

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – March 8, 2016

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, March 8, 2016, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Peggy L. O'Shea, Chairperson; Mrs. Terry Krassner, Vice-Chairperson; Ms. Janet Clark, Mrs. Carol J. Cook, Ms. Rene Flowers, Mrs. Linda Lerner, Dr. Ken Peluso, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

At 9:20 a.m. Mrs. Lerner excused herself for unexpected but necessary personal reasons.

Review of Agenda: no changes

- **Budget Update/Legislative Update:** Mr. Kevin Smith, associate superintendent, finance and business services reviewed the documents: *2016-2017 FEFP-SENATE OFFER #1, February 28, 2016, Public Schools Funding Summary, Comparison with 2015-2016 Total All Districts and March 8, 2016 Pinellas Schools Legislative Update 2016-2017 Education Budget*. Mr. Smith shared that he is presenting the proposed budget as of today, but the legislature has until Friday to vote, and changes can occur. The current recommendation is a 1% increase in per student funding, which is disappointing; Dr. Grego agreed. The proposal is to slightly lower millage to give taxpayers a tax cut; though very minimal. Dr. Grego shared that even if they lowered the millage they could choose to backfill the loss of education revenue from the state surplus. Mrs. O'Shea shared that this is not keeping up with inflation. Dr. Peluso also felt it very disappointing especially since the initial positive budget reports. CPALMS and the test item databank were funded in the DOE budget; CPALMS provides curriculum support for educators. The CSCSCSHB 7029 "train bill" may be the main conduit to pass education legislation. Some of the key proposals included are school board member visitation of schools, public school educational choice, charter schools, school board construction, and out-of-field teacher reporting. Dr. Peluso stated that if school board member visitation of schools passes, board members will need to understand how this impacts them. Dr. Grego shared some concerns regarding the school board construction because districts often add classrooms to reduce class size but there are other facilities/maintenance items that are needed to support that and depending how the Office of Program Policy Analysis (OPPAGA) calculates a per student station, it could adversely affect school districts.
- **Bonding Issue:** Mr. Kevin Smith, associate superintendent, finance and business services, and Mr. Clint Herbic, associate superintendent, operational services, reviewed the following documents: *The School Board of Pinellas County, Florida, Certificates of Participation, Series 2016, Draft Financing Schedule, February 26, 2016 and Six Year Capital Renewal General Plan*. Mr. Smith reviewed the COP timeline. He shared that the April 12 date for board approval of the financing and leasing corporation will occur at the April 26 board meeting instead. Mr. Herbic

shared that the capital renewal projects have been listed in alpha order on this document and the dates listed are the project start dates. He stated that due to the age of St. Petersburg High that the building's infrastructure will need to be improved prior to making the renovations. High Point Elementary will have some improvements made to the property to prepare for the addition of classrooms for which the need is projected in four or five years. He said they are looking at all bonding projects and may cluster some into one bond.

- **Health Update/Transparency Tools:** Mr. Ted Pafundi, director, risk management and insurance, with Mike O'Neil and Will Brockman from Healthcare Bluebook, reviewed the following document: *Protecting Patients by Providing Information and Empowering Choice-Healthcare Bluebook*. Mr. O'Neil shared that this tool has been developed out of the interest of patients and that not all procedures are "shopable". In some cases quality outcomes are the priority, but this tool is very helpful with screening procedures. Will Brockman stated that this is not intended for shopping primary care providers; in network physicians have very little price variance. Cost transparency is helpful when a physician performs procedures at a variety of locations; it is the facility cost where there is a large range in pricing. Hospitals tend to be the most expensive. The online tool is zip code specific and the mobile app makes it very user friendly; patients often need the ability to decide while speaking with the doctor. Mr. Brockman brought out that not all procedures are managed well at all locations and it is important for the consumer to be informed. The program ranks 35 procedures. He added that typically 80% of claims are driven by 20% of the insured. Mr. Pafundi added that Humana will still be negotiating with providers. Mr. O'Neil reviewed the "Go Green to Get Green" program. People who choose a less expensive facility for a procedure receive a small monetary rebate (\$25.00-\$100.00) to incentivize them to make a cost conscious decision. Dr. Peluso asked if this monetary program encourages people to seek out procedures they don't need. Mr. O'Neil said that since the rebate is nominal, they are not finding that is the case. Dr. Peluso asked about the contract term for this program and how facilities get on the list. The contract term is two years and they get on the list through local claims data. Mr. Brockman stated that better outcomes are always most important; better outcomes over the long haul save money in insurance costs. Mr. Pafundi stated that Miami-Dade is using this tool due to its simplicity. Mrs. Krassner asked about the cost of the contract. Mr. Pafundi said it is \$165,000 per year, but there is significant savings in overall cost due to individuals wanting to be proactive in choosing lower cost facilities because most employees are paying a percentage of the cost. He believes that we are in a good position to roll this out and if approved, he wants to roll this out by June 1, 2016.

- **2015/2016 Strategic Wellness Plan:** Mr. Ted Pafundi, director, risk management and insurance, and Kara Hager, employee wellness coordinator, reviewed the document: *Pinellas County Schools Strategic Employee Wellness Plan*. Mr. Pafundi stated that this document addresses Goal 3: Action Item #9 of the District Strategic Plan and school board policy 8510. Our district has an employee wellness committee, school health advisory committee, health and wellness corporate

partners and 139 employee wellness champions. Ms. Hager has developed a Be Smart Newsletter that promotes good health. The district has partnered with the YMCA in their diabetes prevention programs. Humana provides PCS with \$500,000. annually to support health and wellness. Dr. Peluso asked if that will continue. Mr. Pafundi shared that it is a negotiated item within our Humana contract. He also stated that health care is complicated today and these layers of education and support are in place to create a culture of good health and wellness.

- **Transformation Team:** Dr. William Corbett, deputy superintendent, Dr. Antonio Burt, director, school leadership, and Dr. Dan Evans, executive director, assessment accountability and research, reviewed the documents: *School Leadership Transformation Team draft, Tuesday, March 1, 2016; Pinellas County Schools, Timeline of Interventions-Turnaround Model; School Leadership Org Chart; School Turnaround: Addressing Equity in Student Achievement; School Discipline, February 2016 and Pinellas County Schools/School Turnaround Model Research and Feedback Protocols*. Dr. Corbett introduced the topic saying that this has been the plan since the district's hiring in January 2015 of The New Teacher Project (TNT), a national consultant in turnaround models; their contract will expire in August 2016. Dr. Burt has been hired to continue the work begun by TNT and the proposal being shared today is to complete his team (two assistant directors, one senior coordinator, four instructional staff developers and one secretary). Dr. Burt will report directly to Dr. Grego. Dr. Corbett stated that Dr. Burt will work with the five south county schools; Campbell Park, Lakewood Elementary, Melrose Elementary, Maximo Elementary and Fairmount Park; plus Sandy Lane and High Point which are also among the lowest performing elementary schools. The goal is to build a comprehensive plan for school turnaround and build capacity to prepare the district to handle the most challenging school environments. Dr. Evans shared the plan to meet with focus groups today; parent meeting after school and community session at Campbell Park Elementary at 4:00 pm. Ms. Flowers expressed concern about the time for the community meeting stating that many individuals are at work. Dr. Evans shared that these are limited research focus groups. Ms. Flowers asked to have groups meet at times when parents can attend and get buy in from the community. Ms. Flowers also said that she supports assistance to the schools but asked how the district plans to pay for these positions. Dr. Corbett said the two assistant director positions will be paid from Title I and Title II grant money. The others will come from existing funds. Mrs. Krassner voiced her concern with Title I schools receiving reduced funds. Dr. Corbett said that schools will keep the dollars they are currently getting. Ms. Flowers expressed concern with using grant funds; she wants to be assured that once we start something we can continue it. Dr. Grego shared that it is important to continue this as a way of work and build upon successes and continue to leverage resources. Mrs. Cook asked if any positions have been repurposed. Dr. Corbett said only the two assistant director positions are new. Mrs. Krassner stated that it is important to have adults hands on with students; there seem to be a large number of adults who don't have direct student contact; like assistant directors and instructional staff developers. Dr. Grego said in April more will be shared with the

board regarding the school plan, outcomes from focus groups, and updated data. Dr. Burt added that the plan is for instructional coaches to be on the ground daily and work up a successful model to be used. Carol Cook asked Dr. Burt if this is a similar model to the one he used in Memphis. He believes this model is ideal because it is all elementary schools and it is important to look at early warning indicators to provide support before they go down to the lowest percentile. Mrs. O'Shea brought up the possibility of an extended day, but she is aware that there is a huge cost associated with it. Dr. Grego said that will be one of the topics with the focus groups. Mrs. Krassner asked if area superintendents are empowered to fund some of these items with their budget. Dr. Corbett stated that resources are not the problem; we need to define and refine what we are doing. Ms. Flowers asked why there weren't any additional behavior specialists on the model. Dr. Burt wants to determine if the behaviors are part of the teaching and learning issues. Ms. Flowers wants to be assured that this additional layer of support will not cause additional work, expectations or stress on teachers. Dr. Grego said that by providing curriculum and instructional support, we are looking to take that off their plate, it is difficult work. Dr. Peluso asked about the flexibility of pacing guides. Dr. Grego explained that pacing guides are to demonstrate what should occur over a ten month period of time; state standards remain the same regardless of where a student resides. Some students just need more time to learn some skills and our overall goal is to get all students on grade level. Mrs. Krassner voiced concern with substitutes in classes during teacher training. Dr. Burt said the intent will be to have that training before / after school and perhaps be able to use a flex time model for professional development days; it will need to be discussed. Dr. Grego then thanked the board for their support with Summer Bridge which helps to prevent loss of learning.

- **Job Descriptions:** Dr. Ron Ciranna, assistant superintendent, human resource services, reviewed the following job descriptions: *Assistant Director, School Leadership; Assistant Director, Human Resources/Professional Development; and Human Resources Records Analyst*. Dr. Ron Ciranna reviewed the two job descriptions related to the transformation team. Ms. Flowers asked if a master's degree should be required or if experience should be the focus. Dr. Corbett said that based on pay grade (C08), a master's degree is required. Dr. Ciranna stated that the Human Resources Records Analyst job revision is due to a retirement.
- **Summer Bridge Update:** Ms. Pam Moore, associate superintendent, teaching and learning services, shared the following document: *2016 Summer Bridge Information (02/22/16)*. Ms. Moore spoke of the summer bridge locations, which are numerous. She said that since transportation is not provided, they increased the number of sites this year. Dr. Corbett added that some Title I schools choose to provide transportation, but it is a school based decision. Ms. Moore said some schools are unavailable due to construction projects. Also, high school credit recovery is an important piece and it is offered at surrounding schools for students who typically attend a school under construction. Registration for Summer Bridge opened March 7.
- **Summer Reading Program:** Dr. Shana Rafalski, executive director, elementary education, spoke about the document: *Get in the Game, Read!* Dr. Rafalski shared

that the Collaborative Summer Library program theme is Get in the Game, Read! Often students digress in their reading skills during the summer months. On April 7, there will be a kickoff breakfast at the Stavros Institute from 7:30-9:30 a.m. The specifics of the program will be shared including the Fill the Bus campaign which will run from April 18-29. There will be several locations to donate books. She also shared that MyOn online books will be available to students beginning in May. Students who don't have internet access at home can access MyOn while in a Wi-Fi location and download up to twenty books; internet access is not needed to read them once loaded on the device. The district will tie this in with local libraries. Dr. Grego said this will promote community awareness about the importance of reading.

- **Differentiated Learning Strategies:** Dr. Grego opened this topic by stating that the board had requested information on how instructors are differentiating instruction. Rita Vasquez, executive director, high school education, and Danielle Campbell, secondary reading specialist, showed a video that demonstrated how a teacher will instruct a group of students and then students break out into smaller groups to achieve the goal of personalized learning. Dr. Shana Rafalski, executive director, elementary education, and Holly Slaughter, elementary reading and language arts specialist, said they use a similar model. They also brought in Dr. Jan Richardson, literacy consultant, to provide professional development for teachers. Ms. Slaughter said that schools have professional development videos and instructional coaches to assist and provide support for classroom teachers. Dr. Grego advised the board to look for strategies demonstrated while visiting schools.
- **Standard Diploma on Access Points:** Ms. Sherry Aemisegger, executive director, exceptional student education, and Ms. Katie Csaszar, ESE specialist, reviewed the documents: *FLDOE: Access Points* and *Standard Diploma on Access Points for Students with Disabilities*. This new diploma path written by the FLDOE provides students with disabilities the opportunity to receive a standard diploma. Curriculum is being written by FLDOE and available on CPALMS. Some families want their students to receive a standard diploma from high school because it affords their student more opportunities for work and continuing education. This standard diploma path, which consists of 24 credits and a minimum 2.0 GPA, is only available for the 2014-15 cohorts and beyond. The curriculum is written to allow for demonstration of mastery based on the skill level of the individual by reducing the level of complexity. ACCEL (Academically Challenging Curriculum to Enhance Learning) is another diploma pathway that will continue to be offered with graduation requirements of 18 credits and a minimum 2.0 GPA. The standard diploma requirements must be met in four years to be considered graduating on time. Standard diplomas will also count toward the district's graduation rate. The special diploma option is only available for students currently in 11th or 12th grade. Additionally, students with disabilities may also continue to receive support to the age of 22 in an extended transition program that provides job coaching and placement. Katie shared that the district goal for graduation of these special needs students is 70% and she and her team are working with each student and their families to help them attain that goal.

- **Charter School: Discovery Academy of Science Contract Renewal:** Mr. Rick Wolfe, director, charter schools and home education, reviewed the agenda item: *Request Approval of a Five-Year Charter Renewal for Discovery Academy of Science Charter School and Add Second Location*. This charter school's initial application was for 900 students; currently they have 156. The date has come for their five year renewal and they are asking at this time to have two campuses to accommodate their grade span for their anticipated growth. Board members asked for an update on the New Point Management company situation. Mr. Wolfe shared that media reports have been accurate; our district has notified Windsor Prep, Newpoint Pinellas Academy, Newpoint Charter School and Newpoint Pinellas High School that they are in a deteriorating financial condition. The Department of Education is involved. Mr. Wolfe has attended their board meetings and has also advised parents that the district is here to assist them should they want to make a change in schools. Dr. Grego shared that we want to be sure to protect the district.
- **Electronic Flier System:** Dr. Valerie Brimm, director, office of strategic partnerships, shared that her office recently took over the process of approving flyers that are distributed at schools. With the large number of requests we receive, Dr. Brimm felt it important to find a more time effective way of handling this process. The district is now using peachjar, which has the capability of emailing flyers directly to parents' inboxes and posting them online for each specific school. Peachjar cannot use email addresses for any other purpose. Only approved flyers are posted. Dr. Brimm has a dedicated staff person that will approve flyers on Monday of each week; schools determine which day of the week they are posted. Only community groups and for profit businesses will pay a small service fee. This is a more effective and efficient way of work. Parents who do not have access to these devices may still get a printed copy from the school office and parents may also opt out of receiving the flyers to their inbox. Dr. Peluso asked if there is any cost to the district for this process; there is no cost. Peachjar is paid by the nominal fees charged to outside organizations.
- **Hamilton Disston Name Change:** Dr. Barbara Hires, area superintendent, Ms. Michelle Topping, director, educational alternative services, and Ms. Tamika Hughes-Leeks, principal, spoke with the board about the agenda item: *Request Approval for Name Change of Hamilton Disston School to Disston Academy*. The request is based on the repurposing of Hamilton Disston from a school serving severely emotionally disturbed to an alternative high school program. The school has been assigned a new Master School Identification number to address this change. Since Hamilton Disston was a prominent person in the community they want to retain the Disston name and call it Disston Academy. A survey of stakeholders indicated the overwhelming majority support this change.
- **Leadership:**
 - Dr. Grego: 1) He spoke about the transportation department's Road-E-O held on March 5 and how much he enjoyed the opportunity to drive the bus and gave kudos to our drivers because it is a very difficult task. He also mentioned "This is How We Roll" transportation department newsletter and commended Mr. Herbic for his leadership. 2) He advised the board that last

Saturday the district had more than 500 students take the SAT. At the school sites, guidance counselors and staff made themselves available to speak with parents. 3) He advised that Special Olympics will be using the new rubberized track at Lakewood High School. Improvements on that campus are increasing school pride. 4) He said our partners at Raymond James had a Lunch Pal Mentor program luncheon to promote the importance of mentoring; Mrs. Lerner attended. 5) He then called upon Chief Stelljes to share information about arrest data. Chief Stelljes shared that he attended the community meeting of Pinellas county law enforcement and discovered that arrest data shared did not match his data. He began to dig deeper into the reasons for this disparity. He discovered that when an officer makes an electronic arrest referral the information goes into the JDC database. Some referrals do not result in an arrest; but if that is not pulled from their database, it gets reported as an arrest. The state receives those reports. Through much conversation and diligence on the part of Chief Stelljes, there will be a new process. Arrest and non-arrest information will now drop into a queue; the state attorney's office will review it and only arrests will be reported to the Dept. of Juvenile Justice. The accurate reporting of arrest data for individuals is an important issue as it impacts an individual's life long term. This reporting problem contributed to inflated arrest data. Ms. Flowers noted that another issue with inflated arrest data surrounds an individual's behavior; if one person is arrested nine times it shows as nine arrests. Mrs. Cook brought out the fact that if a student is arrested on campus for an off campus incident it counts on arrest data also. The Chief said he will continue to work on accurate reporting.

- Mrs. O'Shea shared that a letter of support for the Clearwater Historical Society's use of South Ward was sent on behalf of the Board. They are seeking funding from the state and it is supported locally by both Senator Latvala and Representative Latvala. The school board supported this same initiative in the past.
- Ms. Clark shared that she is receiving emails concerning the Carnegie Math program. Dr. Grego advised that Donna DeSena now oversees that program and she is excellent at assisting students and families with the program.
- Kevin Smith came in at the conclusion of the meeting to share that the budget proposal had changed again; that millage would remain the same and the new proposal appears to be better funded.

No official actions were taken by the Board at this workshop. An audio recording of this workshop is filed in the Board Office archives. This workshop adjourned at 3:20 p.m.

Chairperson
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Secretary