

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – January 17, 2017

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, January 17, 2017, at 9:54 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Peggy L. O’Shea, Chairperson; Ms. Rene Flowers, Vice-Chairperson; Mrs. Carol J. Cook, Mrs. Terry Krassner, Ms. Joanne Lentino, Mrs. Linda Lerner, Mrs. Eileen Long Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Ms. Rene Flowers arrived at 10:05 a.m.; and departed at 12:55 due to a death in the family.

Review of Agenda: The School Board Committee Appointments topic was moved to follow Property/Construction Update to allow for Ms. Flower’s participation.

- **Budget Update:** Mr. Kevin Smith, CPA, associate superintendent, finance and business services reviewed the following document: *Florida Education Finance Program 2016-17 Third Calculation, School Business Services, Office of Funding and Financial Reporting, Monday, December 5, 2016*. Mr. Smith stated that the House PreK-12 Appropriations Subcommittee met on January 12, 2017 to discuss a reduction in funding. A panel, which included Superintendent Dr. Michael Grego, spoke during this meeting to articulate key concerns. The speaker of the House of Representatives, Richard Corcoran, believes there are opportunities to reduce the budget. Mr. Smith advised the board to review the summary sent by Joy Frank, Florida School Boards Association, which Dr. Grego will forward to them. The Florida House and Senate begin their legislative session on March 7, 2017. Governor Scott will propose a budget which is then reviewed by the House and Senate. There is talk that the funding will remain flat which can prove problematic if there is an increase in student enrollment. Mrs. Krassner shared the ongoing concern of unfunded mandates.
- **Teacher Evaluation System:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following documents: *Request Approval of the Revisions to the Teacher Evaluation System; Data Working Group Members; Appraisal Advisory Committee Members; Teacher Evaluation Instruction Practice Models 2014-15; and, PCS Instruction Evaluation System Template 2016-17*. Ms. Texel stated that these revisions must be submitted to the Florida Department of Education for approval. The Data Working Group and Appraisal Advisory Committee proposed the changes. Two areas are being addressed in these changes: student growth score and deliberate practice rating. The agenda item is scheduled to come before the board on January 24, 2017. Mrs. Lerner shared a concern that there is not enough teacher representation on the Appraisal Advisory Committee. Ms. Texel said this is being addressed. Mrs. Lerner understands that Marzano is a state approved system, but expressed her concern about how much time teachers are dedicating to

addressing the requirements of Marzano. How can we give teachers more time to teach and less time addressing Marzano requirements?

- **STEM Update:** Mr. Mark Hunt, executive director, career, technical and adult education; and Ms. Laura Spence, K-12 STEM specialist, reviewed the following document: *PCS STEM Academies*. Mr. Hunt shared that Ms. Spence originated the academies model in our district and it is structured as an after school program. There are currently 252 STEM teachers (CTAE, elementary and middle). Ms. Spence shared that they are continually expanding the programs. Lakewood High and Pinellas Park High students have gotten involved by serving as mentors. The district is running some qualitative analysis through the assessment, accountability and research department to compare students' scores that participate in STEM. The results are indicating higher overall test scores for students involved in STEM. She shared that her largest business partner is Duke Energy. The grant money received from Duke Entergy pays the cost of all the Title I school STEM teachers. During the district wide training day, Ms. Spence will deliver training on low cost STEM activities that teachers can utilize in any classroom that are nominal in cost. Mr. Hunt said the desired outcome is that these activities be imbedded in the school day to support other curriculum; he said that we know that if students are turned on to math and science it has a long term positive impact. Ms. Spence said the STEM EXPO is scheduled for Saturday, April 29th, at University of South Florida St. Petersburg from 9 a.m. - 1 p.m.; typically, over 3,000 people attend. She extended the invitation to the board. Mrs. Lerner commented that we have made awesome progress.
- **Internships:** Mr. Mark Hunt, executive director, career, technical and adult education; Mrs. Judith Vigue, director, advanced studies and academic excellence; Dr. Mary Black, advanced studies, program coordinator/teacher; and Ms. Martha Giancola, CTAE, apprenticeships and work-based learning specialist, reviewed the following documents: *PCS Work-Based Learning Program and PCS Executive Internship Program*. It was shared that both programs offer students the opportunity to investigate the worksite. Some programs are paid; some are not. This is determined by the employer. Parents are involved in the entire process. Some programs are after school or on weekends. This opportunity began with four students; the number is currently over 400. Ms. Giancola said they placed 19 student interns who had expressed an interest in early childhood education in Summer Bridge 2016, with positive outcomes. She recently pitched the idea to local governments to have student interns; now there are placements in Clearwater, Largo, St. Petersburg, Tarpon Springs, Gulfport and Dunedin. The City of Largo is partnering with Career Academies of Seminole. Ms. Giancola contacted DITEK to see if there were any projects that students might be able to problem solve. DITEK sent engineers to Osceola High School and students were able to develop a better design for a prototype very quickly. These are all examples of the benefits of the work-based learning programs. Mrs. Judith Vigue spoke about the executive internship program. College bound high school seniors with a qualifying GPA are able to participate. This is an unpaid internship that is matched to their field of interest. They are typically at the worksite 10-15 hours a week. Dr. Mary Black

shared that this program has existed since 1974; she has worked with the program since 1991. Students work side by side with professionals. There are typically 130-150 students participating per year.

- **Extended Transition:** Mr. Clint Herbic, associate superintendent, operational services; and, Ms. Tamika Hughes-Leeks, principal, Disston Academy, reviewed the following document: *Quick Facts about Extended Transition Services at Disston Academy*. Ms. Hughes-Leeks shared that Disston Academy serves a wide range of student needs and has demonstrated, that with the appropriate support and safe environment, these students are capable of accomplishing many things. This model encompasses an at-potential, traditional population and an extended transition population at the same school site. Mr. Herbic shared that several Disston Academy students work at Walter Pownall Service Center. Students have been hired to work in the cafeteria, with the ground maintenance crew, and one student was hired to scan extensive files of the district's construction history. At Disston Academy, plans are being made to have a second garden that will grow plants to be used in the Spruce It Up Campaign. The students working at WPSC are now integrated into the population and it has been positive for everyone; these students have changed the dynamic of the workplace.
- **Leasing Policy:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following documents: *Policy 7511-Facility Leasing (with changes)*; *Policy 7511-Facility Leasing (proposed)*; *Highlights of proposed changes to the Facility Leasing Policy (Policy 7511)*; *Options for political and/or community issues forums*; *Fee Determination Chart*; and, *Facility Leasing Procedure Manual*. Mr. Herbic stated that there had been some variation in the procedures used. He reviewed the policy and practices and determined how it can be better communicated to principals who oversee this process, including the difference between a joint-use agreement and leasing. Ms. Charlene Beyer, real estate analyst, is currently compiling a list for each school site of their current agreements and leases with an explanation for principals. The day- to- day operations of these practices will be addressed in the procedure manual and will be reviewed with principals. Mrs. Lerner asked when is a school resource officer required; is there a matrix? Mr. Herbic responded that the principal makes the determination if security is needed. Mrs. Lerner feels their need to be guidelines. Mr. Herbic will check on standard practices with Chief Stelljes. Mrs. Cook asked about school related groups using school facilities and the assumption that they are all insured. Mr. Herbic said there is an existing auditing process which is reviewed annually. When they apply for the lease their insurance is verified. Dr. Grego stated that any changes to policies and procedures will be shared with the board for their review.
- **Property/Construction Update:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following documents: *Melrose Elementary School, new campus replacement facility*, *Williamson*, *Dacar Associates* and *Capital Renewal Major Project Professional Selection Schedule*. There were several sites that were addressed regarding the current status of the property.

- Palm Harbor Elementary: The district plans to move forward with selling this property now that the title process has been completed. The school was closed in 2007; it sits on about 7.5 acres in a residential area. It has been determined that there are other sites owned by the district in this area of the county that would be better suited for a school should the need arise. Once the property is sold, the money will go into the capital outlay fund. Ms. Flowers asked if there is a requirement for the amount of land necessary to build a school. Mr. Herbic said there is no longer a state requirement.
- South Ward Elementary: At the next board meeting, January 24, an agenda item will come before the board to approve a restrictive covenant for the Clearwater Historical Society to use this property as a museum. The CHS was awarded a \$500,000 grant from the Florida Department of State's Division of Historical Resources for renovations and repairs to the property contingent on the district's agreement to the covenant. The life of this agreement is ten years.
- Clearview Avenue Elementary: Career, Technical, and Adult Education will use this property in the afternoon and evenings for classes. The Police Athletic League is interested in placing a daycare on this site for prekindergarten, kindergarten, and one room designated for dropping off children for care. This partnership will resemble a community school and will provide the opportunity for students to attend classes with a daycare close by. There is a small building on the site that will be razed for additional parking; the cost is approximately \$15,000.
- Midtown Academy: This school was previously a charter and the district took it over this school year. The district will be purchasing this property. Two appraisals will be done prior to negotiations.
- Melrose Elementary: The Melrose Elementary School new campus plan was reviewed. Mr. Herbic spoke about the flexibility of the furnishings selected. He spoke about the set up for the multipurpose, community room and kitchen for events and meetings; the multipurpose room and community room dividing wall is moveable which will afford a larger space when needed. Ms. Lentino asked about the seating capacity in the multipurpose room; how many can it accommodate for meals and how many when set up for row seating. Mr. Herbic will find out. Ms. Flowers asked if they have an accommodation for ADA seating in those rooms; Mr. Herbic will check on that also.
- **School Board Committee Appointments:** Mrs. O'Shea, school board chairperson, read the list of committee assignments and asked if the board member currently serving wanted to continue to serve. There were several vacancies due to the election of new board members in 2016. Here is the list of committees and who will serve on them:
 - District Monitoring Advisory Committee: all serve on a rotating basis
 - Health and Human Services Leadership Board: Ms. Lentino, Mrs. Lerner and Mrs. O'Shea
 - Pinellas County Council of PTA: all serve on a rotating basis

- Pinellas Community Alliance: Ms. Lentino
 - Pinellas Community Foundation: Ms. Flowers
 - Pinellas County Collaborative: Mrs. Cook and Mrs. O'Shea (appointed by County Commission)
 - Pinellas County Value Adjustment Board: Mrs. Cook
 - Pinellas Education Foundation Board: Mrs. O'Shea (board chair required)
 - R' Club, Louise Graham: Ms. Flowers
 - Homeless Leadership Board: Mrs. Long
 - District Calendar Committee: Mrs. Krassner
 - District Employee Wellness Committee: (unfilled)
 - District Safety & Security Committee : Mrs. Krassner
 - District Exceptional Student Education Advisory Committee: Mrs. Long
 - District Insurance Claims: Mrs. Lerner
 - District Pro Ed Advisory Committee: Mrs. Krassner
 - Florida School Boards Association Board of Directors: Mrs. Cook/
Mrs. Long-alternate
 - Florida School Boards Association Federal Relations & Legislative
Committee Representative: Ms. Flowers
- **Bridging the Gap Policy Development:** Mr. David Koperski, Dr. Bill Corbett and Dr. Lewis Brinson, minority achievement officer, reviewed the following documents: *Policy 2105-Mission of the District and Policy 2110-District Strategic Plan*, and *Triangle of Support: Bridging the Gap*. Dr. Brinson stated that the plan is only as good as it is implemented; schools cannot do it alone. What are the responsibilities of the students, school, parent and community; the role of the parent/student to attend school. He spoke about what makes a student successful and said that it is important to take a minute to connect with children and let them know you care. For students moving forward from eighth to ninth grade that are at risk; it is necessary to place them in the right courses with the right teachers to move them forward appropriately. Dr. Brinson said that it is not just the school district's responsibility; the parent needs to get them to bed on time, not argue with them on test days, and have their children attend to their instruction. This supports readiness to learn. We need to look closely at what is happening in PreK and Kindergarten and again at grade 5 to determine how many children are behind for their grade level. He said we have to engage the parents and the community to share the burden of responsibility. Ms. Lentino asked Dr. Brinson what he had in mind for VPK programs. He said we need to be sure those programs are preparing children adequately to enter kindergarten-look at how effective they are. Mr. Koperski then addressed the change to Policy 2110. They are meeting next Tuesday with the mediator for the Bradley/COQEBS cases; it has been shared with the district that one of their concerns is that the work being done now lives on and is embedded in our plan. Mrs. Lerner asked about the term "minority", how it is defined. Dr. Grego said that it changes. Currently we look at African-American and Hispanic. When reviewing data they look to see if there are a disproportionate number of certain students who are not achieving; scores in the lower quartile. He also wants to be sure the work

continues regarding behavior concerns and achievement gains. Mrs. O'Shea said that as our generation ages we want policies that are sustainable for future generations.

- **Student Assignment Policy/Open Enrollment:** Mr. William Lawrence, director, student demographics, assignment, and school capacity, reviewed the following documents: *Student Assignment Policies and New Procedures Manual, Request Approval of the Student Assignment Procedures Manual, Policy 5120.01-Controlled Open Enrollment Plan, Draft Policy 5120-Assignment Within District and Pinellas County Schools Student Assignment Procedures*. Mr. Lawrence stated that the purpose of the new Policy 5120 is to separate the district's policy from its procedures. The policy had many outdated provisions and by creating a procedure manual, this will serve as the guide for the daily work in the student assignment office. He reviewed the highlights of major changes. He also noted that there was a slight decline in applications for district application programs. He attributes that to the fact that families are satisfied with their zoned school programs which have expanded over the years; including additional magnet programs. This last year his department awarded 1700 special attendance requests; so families are also exercising their choice through this option. Mrs. Lerner asked about the review of demographics. Mr. Lawrence said that local municipalities advise his office if a residential community is being built with more than 10 units. Mrs. Lerner asked if we move to a district of choice, how that will impact class size. Dr. Grego said the district is pursuing that option; the overall goal is to make all schools effective. If parents choose their zoned (neighborhood) school; that is a choice.
- **Charter School Renewals:** Ms. Lori Matway, associate superintendent, student services and community support services, and Mr. Rick Wolfe, director, charter schools and home education, reviewed the following document: *Request Approval of a Two-Year Renewal for MYcroSchool Pinellas Charter School*. Mr. Wolfe stated that his renewal is being recommended because this school serves an at risk population with 25% ESE in grades 9-12 serving 262 students. Ms. Matway noted that there is a new principal that is on the right track. Mr. Wolfe added that the school is now mentoring students who are close to graduation to help them succeed. Mrs. Lerner asked about strategies in place; Ms. Matway said that flexible scheduling is one advantage. This will come before the board at the January 24, 2017 board meeting.
- **Job Descriptions/Reorganization:** Mrs. Pam Moore, associate superintendent, teaching and learning services, and Ms. Paula Texel, assistant superintendent, human resources services, and Mr. Mark Hunt, executive director, career, technical, and adult education, reviewed the following job descriptions: *manager, talent acquisition; recruiter; managing officer, risk management and insurance; benefits analyst; employee wellness specialist; director, athletics, pre k-12 physical education, and health education programs, and school wellness; pre k-12 physical and health education specialist; and managing officer, workforce innovation, PTC, and the proposed reorganization 01/17/17 cost analysis*. Ms. Texel shared the rationale for the positions that are housed in the human resources services department. Mrs. Moore said that her department is aligning services of physical and

- health education and working toward eliminating silos. Mr. Hunt spoke about the responsibilities of a managing officer, workforce innovation. The plan is for them to work at both campuses and expand the industry services programs; they need someone to move new ideas forward and promote community job growth. Mrs. Cook shared that she can see how this position will target the needs of specific students. These job descriptions will come before the board at the January 24, 2017 meeting.
- **Schools of Choice:** Dr. Bill Corbett and Dr. Shana Rafalski, executive director, elementary education, spoke about the option for schools of choice designation and the impact on class size. Dr. Corbett addressed the history of class size. In 2002, voters approved the class size amendment. At that time, districts had to have an average; the school had to have an average, and then a class by class average. About 26-27,000 sections had to be monitored. In 2013, the state gave districts the option to meet class size by designating schools of choice. The current process to meet class size is cumbersome and costly due to the work hours required to manage it. Students are disrupted because they have to be moved to other classes. The district believes it is more educationally sound to use the Schools of Choice option. Our district does a good job of projecting enrollment and we believe moving in this direction is a positive thing and the least disruptive for students. Mrs. Moore and Dr. Rafalski shared the benefit for elementary teachers. With this option, when new students enroll they can be distributed among the grade level classes instead of being added to one class and hiring a co-teacher. From the schools' perspective, it eliminates the need for constant hiring and integrating new hires into their staff. When the demand for co-teachers is high, it reduces the substitute pool because qualified substitutes apply for the co-teacher positions. This plan has been discussed with the Pinellas Classroom Teachers Association. Mrs. Cook and Mrs. Krassner voiced their approval for the plan.
 - **Digital Classrooms Plan:** Mr. Tom Lechner, associate superintendent, Technology and Information Systems, reviewed the following documents: *Digital Classrooms Plan 2016-17 Power Point* and *Request Approval of the 2016-17 Digital Classrooms Plan*. He said the district receives money from the state that is earmarked for technology. The devices are part of the capital outlay budget. Following board approval the plan must be submitted to the Florida Department of Education. Once approved by the state, our district will receive \$2,097,275.00. The plan has three components: overview, strategy and allocation proposal. Pinellas County charter schools receive \$109,763.00 from our allocation which is divided among them; they must submit a plan to qualify for their distribution. Sixteen out of eighteen charter schools qualified. The DCP will come before the board at the January 24, 2017 school board meeting.
 - **Leadership Discussion:**
 - Dr. Grego: 1) He thanked board members for a productive day. The legislative breakfast was held prior to the workshop at Pinellas Technical College, Clearwater. There was great representation of our legislators at the breakfast. 2) He spoke about Lukas Hefty who received the Miliken Educator Award for the state. He will be recognized at the next board meeting. 3) He

said that he addressed the Senate Education Appropriations Subcommittee workshop on K-12 Assessments Policy and Funding. He attended with other superintendents to share concerns about state assessments and request the return to paper and pencil testing in order to gain instructional time.

- Mr. Koperski: He advised that an agenda item will be coming forward from his office at the next board meeting which will recommend a contract with a law firm, due to the fact that two partners and several associates separated from the firm that was contracted and created a new law firm.
- Mrs. Lerner: 1) She asked about her request for an additional song from the students who perform the National Anthem. Dr. Corbett advised that he has spoken with Ms. Jeanne Reynolds, PreK-12 performing arts specialist. Ms. Reynolds said that when there is a chorus that performs they will sing a patriotic song in addition to the National Anthem. 2) She suggested that a board retreat may be appropriate. There was some discussion about scheduling it in April or May.

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 4:16 p.m.

Chairperson
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Secretary