

**SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA**  
**WORKSHOP – January 22, 2019**

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, January 22, 2019, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4<sup>th</sup> Street SW, Largo, Florida.

Present: Ms. Rene Flowers, Chairperson; Mrs. Carol J. Cook, Vice-Chairperson, Mrs. Lisa Cane, Dr. Nicole Carr, Mr. Bill Dudley, Ms. Joanne Lentino, and Mrs. Eileen Long, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

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

**The following topics were discussed:**

- **Every Student Succeeds Act (ESSA):** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following document: *Every Student Succeeds Act (ESSA)*. Mr. Hendrick spoke about the differences between the No Child Left Behind (NCLB) federal legislation, which has been replaced by the Every Student Succeeds Act (ESSA). NCLB monitored Adequate Yearly Progress (AYP); now the state monitors itself and decides what to monitor; there were no changes to Florida's accountability system. With ESSA, all states are required to gather data on their graduation rates; Florida already tracks that data. A Federal Percentage Points Index calculation was added as part of ESSA which includes academic achievement (including student growth); graduation rate; school quality factors or student success; and progress in achieving English language proficiency for English as a second language students. This index calculation will be done for four subgroups: race/ethnicity, English Language Learners, students with disabilities, and economically disadvantaged. This Federal Index will be noted on the School Report Card. This index is not part of the school grade which is calculated differently and issued by the state. Dr. Grego noted that the state of Florida was the last to receive federal approval; we were trying hard not to have a dual accountability system; but, that was not the outcome. He added that the Federal Index will be helpful for the district, identifying what we need to continue to improve. The state grading process remains the same. Mr. Dudley commented that we will need to help parents understand this new system. Mr. Hendrick said we have not received any information yet on district schools that are currently not part of the grading system, i.e. Clearwater Intermediate, Pinellas Secondary, and Calvin Hunsinger for example. There are some new federal tiered support requirements related to the Points Index. The most common subgroup in need of support is Students with Disabilities, which is consistent across the state. He also shared that all schools will now be using the state's school improvement plan (SIP) template, beginning 2019-20 school year; which is actually a bit simpler. The district will still support this document with pre-written strategies. Principals have received information on these new supports and training for schools, which will need to occur, as a result of these changes. Additionally, the School Public Accountability Report (SPAR) will be posted on the School Report Card to comply with federal legislation that requires an annual report on the educational progress of schools.

- **Teaching and Learning Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following documents: *Summer Career Acceleration Program*, *Pinellas Education Foundation Career Awareness Leadership Forum*, and *Instructional Materials Mathematics Adoption*. Mr. Hendrick spoke about the new Summer Career Acceleration Program, which targets rising 12<sup>th</sup> grade students ages 16-18 who will likely be seeking employment upon graduation and are not currently enrolled in an industry certification program. This program is being rolled out with the support of the Pinellas Education Foundation (PEF); the Ed Foundation is hosting a kickoff event on Thursday, February 28, 2019, 2-3 pm at the Stavros Institute. The enrollment target is 200-250 students; there is no cost to the employer as this opportunity is grant funded; students will be paid minimum wage. PCS is one of the participating employers. We are using an OJT (on the job training) model and students will have coursework in financial literacy. Details can be found on [www.pcsb.org/scap](http://www.pcsb.org/scap). We currently have district staff reaching out to students individually to share information about this outstanding opportunity. Mr. Mark Hunt, executive director, career, technical and adult education, spoke about the Career Awareness Leadership Forum. The partnership is between PCS, PEF, and the Council for Educational Change. The forum will consist of four half-day sessions where the team will learn about career areas of employment; the first partner is Duke Energy. The team consists of two high school juniors, one assistant principal and one teacher/counselor. The goal is to inform students about the wide range of career opportunities in our community and the skill sets needed to fill those jobs. School presentations will be shared the morning of February 27 at the administration building; board members are invited to attend. Mr. Hendrick and Ms. Dana Schaeffer, program coordinator, instructional materials, spoke about the process of adopting instructional materials. This year mathematics is up for adoption. Large teams review materials and the final selections are sent out for review to appropriate instructional staff. The public can review the recommendations, posted on our website, from January 21-February 9. The first public hearing is scheduled for February 12, and final selections will be presented for board approval on February 26. Any member of the public may share their comments. Mr. Dudley shared his concern with what seems to be frequent changes to the math curriculum. Mr. Hendrick said that it is due to the state changing the standards. In some courses, assessment requirements change, so we work toward staying current. The district is allotted \$8 million for instructional materials, which may sound like a lot, but math materials are consumable at the elementary level. Also, when standards change we may not purchase all new materials, but supplement with modules. We do not purchase everything that is adopted each year; once adopted there is a three year window to purchase. Once approved, purchasing begins July 1, the start of our new fiscal year. During the summer, instructors receive training for use of the new text.
- **Opening Palm Harbor Center for Gifted Studies / Center for Literacy Innovation – Timeline:** Mr. Ward Kennedy, area superintendent, reviewed the following documents: *North County Center for Gifted Studies and the Center for Literacy Innovation, January 2019 Update* and *Center for Gifted Studies and Literacy Innovation* power point. Mr. Kennedy said the new Center for Gifted Studies and Literacy Innovation, to be

housed at the former Palm Harbor Elementary school, is moving forward. Information sessions have been held for parents at Palm Harbor University High, since the site is under construction. These two application programs will house a total of 375 students. Gifted will be for grades 1-5 and the reading program will be for grades 1-4 the first year because it is a two year model. R 'Club will offer before and after school programs. Arterial bus service will be provided in accordance with choice programs. Ms. Truskowski, district application specialist, said that about 40 applicants for the gifted center are from students currently attending private or charter schools. As students apply for the literacy program, they will also be provided a random application number in case there is more interest than availability. There will be a memorial at the school in remembrance of former Palm Harbor Elementary student Elisa V. Nelson. The principal job will be posted on the district job site, INDEED, and Education Week, due to the need for a specific skill set to lead this school. Teachers may participate in the voluntary transfer program. The school name selection process will adhere to Policy 7250-NAMING AND COMMEMORATION OF DISTRICT FACILITIES. Ms. Coral Marsh, gifted services specialist, said the schoolwide enrichment model, developed by Dr. Renzulli, University of Connecticut, is being used. All students attending the school participate together once a week in an interest group. Opening this program completes the district's plan to provide families a full time gifted opportunity in north, mid, and south county. Ms. Lynne Mowatt, executive director, exceptional student education, spoke about the literacy innovation program. Students that are experiencing reading difficulties, with learning patterns similar to dyslexia, will be eligible. Students will have intensive reading instruction using direct instruction and phonemic awareness. Science and social studies will be incorporated in the reading block. Ms. Mowatt is working in partnership with the University of S. Florida, Tampa, with professors of literacy and elementary education; they will work toward writing some interventions. The model is a two year program; students will then return to their zoned school. Kindergarten is not included in the model due to their limited exposure to formal instruction. Student screening for the program will be held on Saturdays for parent convenience.

- **Marjory Stoneman Douglas Report Recommendations Update:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following documents: *Governor's Transition Advisory Committee on Public Safety, Top 10 Best Practices*; and *PCS 4 Pillars of School Security*. Mr. Clint Herbic shared a brief overview of our district's efforts in relation to the MSD report. The recommendations last year surrounding school safety centered on the hardening of schools, having an armed presence, the training of students and staff for emergency situations, and increased mental health awareness. Pinellas County Schools had already had most of these recommendations in place. During the course of the commission's work, changes occurred. The mindset that everyone should learn when a threat may be present and how to handle it evolved. A top 10 best practices list was developed by the Governor's Transition Advisory Committee on Public Safety. Our safe school officers are working out well; we are adding features to our single points of entry; each visitor must have a Level 2 clearance or be escorted while on campus; and, teachers are locking classrooms. We are working on # 6: any staff member can initiate a lock down. Public announcement systems are in all hallways

and during drills are being monitored for appropriate volume. Mrs. Cook asked about school substitutes. She was advised that they receive active assailant training during the training they receive prior to becoming active substitutes. Mr. Dudley asked about the perimeter gates. Mr. Herbic shared that when gates are open, they must be staffed. At some schools, they have reduced the number and added fencing because of this requirement. We follow best practices as outlined by law enforcement. Safety recommendations are procedural. Chief Luke Williams noted that a large part of safety is behavioral; we must educate students and staff to be aware and involved, it takes all parties. The Chief added that Pinellas is not complacent about what needs to happen; we are all working together.

- **Mental Health / Threat Assessment:** Ms. Lori Matway, associate superintendent, student and community services, and Ms. Donna Sicilian, executive director, student services, reviewed the following documents: *Pinellas County Schools Threat Assessment Flowcharts and Procedures*; and *Request Approval of the Agreement With Directions for Mental Health, Inc.* agenda item. Dr. Grego opened the conversation by saying that students are our eyes and ears; they typically know something; and we have to work together with them to form the collective “we”. Ms. Sicilian spoke about the Sandy Hook Promise app that is being used successfully for reporting; this was in effect in our district prior to the Parkland incident. Eighty reports were made, and only two were false; this is working. The threat assessment process has been done for decades in Pinellas County Schools, but we are constantly refining it. We have many community health partnerships. The Directions for Living developed a therapeutic service program model called Treatment Works. Mrs. Long concurred that this is an excellent program. Dr. Carr voiced her concern for over identification. Ms. Sicilian assured her that they built in safeguards against that; it is a diverse multi-disciplinary district team that reviews the case and they have that conversation. They are all well aware that these are children who have experienced trauma that they are trying to help. Dr. Grego encouraged them to review the materials prior to January 29, when it will come to the board for approval.
- **Graduation Rates:** Dr. Rita Vasquez, executive director, high school education, reviewed the following document: *Pinellas County Schools Graduation Rates 2012-13 through 2017-18*. Dr. Vasquez introduced Principal Reuben Hepburn, Gibbs High School, to share how he was able to increase his graduation rate by 10% in the last four years since he became the principal. He spoke about the early monitoring system and that school attendance can be a barrier. His assistant principal, Mr. Patrick, runs a 9<sup>th</sup> grade resource center. On day one of ninth grade you must begin the work for graduation. His team members meet with students repeatedly, monitor the mid-term progress reports, and have a homework club from 2-4pm daily for 9<sup>th</sup> and 10<sup>th</sup> grade students to provide support. He pays for this through ELP (extended learning program) funds. They are using Restorative Practice to address discipline and build positive relationships, which are key. He has the Blue and Gold Crew; successful 11<sup>th</sup> and 12<sup>th</sup> grade students who serve as mentors to the L25 students; they meet twice a week, to encourage them and help them be successful. The school has great community partnerships. And the district now provides the opportunity for free ACT/SAT testing that is done at school. All these supports help students succeed. Mr. Hepburn shared that all

students need to be appropriately placed for their academic ability, whether they are Level 1 and 2 or in accelerated programs. Dr. Vasquez shared that there is better preparation for 8<sup>th</sup> grade students to move into high school. Through the Restorative Practice circles they are working on students' social/emotional growth. Helping them set their goals and bridge 8<sup>th</sup> into 9<sup>th</sup> grade. Ms. Flowers shared that she attended a session of Principal Hepburn's that he held with students, guiding them in setting their goals. It is a respectful situation and he has the support of the community. Ms. Lentino said she feels that the Restorative Practices are working and share her appreciation for his work. Mrs. Long said that she understands the transition from 8<sup>th</sup> to 9<sup>th</sup> grade can be difficult; but, the work they are doing now to bridge that transition is vital, and it is working. Ms. Flowers thanked Dr. Vasquez for the work she is doing to help students achieve graduation from high school.

- **Policy Updates (Charter School / Homeschool):** Ms. Jennifer Dull, director, strategic planning and policy, reviewed the following documents: *Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 9800-CHARTER SCHOOLS (This is the first reading.)* and *Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 9270-HOME EDUCATION (This is the first reading.)* agenda items. Ms. Dull shared that Policy 9270 is being amended due to legislative changes; language clarification; and, addressing parent responsibility. She said Policy 9800 is being amended to follow requirements set by the state for charter applications. Both policies will come before the board on February 26<sup>th</sup> for a first reading.
- **Job Descriptions:** Ms. Paula Texel, assistant superintendent, and Mr. Clint Herbic, associate superintendent, operational services, reviewed the following document: *Request Approval to Create Job Descriptions* agenda item. Ms. Texel reviewed the two newly created job descriptions; Police Major (C07-ADM) and Welder-Apprentice (D09-SEIU). The Police Major will report to Chief Luke Williams and will supervise Schools Police officers. Sargent positions will be reduced from seven to four in this staffing model. The welder-apprentice will learn all phases of the job under the supervision of the welder-journeyman.
- **Real Estate Update:** Mr. Clint Herbic, associate superintendent, operational services, shared an update on the district properties. Mr. Herbic shared with the board that they are working with the City of St. Petersburg to lease a sliver of land, approximately 100' wide, beside the Midtown Academy property. Currently there is no student drop off / pickup line for parents. The district will pave this land for the purpose of creating a car loop. It will provide safer and easier vehicle access to the school. The lease will be a three year agreement. The next property discussed is the old North Ward Elementary site in Clearwater. The City of Clearwater had approached the district previously about purchasing this 2.2 acre waterfront property for city use. At that time the district was considering re-opening the school and the property was not for sale. However, the district now wants to re-open negotiations with the City of Clearwater to sell the property. There were no objections to this proposal. Mr. Herbic reported that Bardmoor Elementary School's modernization and transformation from an open classroom model to a traditional classroom format is complete. The Ribbon Cutting Ceremony is

scheduled for Friday, January 25, at 9:00 a.m. School Board Members are invited to attend. There are two other large projects currently in process. Pinellas Park Middle School's renovation; buildings three and four are completed. This construction is being funded through the district's bond issue. At Lakewood High School there have been major improvements to some of the school's interior corridors and to the exterior access point to the gymnasium which has been dramatically improved. Next to the gymnasium was a weight room, the space has been converted to a large foyer for entry into the gymnasium. Mr. Herbic showed before and after pictures of the improvements. While closed for construction in September 2018, a fire occurred in the gymnasium at Lakewood High; cleaning and repairs have been done. Lakewood High construction projects are funded through the district's capital outlay funds.

- **Florida Prepaid College Partnership:** Ms. Lori Matway, associate superintendent, student and community services, and Ms. Beth Herendeen, director, strategic communications, reviewed the following document: *Request Approval of Memorandum of Understanding With Florida Prepaid College Board* agenda item. The Florida Prepaid College Board is partnering with several school districts to promote the plan during their open enrollment window, February 1 - April 30. As part of the partnership, one two-year scholarship valued at \$8,000 will be awarded a Pinellas County Schools' graduating senior. Dr. Grego suggested that it be awarded to a student that has expressed a desire to become a teacher in our district; the board agreed to this idea. The MOU will come before the board for approval at the January 29 board meeting.
- **Leadership Discussion :**
  - **Dr. Grego:** He spoke about his meeting at the Florida Association of District School Superintendents (FADSS) in Tallahassee on Friday, January 18. The discussion was about the legislature and the new Commissioner of Education Richard Corcoran. Currently, the district has no legislative liaison due to the retirement of Steve Swartzel. Dr. Grego suggested the district contract with Mr. Ron LeFace, Jr., CEO, Capital City Consulting. He has had very positive reports on his abilities; AVID and Take Stock in Children both contract with him. The cost is \$50,000 a year; he requested board support.
    - **Ms. Flowers** stated that it is important to have someone present in Tallahassee at the committee meetings; a number of bills have already been proposed. She requested that if board members go to Tallahassee to meet with legislators, that the consulting firm assist them with appointments.
    - **Mrs. Cook** stated that she also thinks it is important to have someone in Tallahassee representing our interests. The Florida School Boards Association Day in the Legislature is scheduled for early April. She expressed her concern that it is too late to have any influence on the legislative decision making process at that time.
    - **Mr. Dudley** agrees with hiring representation. He said that things happen fast in the legislature.
  - **Ms. Lentino:** She commented on the January 29, 2019 meeting that is being held at the Oldsmar Council Chamber, City of Oldsmar. She shared her viewpoint

that an evening meeting in the community may be better attended if it were later than 5 p.m.

- **Ms. Flowers** said that when she brought the idea forward to move the meeting location to north county and south county to make it more accessible, she did not specify the location or suggest a time change. At the November organization meeting, the board approves the dates and times of the board meetings for the year, not the location. The policy does not speak to meeting location changes. She feels that keeping the time consistent is important, currently our meetings are 10 a.m. and 5 p.m.
- **Mr. Koperski** noted that policy speaks to the approval of board meeting dates and times at the organization meeting in November. Policy does not address location, but the board could add locations. Meeting location may be changed, it just has to be advertised in the Public Meeting Notice.
- **Dr. Carr** shared that she is under the impression that we are just trying the location change with the intent of getting more involvement. She suggested discussing it before approving next year's schedule.
- **Mrs. Cook** said that it can be discussed at a workshop next year prior to the organization meeting.
- **Dr. Carr:** She spoke about information contained in the board agenda books that she feels she does not fully understand; such as, compensation, which lists a variety of pay schedules, the bid process, and, the rationale statement. She wants to be a good steward of financial matters.
  - **Mr. Dudley** said that he agrees with Dr. Carr, that information is valuable.
  - **Ms. Flowers** said a review of the procurement process could be a good workshop topic.
  - **Mrs. Cook** thought it might be better to sit with an administrator to review that information for those that are interested.
- **Mrs. Cook:** She advised the board that she attended the DMAC meeting on January 10. The School Board is one the six organizations on the committee and each organization is represented by two members; one black member and one non-black member. Dr. Martin Shapiro serves as our non-black representative whose term is up for renewal. She asked the board to support his recommendation; he is an active member and interested in continuing his service. If all are in agreement, an agenda item will be submitted for approval at the January 29<sup>th</sup> board meeting. There was consensus to approve Dr. Shapiro.
- **Ms. Flowers:** She shared that she was approached by the Gibbs High School Alumni Association to name the gymnasium after Coach Freddie Dyles. Coach Dyles was an educator and highly accomplished basketball coach at Gibbs. He made significant contributions to the community. There is no policy regarding the naming of a gymnasium, media center, etc. at a school. Policy 7250 addresses the naming and commemoration of district facilities only. If the board is in agreement I will advise the alumni association. There was no disagreement.

- **Mrs. Cane:** She asked if there is a process for teachers to communicate with parents. Teachers tell parents to check FOCUS, but that is not always updated. She would like to know more about parent – teacher communication.

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 2:56 p.m.

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Chairperson  
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Secretary