

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – May 23, 2017

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, May 23, 2017, 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; 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 9:13 a.m.

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

The following topics were discussed:

Support for Schools: Dr. William Corbett and Dr. Dan Evans, executive director, assessment accountability and research, reviewed the following document: *PCS Turnaround Recommendations 2017-18*. Dr. Corbett noted that 91% of Pinellas County Schools are graded an A, B, or C. The District wants to continue to do the work to support the progress being made. The number of schools in State DA status has also declined. He reviewed the state turnaround options and the proposed changes for 2017-18 for schools in DA status. Pinellas selected the hybrid option to make needed improvements and continue to develop a system of supports that will raise school grades. Dr. Evans noted that they continue to review data to determine what is working and replicate it. He spoke about the 5 essentials and how they each impact student achievement. Mrs. Lerner asked about effective leadership and how principal autonomy is being addressed at all schools; there are varying degrees in the district. She spoke about climate survey results at our Transformation Zone and Scale Up Schools. Comments indicate there are a small number of repeated misconduct students; this needs to be addressed. Ms. Lentino asked about PBIS (Positive Behavior Intervention and Supports) and asked what this might look like in a school. She said teachers are struggling with this and it is a critical piece. Dr. Evans said that recommendations are being made based on these surveys and they are speaking with principals about using research based protocols. We have to use best practices; and, do it well. The tiered system of support addresses the levels available to schools that are in need of improvement. Schools that improve often retain previous supports to assure the improvement continues. For example, Maximo Elementary will be removed from the state list because of the letter grade improvement, but the district will continue to provide additional support to the school. The district has chosen Learning Sciences International (LSI) to support the Marzano evaluation model to improve student achievement. There was discussion on the need for teacher planning time and the extended day, which is optional. Dr. Grego stated that this topic was discussed today to bring the board up to speed on the current laws and how the district plans to address them. He said that we are making progress. Ms. Flowers asked how the district will address the community

about our plan for schools. She also said we can reach out to non-profits at this time and communicate district needs. Dr. Grego shared that at the opening of school there will be a school year report citing our goals; a mid-year status report; and, end of year report. He agreed that informing our community is critically important.

- **Evaluation System:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following documents: *The Teacher Appraisal System Evolution 2011-2017; Learning Sciences Marzano Center, 2017 Update: The Marzano Focused Teacher Evaluation Model by Beverly Carbaugh, Robert Marzano, and Michael Toth; 2017-2018 Evaluation Training Plan; and, PCS Success Plan Table of Contents.* Ms. Texel introduced Ms. Laurie Dart, staff attorney; Ms. Dawn Bingham, professional development specialist; Ms. Kim Hill, principal, Leila Davis Elementary; and, Mr. Kevin Hendrick, principal, Northeast High School. Ms. Texel then reviewed *The Teacher Appraisal System Evolution*. She stated that it was state mandated that districts adopt a teacher appraisal system by July 1, 2011. Initially, a hybrid of Danielson and Marzano was used, but it was decided to use one system to allow for consistency in language. Dr. Grego shared that in 2015 state law mandated that a minimum of 33% of a teacher's evaluation had to be based on student growth. VAM was developed by the state for educators who do not have a student roster but are considered instructional staff. Districts have the option of using up to 50%; but, Dr. Grego said that Pinellas chose 33%, the lowest option. Principal Hill spoke about how she manages the teacher appraisal process. She interacts with her teachers to improve their instruction. They use the framework, develop a plan, observe other educators, provide coaching support and revisit it, and together support their growth. Mrs. Krassner complimented Ms. Hill for the culture she has developed at her school. Ms. Texel addressed *The Marzano Focused Teacher Evaluation Model* that is being proposed. This model uses 23 elements in four domains. The model was revised as a result of research and it supports standards based instruction. The focused model was vetted by the appraisal committee and they support it. The question remains to move to this system for next school year or 2018-19. Ms. Dart said the appraisal committee reached consensus on using the new model but no determination on timeframe. Mrs. Krassner appreciates that the evaluation is reduced down to one page from four. Dr. Grego shared that PCTA needs to be involved in this conversation for it to move forward. Mrs. Long expressed concern that there are administrators at the school level who perhaps didn't totally understand the system when it was originally implemented due to poor roll out. We need consistent training through video presentation or another consistent format. Dr. Grego shared information about a webinar on this model scheduled for 3 pm; and, if board members are available they are invited to attend. He also asked Ms. Texel to share the link for the webinar with the board members. Ms. Texel stated that the *PCS Success Plan* is in draft; it is a handbook that is being developed to formalize how to provide assistance to teachers who need improvement. Ms. Flowers is interested in moving forward; but, suggested we wait one year to have better roll out and give everyone time to be trained. Mrs. O'Shea agreed that we should move forward with fidelity. Dr. Grego stated that Ms. Texel and Mr. Gandolfo, president, PCTA, should meet and then we can determine next steps. The ultimate goal is a high quality process.

- **Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following job descriptions: *Coordinator-Other-ESE Transportation* and *Senior Data Management Technician-Medicaid*. Ms. Texel shared that the coordinator position will assist the ESE administrative staff with transportation for ESE students. The Senior DMT will focus on billing and reimbursement of Medicaid. A staff member currently holds this position, but this job description more accurately describes the functions of the job.
- **COQEBS ADR Discussion Update:** Dr. Michael Grego and Mr. David Koperski, reviewed the following documents: *Request Approval of the Bridging the Gap Plan Dated May 19, 2017, and the Stipulation for Modification of Final Judgment and Order of Final Approval of Settlement and Joint Motion for Court Approval in COQEBS Case; Stipulation for Modification of Final Judgment and Order of Final Approval of Settlement and Joint Motion for Court Approval; and, Bridging the Gap Final Version 2016-17*. Dr. Grego introduced Dr. Ricardo Davis, Dr. Goliath Davis, and Mr. Guy Burns. Dr. Grego stated that it is very important to be committed to the work and develop something that will outlive us; we want this plan to be in the forefront. Dr. Ricardo Davis, president, COQEBS, shared that he appreciates the historical significance of this plan. He stated that under former district leadership they were unable to make measurable progress. This has been a labor intensive process and he believes that resolution is ahead and we will become a model; through execution, implementation, and fidelity. He thanked Dr. Grego for his bold leadership and shared his willingness to continue to work together. Dr. Goliath Davis spoke about the work of former superintendent, Dr. Julie Janssen. The Memoranda of Understanding came to fruition under her leadership. He said Dr. Grego moved us forward in developing the “how” and the plan will need to be executed with fidelity. He thanked Dr. Grego and the school board; and, he said they need to make sure the resources and commitment are there. Dr. Corbett said with the six goals and strategies to support those goals the district intends to eliminate or greatly narrow achievement gap between black and non-black students within ten years. The six areas of focus are: graduation rates, student achievement, advanced coursework, student discipline, ESE identification, and minority hiring. Embedded in the plan are four over-arching strategies: academic rigor, cultural competence, personalized learning and restorative practices. These strategies will be embedded in School Improvement Plans. The district has partnered with Community Tampa Bay to assist in the work of cultural competence. The district will need to continue to monitor the plan; and its progress, and make cycle improvements. Mrs. O’Shea spoke about her participation with the Council of Great City Schools Males of Color Policy conference. Large urban school districts came together to share strategies. She stated that many districts are using similar approaches. She believes that we must engage students and place them in programs of interest. Florida has VPK programs and we must promote those programs in our community. She said there are also many post-secondary opportunities for students and we must also promote those opportunities. Mrs. Lerner thanked Mrs. O’Shea for representing our district. She addressed both Drs. Davis and said the district needs their help and that of the community to improve student attendance and discipline concerns. She said we cannot do it alone. She spoke about the importance of continuous quality improvement;

how can we change and continue to make things better. Dr. Goliath Davis said we need to look forward. Articles will be printed in *The Weekly Challenger*, a prominent paper in his community, to promote support. Dr. Ricardo Davis shared that there are districts with more challenging demographics than our own and some of them have made improvements. A public education model has to remain flexible in order to address individual student needs. He works with PreK programs and sees some of the same issues of concern. Ms. Flowers shared that she is excited about the plan and that we must work with all students regardless of when they enter our school system. Dr. Goliath Davis spoke about the end of the Memoranda of Understanding as a result of this settlement agreement. Mr. Koperski said that once the state court approves the plan the BTG plan will replace the MOUs. Mrs. Krassner shared that she is excited that we have come together on this plan. Mrs. Cook said it focuses on our best practices and helps everyone know how they tie into the plan and what part they play in closing the achievement gap; it is something upon which we can focus. Ms. Lentino shared her consensus and said that the community needs to support community development and cultural opportunities so all children can be engaged. Dr. Ricardo Davis noted that this plan is not a solution; planning is not a perfect process; ultimately the learning will need to be incorporated as we move ahead.

The workshop recessed at 11:50 a.m. and reconvened at 12:08 p.m.

➤ **Leadership Discussion:**

- Dr. Grego: 1) He shared that the Pinellas Education Foundation's new president, Ms. Stacy Carlson, wants to have an informal meeting of both boards to discuss strategic planning and how the Education Foundation can support the goals of the District. 2) He stated that Mr. Mark Hunt, executive director, career, technical and adult education, has been working with students to improve reading skills at Gibbs and Boca Ciega High Schools through a pilot program. He will share information with the board when the final data is received.
- Mrs. Lerner: 1) She requested the schedule of professional development offerings for the summer months. 2) She requested several topics be addressed at the next workshop; repeated misconduct students, examples of principal autonomy at Transformation Zone schools, and DA instruction with examples and best practices.
- Mrs. Krassner: She asked about student learning data used by principals to afford the correct compliment of students to better address their needs.
- Ms. Lentino: She added that the problem is with the late arrivals entering school after these class rosters are determined. It is hard to keep the balance and sometimes problems arise; teachers get overburdened with challenges.
- Mrs. Lerner: She commented that the reality is that the numbers of students continue to change all year.
- Mrs. Cook: She addressed the request from the last meeting to get details on the FSBA Master Board Training. She said that the district can have one day training with another district, which is followed by an on-site training. She said that Pasco

County is considering July 18th from 8:30 am- 3:30 pm. Once they decide, she will advise the board. If that date is chosen, then the scheduled school board workshop will need to be rescheduled.

- Mrs. Long: She said that two or three weeks ago, she met with citizens who reside near Tarpon Springs High School to hear their concerns about the noise generated by the marching band practices. She said that they articulated that their main area of concern is the reverberation. She said that she has spoken with Dr. Grego about diminishing the intensity.
- Dr. Grego shared that the district is exploring some options. He has been working with Mr. Ward Kennedy, area superintendent, and they will respond.
- Mrs. O'Shea: She spoke about the FADSS letter that was sent to Governor Scott to veto HB 7069 and the FEFP portion of the budget and the subsequent letter sent by Dr. Grego concerning the impact on our district.
- Ms. Lentino: She said that while attending the PCCPTA Awards Banquet (May 19) she had questions posed to her about recess. Some teachers expressed that they do not feel supported by the board. Ms. Lentino referenced the statement issued by Ms. Pam Moore, associate superintendent, teaching and learning services that addressed the inclusion of physical education or recess daily at the elementary level for the 2016-17 school year. She asked that this information be shared with district personnel to clarify the expectation.

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 12:34 p.m.

Chairperson
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Secretary