

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – October 18, 2016

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, October 18, 2016, at 9:06 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.

Dr. Ken Peluso arrived at 9:09 a.m. and left at lunch break due to health issue.
Ms. Rene Flowers arrived at 9:14 a.m. due to traffic jam.

Review of Agenda: There were no changes to the agenda.

- **School Wide Enrichment Model:** Ms. Jenny Klimis, gifted supervisor, and Dr. Joseph Renzulli, director, Neag Center for Creativity, Gifted Education, and Talent Development, University of Connecticut, reviewed the following documents: *School Wide Enrichment-DA Article January 2016* and *School Wide Enrichment-seven questions*. Ms. Klimis spoke about the school enrichment model which is an enrichment infusion process. With the enrichment based approach, rather than drill-and-practice, student achievement improves, attendance improves, suspensions minimized, student-teacher engagement increases, and greater job satisfaction for teachers is realized. The emphasis is on infusing highly engaging and enjoyable activities into any and all required curriculum. This model has been introduced to eight elementary schools with another four being added. The eight schools are: Bardmoor, Bauder, Cypress Woods, Garrison-Jones, Madeira Beach, Ridgecrest, Seminole, and Tarpon Fundamental. Dr. Grego stated that we have been doing this for two years. Ms. Klimis said there is now a gifted teacher at all of our elementary schools. Dr. Renzulli said there is a wealth of free information that can be downloaded from their site. Teachers are able to attend UCONN for one week of professional development on SEM. Dr. Peluso asked about the cost of the training for a teacher. Ms. Klimis responded that the cost is \$1,100.00 per teacher all inclusive. Dr. Grego said it is a great investment; training is critical. Dr. Renzulli shared several video clips highlighting the positive outcomes of this program.
- **Health Care Update:** Ms. Paula Texel, assistant superintendent, human resources services, and Ms. April Paul, managing officer, employee benefits, health and workers’ compensation, reviewed the following documents: *Health Care-Telemedicine Member flyer* and *Health Care-PCS Telemedicine power point*. Mr. Ray Hodorski, Kim Thai, and Daniel Bongiolatti, with Humana, were in attendance. Mr. Hodorski stated that Humana was initially hesitant to use telemedicine because of the importance of the doctor-patient relationship and noted that it is not for everyone. This service is available nationwide (except Arkansas and Hawaii). Doctors must be board certified in the state where they are practicing. The benefit is

the quick response time, quality of care, reduced cost, and positive patient outcome. Examples were cited as to when it would be appropriate to use this service. Mrs. Lerner voiced concern that Humana has selected Doctor on Demand when Baycare has the same service; she trusts BayCare. Mrs. Lerner said we are opening up promotional concerns and she is against Doctor on Demand. Ms. Flowers shared her concern and said she hopes the district has the ability to choose and not just accept this especially since we are now self-insured. Mr. Hodorski stated that Doctor on Demand was chosen for the value it offers; it integrates with our health care program. BayCare is not an integrated service option. He said it is an option and employees are not required to utilize it. Mrs. O'Shea asked how we are educating employees about the appropriate use for this program. Ms. Paul said through the SmartStart Newsletter. Mrs. O'Shea asked about the cost comparison for services. A visit with the primary care is \$90.00/ urgent care facility is \$160.00/ and Doctor on Demand for 15 minute service is \$40.00.

- **Summary of Restorative Practices/Discipline Update:** Dr. Barbara Hires, Mr. Ward Kennedy, Mr. Robert Poth, and Ms. Patricia Wright, area superintendents, reviewed the following document: *PCS Restorative Practices and PCS Discipline Tables 3-Year and Monthly*. Ms. Wright shared that this concept began when she and Mr. Poth attended the Rethink School Discipline conference at the White House in June 2015. A second follow up meeting was held in Atlanta. Four schools are piloting this program; Azalea Middle, Dunedin Middle, Gibbs High and Lealman Innovation Academy. Mr. Poth shared that the focus is positive relationships. The district will have staff become certified trainers and grow the practice. Dr. Hires shared that for K-5 students, consultation between the principal and area superintendent is now required prior to suspension. She also shared that the K-12 reintegration team has been trained in this process for students returning to school from two or more days suspension. Ms. Topping said there are three sites open for out-of-school suspensions; Bayside High, Pinellas Technical College-St. Pete campus, and Clearwater Intermediate. To date, about twenty students have accessed this option. Mr. Kennedy said assistant principals are being trained by the MTSS specialists; assistant principals are key since they handle the majority of discipline issues at secondary schools. Ms. Rene Flowers attends the discipline committee meetings and she shared that there is excitement about the changes being made and that communications are becoming more positive. She said when the Head Start program began, the Child and Family Resource Program (CFRP) was a key component since it engaged families in the education of their child. Mrs. Lerner said how important it is to get to the root cause of issues that result in children becoming disruptive.
- **Adult Education Plan Update:** Mr. Mark Hunt, executive director, career, technical and adult education, shared that career education programs have grown in our district. Dr. Grego said that to foster economic development, the district needs to be aggressive with career education. Mr. Hunt said admissions into programs are occurring daily. The numbers of students pursuing a GED has declined; he believes this is due to the graduation rate increasing. He works with a large ESOL population-

about 3,400 students. There are 78 different languages being spoken by our students with the greatest numbers in Spanish, Arabic, and Vietnamese. He has partnered with the K-12 ESOL department for assistance. At the Pinellas Gulfcoast Academy, adult ESOL classes are held and tutoring is available for students while waiting for their parents. Currently there are eight adult education sites with twenty-four satellite sites. Eight more will be added. The Career Pathways staff council adult education students on career training opportunities. The Clearview Adult Education Center (at the site of the former Clearview Elementary) is scheduled to open June 2017. In January, the marquee will advertise this opportunity. He is currently gathering information about local community organizations that are near the site to create “buzz” about this opportunity. Mrs. O’Shea asked about the age groups typically served for GED and PTC. A GED is typically sought by students ages 23-27. Pinellas Technical College is typically attended by students ages 26-29 with 30% of them already possessing a high school diploma.

- **Legislative Update:** Mr. Steve Swartzel, legislative liaison, reviewed the following documents: *2017 Proposed PCSB Legislative Program, Funds per student Capital and PECO trend*, and *2017 Legislative Program Consortium, 2017 Proposed FSBA Legislative Platform*, and *2017 Proposed FADSS Legislative Platform*. Mr. Swartzel shared that the legislative session begins on March 7, 2017. He said the best week to hold the Legislative Breakfast is January 16-20, 2017. It was suggested that it be held on Tuesday, January 17th; the same day a school board workshop is tentatively scheduled. He said the PCS Legislative Priorities handout will follow the same format as last year. Ms. Flowers expressed her concern that FSBA was given a very limited time to respond to the ESSA legislation; she shared her concern with Congresswomen Barbara Lee (California) and Kathy Castor (Florida). She said all parties share a desire for children to succeed. Mrs. O’Shea asked about the status of the “opting-out” issue. Mr. Koperski stated that there is a preliminary injunction, now on appeal. There are a multitude of issues to be addressed, but no ruling yet. Mrs. Krassner expressed her desire for superintendents and school boards to come together with one voice in addressing legislative issues. Mrs. Cook is meeting with the FSBA Legislative Committee on October 27th to finalize their 2017 Legislative Platform. A question arose about the benefit of being a member of the Greater Florida Consortium of School Boards. Mrs. Cook noted that the GFCSB membership is about 50% of the states coastal counties.
- **Bridging the Gap Update:** Dr. Bill Corbett, Mr. David Koperski, and Dr. Dan Evans, executive director, assessment, accountability and research, shared information regarding the work being done on the Bridging the Gap plan. Dr. Corbett noted that the district held the first of its community input meetings for the Bridging the Gap plan at Largo High School. The second one is scheduled for tonight at Boca Ciega High School. They continue to meet with the Bradley representatives and attend the COQEBS meetings. In our District Strategic Plan, our strategic goal #6: Develop and sustain effective and efficient use of all resources for improved student achievement and fiscal responsibility, specifically targets the achievement gap. As we gather data from the sessions, the district will incorporate ideas as we prepare our DSP for 2017-

2018. Dr. Grego noted that the minority achievement officer position has not been filled because he wants the best fit for the job. He said he intends to review the top applicants looking for the right person who will take ownership of the BTG plan. Mr. Koperski stated that as a result of ongoing meetings with Bradley representatives and COQEBs; he feels the district has made a step forward with the updated action plans.

- **Strategies to Reduce the Number of Overaged Students:** Ms. Pam Moore, associate superintendent, teaching and learning services, Ms. Sherry Aemisegger, executive director, ESE, Dr. Dan Evans, associate superintendent, assessment and accountability, Dr. Barbara Hires, area superintendent, and Ms. Michelle Topping, director, educational alternative services, reviewed the following documents: *District Strategic Plan 16-17; action plans* and *PCS Data Brief Overage students*. Ms. Moore opened the conversation by stating that when working with overaged students, who also underperform, it is not just about remediation, but about the desire to catch them up. Overaged students are defined as two or more years overage with performance level issues (Level 1 on the most recent FSA ELA reading test). There are several strategies being used. A school based leadership team is given the name of the students at their site that meet the defined criteria so they can explore how best to individualize needs. At the elementary level, there are extended learning programs and small group instruction. Creating flexible schedules, which focus on what a student needs to graduate, are being done at secondary. Mrs. Krassner voiced a concern that staff is not directly impacting these students; she wants direct contact to be a priority. Dr. Hires advised that the director, Title I, and the area superintendent review each student plan. Mrs. Lerner said these are among our most important students; we need something more for them. Dr. Hires said that principals will receive a list this week with student names. Principals will discuss options with parents. They will be informed of options offered through Educational Alternative Services programs and other applicable programs. EAS is working with the executive directors at elementary, middle, and high school, to determine additional support. EAS is adding two units at Lealman Innovation Academy; which is 30 seats for overage fifth grade students. Ms. Topping said misbehaving students may remain at Pinellas Secondary school if it is determined a good fit for them. Smaller class size often helps these students. The district has 5.5 and 6.5 classes and offers mid-year promotions for students who are successful. Of the 1,093 students identified in this category (1% of our student population), about half are in our regular ed. programs.
- **PSAT/AP/SAT Advanced Courses Update:** Ms. Judy Vigue, director, advanced studies and academic excellence, reviewed the following document: *SAT Suite of Assessments to Increase College and Career Readiness*. Ms. Vigue spoke about the SAT suite of assessments that are currently used by the district. The PSAT 8/9 provided for all 8th grade students establishes a baseline measurement. The PSAT/NMSQT provided for all 9th and 10th grade students is used to pinpoint areas that students need to focus on; it is compared with their 8th grade results. The SAT is provided for all juniors at no cost in school. This eliminates barriers. Students interested in scholarship opportunities must take the test as a junior. She reviewed

- the assessments benefits. From 2014 to 2016 there has been a 9.6% increase in the number of students overall taking advanced placement courses. From 2015-2016, there was a 20% increase in the number of south county minority students who are taking advanced placement courses. The district is doing a better job of identifying students that can be successful. Online tools like Khan Academy and My Road are very beneficial. Mrs. Krassner asked how this gets rolled out. Ms. Vigue stated that some schools instructed students in a computer lab setting to demonstrate the purpose and intent of these sites. School counselors are very involved. Ms. Vigue noted that the depth of explanation of skills needed for questions missed on the assessment are provided. This helps a student target areas that need improvement.
- **Emergency Preparation:** Mr. Clint Herbic, associate superintendent, operational services, shared some processes for emergency preparedness. He reminded the Board that he had previously shared the shelter list notification process through the Pinellas County Emergency Shelter website. The district works closely with Pinellas County Emergency Management; as a storm approaches preparedness begins three to five days out. At that time, all agencies are contacted with updates on how they think the county will be affected. At the three day window, advisories are sent out twice a day-9 a.m. and 3 p.m. As the storm approaches, if it is decided to open shelters, then all Pinellas County Schools are closed. Initially four schools are opened as shelters. This allows time to manage evacuations. Seventeen hours are necessary to accommodate the evacuation of targeted areas. If a strong storm is predicted, it takes upwards of thirty hours to evacuate. Decisions are made based on these time issues. Storms that affect our area with high winds are also a factor. The Sunshine Skyway Bridge closes at 40 mile per hour winds. If we reach sustained winds of 30 miles per hour or more, we do not operate school buses because it is unsafe. Dr. Grego said the district is aware of the benefit to keeping schools open because of working parents; however, safety must come first.
 - **Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following document: *Job Descriptions 101816*. The updated job titles are: Director, Media, Text and Digital Learning; Program Coordinator, Digital Learning; Program Coordinator, Instructional Materials; Food Service Field Coordinator; Maintenance Scheduler; Coordinator, Other-Assistive Technology; and, Animal Caretaker. The three jobs related to digital learning were updated due to a department name change. The food service job description had not been updated since 1996. The maintenance scheduler, coordinator, and animal caretaker are new job descriptions.
 - **Leadership Discussion:**
 - Dr. Grego: 1) He updated the Board on the status of class size. October 14 was date certain for reporting class size amendment data to the state. The district utilized co-teachers for classes with small overages because they believe it to be more educationally sound. The district hired 163 teachers to accommodate this requirement. Last year 131 teachers were hired to co-teach to meet class size. It was a challenge this year; the district registered 600 new students due to charter school closings. Next year we may become

a district of choice which permits using the teacher/pupil ratio on a school wide average rather than per classroom. 2) He spoke with board members about the draft schedule of board meeting dates which will come before the Board for their approval at the November 22 School Board Organization meeting. Due to it being an election year, the organization meeting must occur on the second Tuesday after the general election. 3) Following the organization meeting, the first workshop is tentatively scheduled for January 17, 2017.

4) He thanked the Board for the positive comments on his evaluation.

- Mrs. O'Shea: 1) She shared that an organizational meeting for DMAC was held on October 13th. The board is required to appoint one black and one non-black member of this committee. The non-black appointment has been filled by Dr. Martin Shapiro. She has spoken with Mr. Ron White to fill the black appointment. The group will meet on the second Thursday of each month and the plan is to move meetings around the county. Ms. Paula Texel, assistant superintendent, human resources services, serves as the district representative. 2) She mentioned the need to appoint a representative to the Value Adjustment Board. Mr. Michael Bindman, who currently serves, is willing to continue his service. He regularly attends the VAB meetings. Mrs. O'Shea will address these items at the school board meeting, October 25.
- Ms. Clark: She said she is currently serving on the Homeless Leadership Board, but since she will not be a board member after November 22, 2016, another board member will need to be selected. They meet the first Friday of the month-the next meeting date is December 2nd. She asked if there might be a district representative who could sit in on the meetings until another board member can be assigned.
- Mrs. Lerner: 1) She expressed her concern with the Doctor on Demand, telemedicine option. She will share some articles with the board that speak about this new option in the field of medicine. 2) She spoke about the board's Operating Procedures Manual; it needs to be updated.
- Ms. Flowers: 1) She shared her concern with Florida Senators Kelli Stargel, Jeff Brandes, and David Simmons, who all serve on committees that impact education. She said we need to formulate our position knowing there may be strong opposition. 2) She spoke of her concerns with the recent clown phenomena. Principal Bennett at St. Petersburg High School sent a call to his families informing students that if they have any concerns to make a report. This is not funny and some people are fearful. Poor choices will be met with serious consequences.

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 pm.

Chairperson
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Secretary