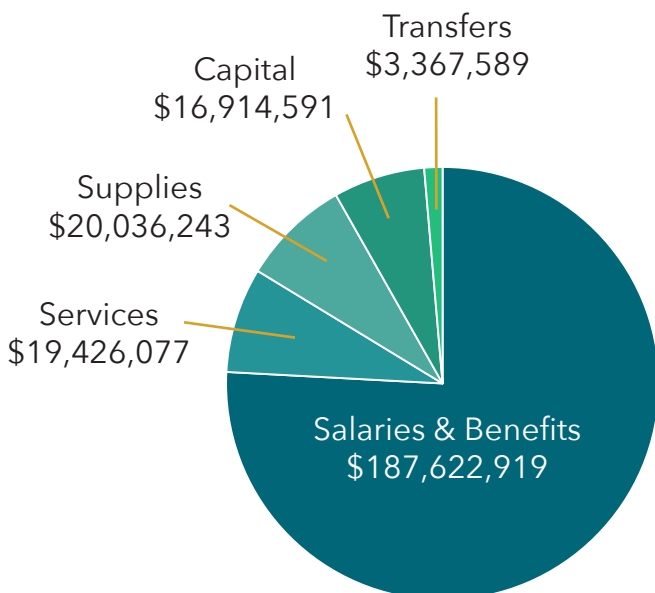
The Principal supplement rate increased by 1.5% giving Elementary Principals a new rate of 13%, Middle School Principals increased to 14% and High School Principals increased to 16%.

Future plans include a 5% bonus for Teacher Assistants, increased rate of pay for substitutes, and increased step augmentation for classified staff during the 2021-2022 year.

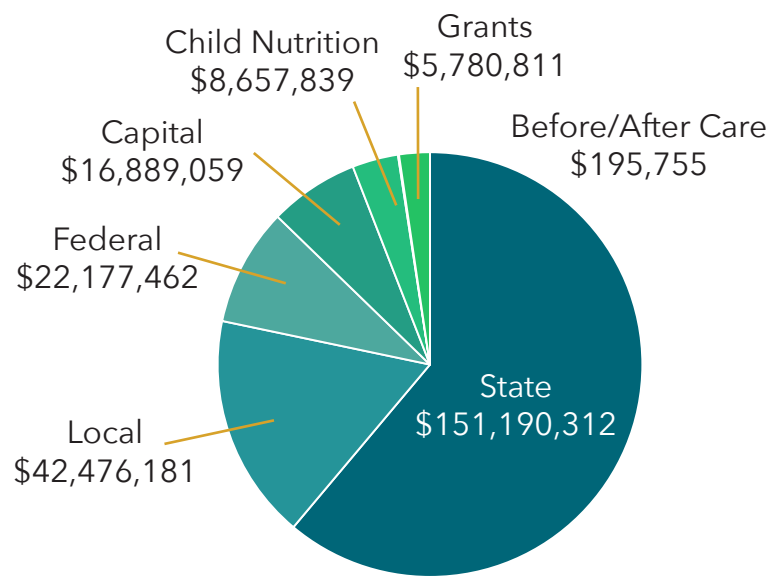


District Expenditures

District Expenses by Category



Expenditures by Fund



Total: \$247,367,419

District Middle Schools

Broadview Middle
Graham Middle
Hawfields Middle
Southern Alamance Middle
Turrentine Middle
Western Alamance Middle
Woodlawn Middle

Administrator to Watch



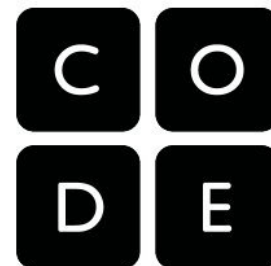
Mr. Patrick Battle, Broadview Middle School Principal, is the 2021 Administrator to Watch Award recipient, from the North Carolina Association for Middle Level Education (NCAMLE).

Mr. Battle received his undergraduate degree from North Carolina A&T State University in Physical Education Teacher Education and a Masters from North Carolina A&T State University in School Administration.

Mr. Battle has been with ABSS since 2015, where he joined the Cummings High School staff. He was named principal at Broadview Middle School in 2018.

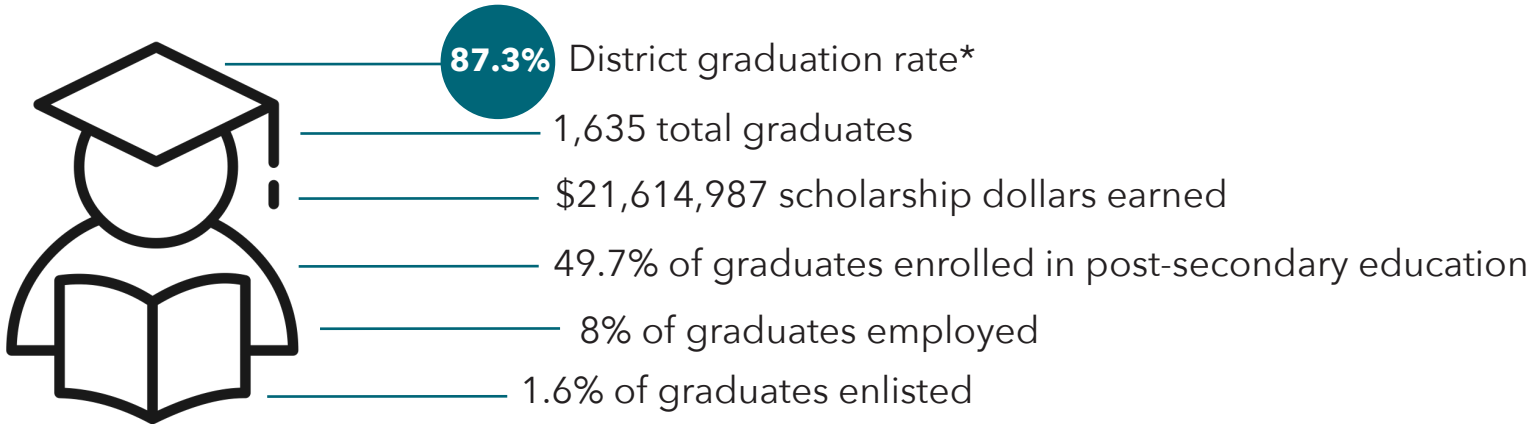
Middle School CTE Opportunities Expand

The field of Computer Science education has rapidly accelerated over the past two decades. ABSS Career & Technical Education (CTE) has worked to increase Computer Science course options in high school to meet the needs of this evolving industry. In order to introduce these concepts and give middle school students an opportunity to learn more about this field, ABSS CTE piloted "Computer Science Discoveries" at Turrentine Middle, Woodlawn Middle and Hawfields Middle in 2020-2021 for 7th and 8th grade students.



"Computer Science Discoveries" is an introductory computer science course for middle school students. The curriculum is offered through code.org. Mapped to Computer Science standards, the course takes a wide lens on computer science by covering topics such as problem solving, programming, physical computing, user centered design, and data, while inspiring students as they build their own websites, apps, animations, games, and physical computing systems.

Class of 2021 Achievements



* The 4-year cohort graduation rate for 2020-21 is calculated for all students who entered the ninth grade in the 2017-2018 school year. For ABSS, the 4-year cohort graduation rate rose to 87.3% - the highest on-time graduation rate in district history since North Carolina began tracking the metric in 2006. ABSS added graduation coaches at each traditional high school to provide coaching, build relationships and provide targeted support to help students stay on track for graduation with their peers. The success of this intervention strategy is evident in the district's historic cohort graduation rate increase for the 2020-21 school year. High schools and middle schools also implemented a variety of intervention opportunities for students seeking additional assistance and access to small group or one-on-one tutoring in Saturday School sessions during the spring along with before or after school study sessions led by ABSS educators.

Advanced Placement Exam Results Show Growth in College Readiness

In an effort to increase the percentage of students earning college credit on the AP exams, teachers are closely working alongside district program specialists for Advanced Learners and the College Board to ensure students take advantage of their opportunity to earn college credits before graduation. As a result, the district has seen an increase in the percentage of students with scores of 3 or higher, moving from 39.4% in 2017 to 44.9% in 2021.

While Advanced Placement courses are one way to earn college credits before graduation, the district works to personalize options that also include the International Baccalaureate (IB) program at Williams High School, Pre-Collegiate Academy (PCA) at Graham High, dual-enrollment courses available through all high schools, enrollment with our Alamance-Burlington Early College, and other opportunities.

First Cohort of Pre-Collegiate Academy Graduates 22 Students from Graham High School

The Pre-Collegiate Academy at Graham High School allows students to participate in an accelerated, rigorous program on a traditional campus that can lead to a high school diploma and Associate Degree from Alamance Community College upon graduation. Students take Honors and Advanced Placement courses during the first two years in the academy. Students engage in college courses in their Junior and Senior years of high school tuition free with books provided.



- 8 PCA students were in the Graham High School Top 10
- 75 college course credits earned through Advanced Placement classes
- 17 PCA students earned Associate Degrees with their high school diploma
- 2 PCA students earned 2 Associate Degrees in addition to their high school diploma
- 4 PCA students earned a Biotechnology Certificate from Alamance Community College

District High Schools

Career and Technical Education Center
Hugh M. Cummings High
Early College at ACC
Eastern Alamance High
Graham High

Ray Street Academy
Southern Alamance High
Western Alamance High
Walter M. Williams High

Western High School NJROTC received the Navy Distinguished Unit Award, with Academic Honors for 2021



This award is the highest unit recognition and is awarded by the Navy JROTC Area Manager for exceptional performance. The award recognizes well-rounded units that excel in what they offer and in what they expect from their students. This honor recognized exceptional performance in inspection, community service hours, cadet participation in events, college scholarships earned by cadets, academic standing of cadets, results of

competitive meets, and much more. Western Alamance High School NJROTC was 1 of only 13 units in North and South Carolina to receive this award with academic honors. There are a total of 66 NJROTC Units in both North Carolina and South Carolina.

Athletes and Coaches Excel at the State Level

- John Kirby, Eastern Alamance High School, Toby Webb Outstanding Coach Award Recipient from the NC High School Athletic Association
- Southern Alamance Softball Team North Carolina 3A Softball Champions
- Emily Mathews, Eastern Alamance High School, North Carolina 3A Individual Golf Champion
- Ryan Motondo, Walter M. Williams High School, North Carolina 3A Individual Cross Country Champion and Boys 3200 Meter Track and Field Champion



Career and Technical Education Earns State Level Recognition



The North Carolina Association of Career and Technical Education awarded two ABSS Career and Technical Education staff members with top honors.

Lindsey Criss received the 2021 Teacher Educator of the Year award. Ms. Criss serves as the CTE Curriculum and Instructional Management Coordinator for ABSS, providing relevant, programmatic training for CTE teachers aligned to district professional development initiatives.

Rae Johnson received the 2021 Counseling and Career Development Professional of the Year award. Ms. Johnson is the Career Development Coordinator at Eastern Alamance High School.

Timeline of a Bond Project



- 1 2014-2015: Joint Facilities Task Force created
- 2 2015-2016: Address attendance zone changes
- 3 2016-2017: Feedback about overcrowding and specialty high schools
- 4 Feb. 2017: Board of Education approved a redistricting plan
- 5 2017: Conceptual designs for proposed projects created
- 6 2017-2018: Feedback about proposed projects
- 7 Nov. 2018: Education Bond approved by Alamance County voters

Preserving our Past



The McCray School, a one-room school built in 1915 for African American children in northern Alamance County, is about to receive a new lease on life thanks to community volunteers and the Alamance County African-American Cultural Arts and History Center with renovation expertise provided by Old Callands Post Office Restoration, a non-profit organization committed to preservation of community treasures.

The structure is located on N.C. Highway 62 in the McCray community, named for the late nineteenth century post office that was located nearby. McCray School last served children in 1951, but closed with the consolidation of four small rural schools. In 1986, the one room schoolhouse was added to the National Register of Historic Places with the United States National Park Service.

Old Callands Post Office Restoration has provided a thorough inspection of the building to determine structural needs in addition to creating a list of required work, including minor foundation and roof repairs, stabilizing windows, and priming and painting the exterior.



- 8 2019: Architect Selection Process
- 9 Oct. 2019: Request for Quotes posted
- 10 Feb. 2020: Purchase land for new high school site
- 11 Aug. 2020: Project Design phase projects
- 12 Sep. 2020: South Mebane Elementary groundbreaking
- 13 Oct. 2020: Final Design Review for High School Projects
- 14 May 2021: New High School groundbreaking
- 15 Jun. 2021: Groundbreaking events at Southern, Western, and Eastern high schools



Student Support Services

The Alamance-Burlington Schools Student Support Services Department serves to holistically engage, advocate for, and empower all students with the opportunity to achieve academic success. Their role includes serving as an advocate, a coordinator, a consultant and a liaison between school, home, and the community. School Counselors, Social Workers, Nurses, Behavioral Specialists, Mental Health Specialists, Graduation Coaches, and the McKinney-Vento, federal homeless assistance program, all work together with schools to influence school policies and work to create systematic changes.



School Nurse of the Year Amy Widderich, Lead Nurse

"Mrs. Widderich exemplifies what it means to be a school nurse. She has stepped up and served when there have been vacancies at other schools, trained new nurses, and has led our team to fight against COVID-19. She has worked endless hours with the local health department to assist in keeping our students and staff members safe at school."

School Counselor of the Year

Meredith Draughn, B. Everett Jordan Elementary School

"Ms. Draughn is a valuable member of our school family. Her dedication to students, families, and the local community is unparalleled. She is instrumental in supporting the social, emotional, and academic development of all of our students. In addition to her delivering a high quality school counseling program at her school, she also provides constant support to her school counseling colleagues across the district."



School Social Worker of the Year Shaun Jenkins, Alexander Wilson Elementary School

"Ms. Jenkns has collaborated with teachers, students, families, and the community to support the overall well-being of our students and families. Once she builds a relationship with a student or family, it is a relationship for life."

Behavior Coach of the Year

Kim Barger, South Graham Elementary School

"Mrs. Barger has a wonderful knack at meeting students that are struggling with different issues where they are and building meaningful relationships with them and their parents. She is a good listener and helps students not only identify their feelings but also reflect on what they can do to improve their behaviors in the future."



Graduation Coach of the Year Kelsey Lamanna, Southern Alamance High School

"Mrs. Lamanna devoutly believes in every student's potential and possesses the leadership acumen to envision and map out achievable, personable routes to graduation and bring students, families, staff, and administration on board to make it a reality. She's a self starter and when she sees a need, she addresses the need."



Beyond the Classroom

Students in Alamance-Burlington Schools have access to opportunities, clubs, and sports, to expand on their interests and help make their K-12 experiences unique. Educators and staff, including custodians, child nutrition, bus drivers, and coaches impact our students on a daily basis, beyond the classroom setting.

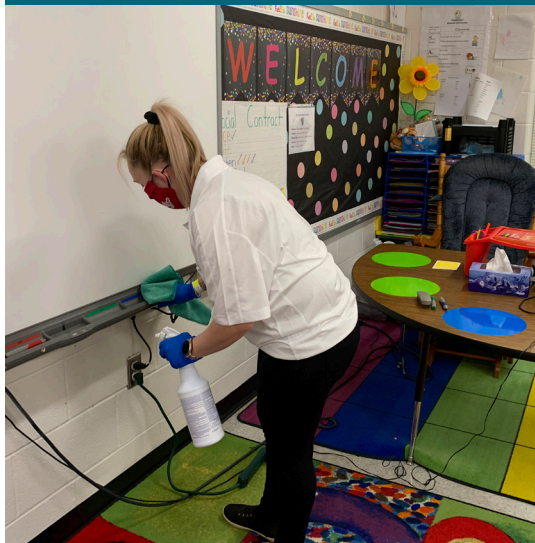


Photo courtesy of Debbi Conlon



Classroom Support

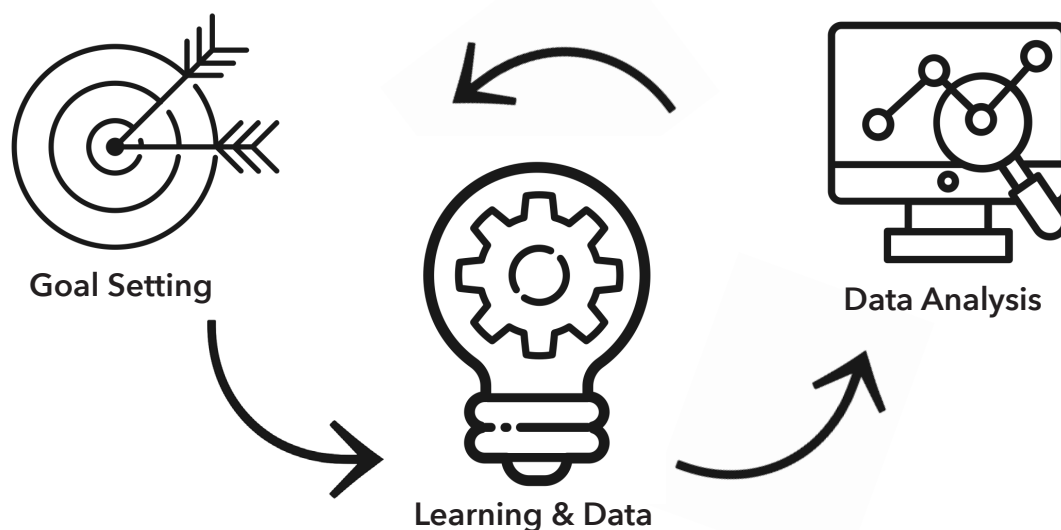
Regional Coach Model Provides Support to Beginning and Veteran Teachers

Regional Coaches support ABSS teachers, both new and veteran. Their work, alongside colleagues, advances a mutual goal to strengthen teacher instruction in order to improve student outcomes. The primary coaching focus is the effective implementation of evidence-based practices using co-teaching, co-planning, modeling, and data collection and analysis.

"My Regional Coach has been an invaluable help to me in my first two years as a beginning teacher. Her regular consultation and feedback have helped me refine my approach to teaching and solidified planning for me. She is always open to brainstorming and is ready to help flesh out new ideas for implementation in instruction."

The regional coach model concluded its second year during 20-21. Originally established in 2019-2020 as the primary way to support beginning teachers, the coaches responded to the needs of the district and the teachers they served as school closures remained in effect for much of the year. This 12-person team served all 36 schools and was available to all staff at each location.

In short, their work is to coach instructional practices in the classroom, but they know that no good and lasting coaching happens without forming meaningful, trusting relationships. Their support and responsiveness was critical to helping educators transition into an unknown year and sustaining meaningful instruction during both virtual and face-to-face sessions.



"It's hard to summarize all that my Regional Coach did but she was probably the biggest influence and supporter of me these last three years - more than anyone else. She is a gem for our new and more experienced teachers alike constantly finding ways to support us. She truly cares about her role as a coach and I'm very grateful for her support, patience and positive influence."

Community Partners



District Partners with Alamance Community College and Elon University

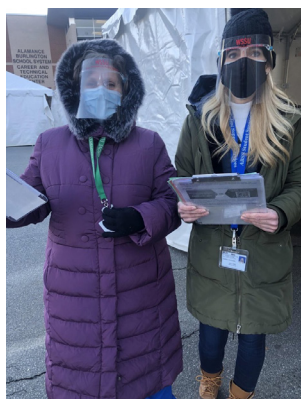
Alamance Scholars is a new initiative to create highly prepared teachers from our local community and the diversity of these teachers.

This partnership opportunity with ABSS, Alamance Community College, and Elon University is designed for students interested in pursuing a career in teaching in the following areas: Elementary/Middle School Level, Special Education, and English Language Learning.

Students will enter the cohort through Graham High School in their Junior year. The first cohort will begin fall 2021. Students accepted to the cohort will be provided books for their college classes while in the program at no charge to them.

Labcorp Employees Donate to ABSS Students

Labcorp employees joined forces to collect toiletry items for ABSS students in the spring of 2021. Items were donated to ABSS Social Workers who identify and distribute items based on needs.



School Nurses work with Alamance County Health Department

ABSS School Nurses worked closely with our partners at the Alamance County Health Department to coordinate COVID-19 testing sites and vaccination clinics throughout the 2020-2021 school year.

Alamance Chamber Sponsors Youth Leadership Opportunity for Middle School Students



Alamance Youth Leadership Academy
by alamance chamber™
#AccessLeadership

The Alamance Youth Leadership Academy (AYLA) is a two-year program committed to building strong foundations for future leaders. Middle school was identified as a time of critical personal development and an opportunity to engage area seventh and eighth graders in leadership and service. All of the middle schools in ABSS host an AYLA chapter, with over 200 students participating in the program.

Excellence in Education

Alamance-Burlington Schools Principal of the Year

Ashley Westmoreland, Principal at Alexander Wilson Elementary, joined ABSS in 2008 as a 4th-grade teacher at Grove Park Elementary. Since that time, she also has served as a teacher at South Mebane Elementary and assistant principal at Harvey N. Newlin Elementary before taking on the role of principal at AWE in 2017.

She earned her Bachelor's degree in Elementary Education from Elon University and Master's degree from the University of North Carolina at Chapel Hill. She also is a 2014 graduate of the Piedmont Triad Leadership Academy and recently completed the Distinguished Leadership in Practice program through North Carolina Principals and Assistant Principals Association.



Mrs. Westmoreland is always willing to share what is working at Alexander Wilson with her peer administrators and to problem-solve with others when challenging situations arise.

Alamance-Burlington Schools Assistant Principal of the Year



Shanise Goldsby, Assistant Principal at Broadview Middle School, was named 2020-2021 Assistant Principal of the Year.

Shanise joined ABSS in 2014 as a Language Arts teacher at Broadview Middle. She was named assistant principal in 2017. She earned both a Bachelor's and Master's degree from N.C. A&T State University and a Master's in School Administration from UNC-Greensboro.

"Ms. Goldsby has helped to develop and inspire a shared vision at Broadview Middle School through her leadership and commitment," said Patrick Battle, principal at Broadview. "She has been a leader of both people and instruction at Broadview Middle School. She has successfully taken on multiple initiatives to improve teaching and learning."

Piedmont-Triad Regional Teacher of the Year

Mrs. Kelly Poquette, the 2020 Alamance-Burlington Teacher of the Year, was named the Piedmont Triad Region Teacher of the Year for 2021. Mrs. Poquette taught music at E.M. Yoder and Pleasant Grove elementary schools during the 2020-2021 year. She is a 16-year veteran music teacher. 2020 North Carolina Teacher of the Year Maureen Stover surprised Mrs. Poquette with the announcement.

Mrs. Poquette entered the state level competition with teacher winners from 8 other regions across North Carolina and continues to represent Alamance-Burlington Schools well.



Alamance-Burlington Schools Teacher of the Year

Mr. Christopher Doi, Hawfields Middle School English Language Arts teacher, was announced as the District's Teacher of the Year during the Excellence in Education Awards on May 4, 2021. The Excellence in Education Awards and Teacher of the Year process are facilitated by the Alamance Chamber and community sponsors.



Mr. Doi received his undergraduate degree from James Madison University and had a career in advertising before following his passion for education. He received his Master's degree from Meredith College while serving as a pre-school teacher before he began his ABSS career with Hawfields Middle School 5 years ago.

Alamance-Burlington Schools Beginning Teacher of the Year



Ms. Mary Kate Payne, 2nd-grade teacher at Harvey R. Newlin Elementary, was nominated by Newlin's administrative team. Mary Kate joined ABSS in 2017 as an Exceptional Children's teaching assistant and transitioned to her current role as a classroom teacher in 2019.

"What I admire most about Mary Kate is her positive attitude, search for knowledge, and an awareness that she too can learn with and from her students." said Larry Conte, principal of Newlin Elementary.

This recognition, sponsored by the North Carolina Center for the Advancement of Teaching (NCCAT), was developed to honor beginning teachers and to retain teachers who show promise as excellent teachers and education leaders in North Carolina public schools and public charter schools. Nominees must have successfully completed their first year of teaching in a N.C. public school and maintained employment in the same district for their second year.

Participate Learning Teacher of the Year

Congratulations to Yanela Ferrer, from Marvin B. Smith Elementary, who was recognized as a 2021 Participate Learning Teacher of the Year!

The 2021 Teacher of the Year awards recognized teachers within the Participate Learning network who have demonstrated an outstanding commitment to their students, school communities, and the shared mission of uniting our world through global learning.



There were 62 employees retiring with a total of 1,064 years of service to Alamance-Burlington Schools during the 2020-2021 year. We appreciate their service to our schools and community!

Maryann Camuto, Daycare Director at South Mebane Elementary, was our longest serving employee, retiring with 38 years and 1 month of service to ABSS.

District Leadership

Executive Council

Dr. Bruce Benson, Superintendent
Dr. Angela Bost, Deputy Superintendent of Student Learning
Dr. Todd Thorpe, Assistant Superintendent of Operations
Mr. Jeremy Teetor, Chief Business Officer
Ms. Jenny Faulkner, Public Information Officer

Superintendent's Cabinet

Dr. Valerie Andrews, Chief Secondary Officer of Middle Schools
Ms. Keisha Banks, Chief Special Education Officer
Dr. Robin Finberg, Chief Elementary Officer
Mr. Dennis Frye, Chief Technology Officer
Ms. Revonda Johnson, Chief Secondary Officer of High Schools
Dr. Jean Maness, Chief Elementary Officer
Dr. LaJuana Norfleet, Chief Student Support Officer
Ms. Amy Richardson, Chief Academic Officer



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