

**SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA**  
**WORKSHOP – July 16, 2019**

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, July 16, 2019, 9:02 a.m., in the Cabinet Conference Room, Administration Building, 301 4<sup>th</sup> Street SW, Largo, Florida.

Present: 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.

Ms. Rene Flowers, Chairperson, arrived at 9:57 a.m.

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

**The following topics were discussed:**

- **Turnaround Supplemental Plan:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Ms. Nikita Reed, chief transformation officer, reviewed the following document: *Support for Schools*. Dr. Grego introduced this topic with positive news from the Florida Department of Education on the 2018-19 school grades. He thanked all staff involved in this effort and the board's support funding this goal. He said that 94% of schools earned an A, B or C with 56% at an A or B. Seven schools increased to an A, seventeen to a B, six to a C, and eight schools improved two letter grades. In our Transformation Zone, 100% maintained or improved their grade. We have only one F school, Lakewood Elementary. He stated that we have to continue to support the work and remain focused on student achievement. Mrs. Cook asked how many points shy of a D was Lakewood Elementary. Dr. Grego said they only needed one more point which translates to about three students. Ms. Lentino noted that Lakewood Elementary School has a high population of foster students. Ms. Nikita Reed said there are a lot of wrap around services at Lakewood working with this population of students. Mr. Hendrick spoke about the tiers of support. Tier 1 are the supports provided to all schools in our district. Some of our Tier 1 schools receive additional funding through Title I. Tier 2 schools are low C schools. Instructors participate in an additional 45 minutes per week, paid structured planning time. The district chooses to provide this support for continual improvement. Tier 3 schools receive additional supports with co-teaching, additional units, and wrap around services. Tier 4 schools did not receive a C or better. They have a 7.25 hour student day and a 9 hour teacher day along with all other supports. There are also funds provided through the Unified School Improvement Grant and Turnaround School Supplemental Services Allocation. There are a wide variety of professional development provided with those additional funds. Dr. Carr asked how data is collected on the implementation of these many initiatives. Ms. Reed shared that these are not delivered to all staff, situations vary; it is difficult to isolate how each initiative impacts outcomes. However, there is student observation and the fact that more teachers were retained this year due to the professional development the district provides. Dr. Grego stated that there are state rules that must be followed and the work ahead must be at the forefront.
- **Property Update:** Mr. Clint Herbic, associate superintendent, operational services, stated that he has several properties to discuss.

- He began with HEP at 1120 North Betty Lane, Clearwater. He introduced Ms. Barbara Green, founder, HEP (Homeless Empowerment Program), and Ms. Ashley Lowery, President and CEO, HEP. Mr. Herbic shared that at the April 16, 2019, school board workshop there was discussion about partnering with HEP to share resources. Mr. Herbic met with them to devise a plan. Ms. Lowery shared that HEP offers comprehensive services, including veteran's services, dental care, mental health care, workforce development, and provides 110,000 meals annually. There is a severe need for affordable housing. There are 4,000 homeless children in the county which makes up 4% of the homeless population. HEP currently has 32 family units on their property, a pre-k center, adult-ed center, cafeteria, and food pantry. The district owns 2 acres and the City of Clearwater owns 1.29 acres. The plan is for the City to donate the property to PCS; then PCS will lease the property to HEP; this arrangement works best with DOE requirements. Services will be expanded and an additional 39 family units will be built. The old Curtis Fundamental property will be used for four additional Pre-K classrooms to start, with space for up to 8 units. Mr. Mark Hunt, executive director, CTAE, stated that there are two buildings that will lend themselves to adult education. Basic education and employability programs will be offered. HEP has a full-time bus and driver that can transport students to PTC Clearwater. PTC has financial aid resources. Mr. Herbic shared that this plan offers a pipeline to better jobs with benefits. Ms. Green shared that HEP has been in the area for 50 years. They won the City of Clearwater Beautification Award and they are a homeless shelter, she is very proud of it. Mrs. Long said there have been many improvements in that area because of what they have done. Ms. Lowery said that HEP has a 98% success rate, once residents transition out of the program they are successful. Ms. Denise Sanderson, director, economic development, City of Clearwater, supports this plan. She did share that the City Council will need to vote on the donation of the land. Mr. Herbic will pursue a formal conversation with HEP since the board supports this plan.
- The Klosterman Road project details are still being worked out.
- At the July 30, 2019 school board meeting, a state survey will come before the board for approval. This will clear the way for three projects. Clearwater High and Tyrone Middle projects and the YMCA partnership school at the old Riviera Middle School site. A middle school will be built with an adjoining YMCA. The state has tentatively approved the plan; then the school board must approve it; then it gets submitted to the state for final approval. Ms. Flowers said that the YMCA must have all the money for their part of this project to move forward with it.
- The old Norwood property is being sold.
- **Safety Update:** Dr. Grego called for an Executive Session to discuss safety.
- **School Board Agenda Items Update:** Dr. Corbett shared that with the change in software for the school board agenda to Board Docs, this is a good time to make agenda items more uniform and clean up some old formatting. Staff has been trained on these changes. The biggest change is the way grant agenda items will be written. Previously, the agenda item requested approval to apply for the grant and if the district was awarded the grant, then another item would be

brought forward to approve contracts to vendors. With the board's approval, the new format will "approve the application, and if applicable, authorize the Superintendent to finalize and execute contracts with vendors listed by name in the budget section of this agenda item."

Dr. Grego shared that this is common practice, it links the grant to the budget. Dr. Carr said that she wants to be sure that checks and balances are still in place. Mrs. Cook and Ms. Flowers like this one process format. Dr. Grego said there may be better wording, grants are so specific; details will be added to make the item more informative.

- **Job Descriptions:** Ms. Paula Texel, associate superintendent, human resources services, reviewed the following job descriptions: *Director, Network and Telecommunications; Coordinator, English Learners Services; and, Secretary to Associate Superintendent, Finance-Business Services*. Ms. Texel shared that the director job description is being updated due to a retirement and will better reflect the job requirements as well as update the language. The Coordinator, English Learners Services, is a new job and it will support the work of that department. Their work includes assisting many students and families' district wide. The secretary position is being updated due to a retirement. The pay grade was adjusted to be in line with other job descriptions in the same category. These will come before the board for approval at the July 30<sup>th</sup> school board meeting.
- **LunchPals:** Ms. Lori Matway, associate superintendent, student and community services, reviewed the following documents: *Lunch Pals Mentor Impact, 2018-2019 Mentor Survey; Executive Summary 2018-2019 Lunch Pals Program; and, Lunch Pals flyer and postcard*. Ms. Matway shared that Lunch Pals is a partnership between PCS and Raymond James. She introduced Mr. Ron Diner, with Raymond James. He said this program started on a small scale at Mt. Vernon Elementary and Principal Peg Pearson, with 87 mentors, as a mentoring program with Raymond James employees. It grew into the Lunch Pals program. Four years ago, 284 students had mentors, it has grown to 1,509 students having a mentor last school year. Initially 33 businesses participated, it has grown to 130. For the 2019-2020 school year, the goal is to grow the program to 2,000 students. This year's campaign theme is "Change your lunch plans. Change a Child's Life." A sample brochure and post card were shared with the board. Mr. Diner is asking the board to bring awareness to the program by distributing the flyers and postcards. He thanked Dr. Brimm, Ms. Michelle Roberge, and all the school's community liaisons who support this program.
- **School Start Time Task Force Update:** Mr. Clint Herbic, associate superintendent, operational services, Mr. Rick McBride, director, transportation and Mr. T. Mark Hagewood, executive manager, transportation services, spoke about the process used to determine school start times. Mr. Herbic shared that in 1999 high school start times were 7:30 a.m.; in 2005 they were changed to 7:05 a.m. Recently, the request to change high school start times to a later time was requested more often, so the district explored the options in depth. In March 2015, Edulog software was used to assist with examining the possibilities. Recently, School Bus Consultants also reviewed the data. Both programs determined that the district was running a highly effective system with no more opportunity for improvement. Choice programs have been duplicated across the district to reduce travel times. Additionally, ESE programs are being offered at home zoned schools. The ESE department is also reviewing IEP's to verify

transportation requirements. One hundred positions have been added for bus assistants/monitors to assist with bus runs. A Task Force consisting of eleven parents, district staff, administrators, and PCTA, have worked together to explore any other possibilities in moving high school start times later. The options have been exhausted. The proposed bell times for the 2019-2020 school year are high school 7:25 am-1:55 pm; elementary school 8:45 am-2:55 pm; and, middle school 9:40 am-4:10 pm. There are some schools with different times due to traffic patterns or extended instructional day. The district has a three tier system with 465 routes; currently we have 455 drivers and a new bus driver class graduating. The only way to have high school start times later are either to go to a two tier system or swap elementary and high school start times. A two tier system would create 700 routes and we don't have the coverage for our current 465. Mr. Herbic examined the possibility of swapping elementary and high school. In doing so, it would put our younger students at a bus stop prior to sunrise 76% of the time. Dr. Corbett shared that the Task Force wants the district to inform the public about sleep research and conduct a survey. Dr. Carr asked about high school students using public transportation. Mr. Herbic said they met with PSTA administration and shared the information, but there was no response. Additionally, public buses cannot change the routes to meet the needs of the public school system. Students would potentially travel two hours by public transportation with connections on many routes. Dr. Grego said he is not comfortable switching the elementary and high school start times and putting our youngest students at bus stops so early in the morning. Mrs. Cook agreed that it is a safety issue; it should be left as is; not only is our system efficient but it is safe. Mr. Herbic concluded that they have examined many scenarios, including examination of available data through Forward Pinellas regarding traffic patterns and accidents, and hired two consultants to review the system. These are the only options. The state allocates \$12 million for transportation and the district spends \$34 million. Mrs. Cook stated that we are all saying the same thing, we are not comfortable with putting our youngest students on the street in the dark.

- **Website Refresh with Stakeholder Engagement and Let's Talk:** Ms. Jennifer Dull, director, strategic planning and policy, and Mr. Brian Jones, webmaster, reviewed the following documents: *Website Refresh and Stakeholder Engagement* and *K12 Insight*. Ms. Dull shared that the changes to the website address the District Strategic Direction: Communication and Stakeholder Engagement. They have been updating to include Instagram, Twitter and YouTube. Mr. Jones shared that the website content is not changing, they are giving the site a facelift by using a higher contrast site. The home page will have a three photo carousel instead of one photo. The website can be translated to over 100 languages. A "suggestion box" was proposed to increase opportunities for communication. *K12 Insight*, Let's Talk platform is an award winning cloud based system. It is currently used on the Osceola County website. Topics are offered for input at multiple access points and the communication goes directly to the applicable department. There is a *Share Your Great!* Platform to upload photos and comments. The photos go through the software program which protects us from being compromised. Dr. Carr wants something noted about safety issues, especially since we use the See Something Say Something program; she doesn't want concerns posted here. Ms. Dull stated the cost is \$2.10

per student/annually for the *K-12 Insight* contract, which will be brought before the board for approval at the July 30<sup>th</sup> school board meeting.

- **Health Education Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Ms. Ashley Grimes, prek-12 physical and health education specialist, reviewed the following power point: *An Overview of the PCS K-12 Human Sexuality Curriculum*. Ms. Grimes shared that Policy 2417-HUMAN SEXUALITY CURRICULUM guides the district. Our curriculum is based on state health education standards using the Abstinence Plus model. The district policy established a Family Life Education Committee that oversees our curriculum and its delivery. The curriculum used is Advocates for Youth and SIECUS: Sexuality Information and Education Council of the United States; these resources are evidence-based, fact-based, and medically accurate. She reviewed the elementary growth and development topics. Pinellas is one of only five districts that offers standalone health courses taught by certified health education teachers. Last year the district changed the requirement. Now all 7<sup>th</sup> grade students must take health education. Some students may take the required course online through Florida Virtual School; their curriculum cannot be changed. Mr. Hendrick said the district receives very few parental complaints on what is being taught. Teachers receive extensive professional development and are instructed on what can and cannot be discussed. Ms. Flowers said that several board members met with Pinellas Youth Collaborative members who are promoting comprehensive sex ed curriculum. Dr. Carr brought up the point that state statute does not dictate the required curriculum. We could change. Mr. Hendrick said that would require a change in policy. Ms. Flowers said that if we choose to change the curriculum, we would have to include a much larger group to make that decision. We are teaching comprehensive sex ed, we are just not calling it by that name. Mr. Dudley said it seems like a semantic argument. Mr. Hendrick said the standards taught are the same. Dr. Grego stated that Abstinence Plus is a comprehensive curriculum; it is the name that throws people off, the curriculum is comprehensive. We do more than most districts by using certified health education teachers to deliver the curriculum.
- **3DE Junior Achievement Memorandum of Understanding:** Mr. Mark Hunt, executive director, CTAE, reviewed the following document: *PCS/Junior Achievement Partnership, July 16, 2019*. Dr. Grego shared that this is a pilot program with Junior Achievement that will be rolled out at two schools; Dunedin High and St. Petersburg High. It will begin in 2020-2021 school year. Mr. Hunt shared that 3DE is a significantly organized career academy program; it will be a school within a school arrangement. Junior Achievement has secured the support of local businesses and these partners will provide a variety of opportunities to students; this program is not tied to one career. School implementation teams will begin the work in 2019-2020. The agreement for this program will come before the board at the July 30<sup>th</sup> school board meeting.
- **School/Teacher Communication with Parents:** Dr. Hires and Mr. Ward Kennedy, area superintendents, reviewed the following document: *Communication Between School & Family*. Dr. Hires referenced policy 5420.01-REPORTING STUDENT PROGRESS-ELEMENTARY which clearly outlines the process for keeping parents informed. Mr. Kennedy spoke about the Code of Student Conduct which outlines the expectations for two-way communication between teachers and parents. The expectation is that school staff maintain a positive interaction with families and keep them informed.

- **Restorative Practices Update:** Dr. Grego, Mr. Bob Poth, area superintendent, and Ms. Patricia Wright, area superintendent, reviewed the following document: *Restorative Practices: Integrating PBIS, Restorative Practices, and SEL to Respond to and Meet Learner's Academic, Social-Emotional and Behavioral Needs*. Dr. Grego stated that this is the largest initiative in our district and acknowledged Mr. Mike Gandolfo (PCTA) for his leadership and support. Mr. Poth said this began in June 2015, when they were invited to Washington, DC to convene on the issue of discipline disparity, *Rethink School Discipline*. By addressing discipline in a more positive way, students are more engaged in behavior concerns and school culture. In July 2016, we began our work with the International Institute of Restorative Practices. In 2017, school teams were trained and IIRP facilitated the Train the Trainer model; at least one licensed trainer identified per school. The four phases of this rollout are: 1) Exploration, 2) Installation, 3) Initial Implementation, and 4) Full Implementation. The 2019-2020 school year, the full implementation phase begins. The FAST organization continues to promote the SaferSanerSchools model; which is only a portion of this program. Mr. Keith Hickman, Director of Continuing Education, IIRP, addressed their comment, by stating that the SaferSanerSchools implementation model is a two year program and not a separate model. Pinellas County Schools is using the entire Restorative Practices program and it is being used district wide. At this time, 94% of our teachers have been trained. Ms. Wright shared that a one hour overview training for support staff (school clerks, school bus drivers, etc.) prior to the start of school. On the IIRP website is a Pinellas County Schools video; evidence of our commitment to this program.
- **School Board Meeting Times/Locations:** Mrs. Cook introduced the topic. Ms. Lentino recommended that all school board meetings begin at 6:00 pm. Mrs. Cook asked board members to share their input. Mr. Dudley, Mrs. Long, Ms. Flowers and Mrs. Cook did not agree with the change in time. They prefer the time remains the same as there are any number of work schedules that may or may not accommodate our meeting times. Meetings may also be viewed on the internet. The subject of meeting location was discussed next. Board members thought the meetings that were held in the community this year were well received and the consensus was to have one in north county and one in south county again. Ms. Flowers shared that schools are larger and have AV equipment which may work better for our purposes. The meetings in Oldsmar and Gulfport were well attended, but the venues had limited seating. Mrs. Cook said to give staff an opportunity to select some locations and this topic will be revisited in October. The board approves their meeting schedule at the November Organization meeting.
- **Leadership Discussion:**
  - **Dr. Carr:** She asked if a timeline can be created noting items that come forward for board approval on an annual basis. (Mrs. Cook suggested that we could create that as we move through this year.)
  - **Ms. Flowers:** She met with David Bender and Esme Rodriguez, Equality Florida. They had a conversation about gender identity and bullying language and asked to meet with our Prevention Office to consider language that would help to protect our students. There was no concern with moving forward with this request.
    - She advised the board that Art O'Hara's services will be held on Saturday, July 27<sup>th</sup> at 2pm at the Greater Mt. Zion AME Church in St. Petersburg.

- **Dr. Grego:**
  - He distributed the *2019 Facts at a Glance*.
  - He distributed a PCS press release, July 15, 2019: Pinellas County Schools named a “District of Distinction” for innovative student program. The Personalized Learning Pathway is for students in grades 3-12.
  - He distributed the PCS District Strategic Plan 2019-20, draft. It will be coming before the board for approval at the July 30<sup>th</sup> board meeting.
  - He distributed the *Legislative Report, Florida Association of District School Superintendents, Final as of July 2, 2019, Joy Frank, General Counsel*. This report explains how legislation impacts education.
  - He shared that the district’s ELL plan has been approved by the state.
  - He said the CareerSource Pinellas Board called for a school board nominee to serve on their board. He said that in year’s passed, Mr. Mark Hunt, executive director, CTAE, served. After some discussion, it was decided that he will clarify with the CareerSource board, and if a district administrator can serve, he will recommend Mr. Hunt, since it relates to his work in the district.
- **Mrs. Cook:** She discussed two Master Board related items. 1) At the Master Board training, the board developed a “Who Are WE?” statement. She asked the board to review it and decide how they would like it to be used. 2) She asked for consensus on a date for the next Master Board training. September 19 was selected from 9am-1pm.

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 4:46 p.m.

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Chairperson  
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Secretary