

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

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, October 17, 2017, at 9:01 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.

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

The following topics were discussed:

- **Pinellas/Hillsborough Collaborative:** Dr. Grego and Superintendent Jeff Eakins, Hillsborough County, discussed the collaborative partnership between the two school districts. Dr. Grego introduced Ms. Suzanne McCormick, President and CEO, United Way Suncoast; Mr. Emery Ivery, Tampa Bay Area President, United Way; Ms. Melissa Erickson, Alliance for Public Schools; and, Mr. Van Ayres, Deputy Superintendent, Hillsborough County Public Schools. Mr. Ayres shared a presentation: *Building a Pinellas/Hillsborough Learning Partnership*. He stated that in spring 2015, Hillsborough County began GradNation to promote higher graduation rates. In fall 2015, Pinellas initiated it and in spring 2016, a collaborative event was held for Hillsborough and Pinellas. The intent of the summit is to raise students' awareness on the importance of graduation and closing the achievement gap. Hillsborough began the work of finding a framework for a learning partnership among school districts. The Fresno Unified School District and Long Beach Unified School District had begun the work; they used their model of finding common priorities among neighboring districts. It is important to find the focused areas. For the Hillsborough/Pinellas collaborative there are three: early childhood, college and career connections, and high school graduation. Dr. Grego noted that this effort is about synergy and the sum of our parts to be greater. It is for the betterment of the region. Ms. McCormick shared that United Way Suncoast has a regional strategy encompassing five counties promoting early learning and financial stability for families. They are committed to supporting programs and organizations that work toward that end. Mrs. Lerner asked what Pinellas has learned from Hillsborough. Superintendent Eakins spoke of their early childhood education programs and how to build that out. He also shared that Long Beach Unified School District has a high quality early childhood program which has positive outcomes in their graduation rates. Ms. Erickson stated that the work will begin with principals. Administrators from each district, that have the same areas of responsibility, will find commonalities and share ideas about what works. Ms. Flowers shared that she feels this is a great partnership; we are so close with Hillsborough; many families move from county to county for higher education and employment opportunities. Mrs. Cook said that this structured networking is very powerful with a lot of benefits. Dr. Grego thanked the presenters for attending.

- **Equity with Excellence:** Ms. Hillary Van Dyke, senior professional development coordinator, reviewed the following documents: *What are our teachers learning about CRT?*, *The Path to Become an Equity Champion*; and, *6 M's of Culturally Responsive Instruction*. Mr. Kevin Hendrick, associate superintendent, teaching and learning services, stated that our district strategic plan goal # 4 addresses equity and excellence for all. Many of our staff in the teaching and learning department, as well as instructional staff, have been trained. Ms. Van Dyke said the next step is to start the process and have site teams. The goal of these sessions is to raise awareness and understanding. When adults have the opportunity to reflect on situations that were uncomfortable due to bias, prejudice or stereotyping; it allows them to understand how a student would feel in a similar situation. Additionally, instructors begin to understand that when they plan their lesson so it is student driven; the content has to be important to them to make the connection. Mrs. Lerner shared that the district needs to continue to promote the principals' multicultural committee programs. These programs raise awareness for all students. She also asked about culturally diverse reading materials being available for students. Mr. Hendrick shared that his department provides culturally diverse reading materials through referendum funds; and, that PMAC is an active program. He also noted that when he does an ISM visit; he looks for the availability of appropriate reading materials. Mrs. O'Shea stated that it is important to push students to work on their strengths and not their weaknesses; and, to guide them into different programs. Ms. Van Dyke led the board in a short activity that is used in the training.
- **Restorative Practices:** Area Superintendents; Mr. Ward Kennedy, Dr. Barbara Hires, Mr. Bob Poth, and Ms. Patricia Wright, reviewed the following document: *Tiered Breakdown of Restorative Practices*. Mr. Poth began by saying that the language is embedded in the way we work with students and building those relationships. He explained how a person's emotions are their biography. It is important for interactions to have a non-punitive response to wrong-doing. Ms. Wright shared that 106 schools participated in a three day training along with transportation department staff and PCTA. The 106 school teams had an opportunity to speak with each other as to how to roll out restorative practices. The training continues, and by the end of next week all school teams will be trained. This is now a way of work. Mr. Kennedy said that as schools are implementing these practices; it will become embedded in our culture. He distributed a laminated card that is given to staff to be worn with their identification badge. On one side are restorative questions I -To respond to challenging behavior. On the other side are restorative questions II -To help those harmed by others' actions. Circles are being used in the classroom to build personal relationships. Dr. Hires said phase one of the training will be completed at the end of this month. Phase two will be support staff training; so that everyone is aware of this way of work and to continue to support the infrastructure. Phases 3-4-5 will be during 2018-2020. Professional development will continue throughout. Mrs. Long shared her concern that during a walk-through, teachers may not be at the exact point in the pacing guide because circles take extra time; but, she knows that building those relationships improves the quality of instruction. The area superintendents acknowledged their support of relationship building. Mrs. Lerner asked about situations involving the most disruptive students. Mr. Kennedy said they are taking

more time with these students to discuss the incidents; and, Ms. Wright said they use the process when re-integrating the student back into the classroom. Ms. Lentino shared her support of this practice as it is reducing referrals and suspensions. Dr. Grego said that principals have shared with him that the culture in schools is changing as a result of this initiative.

- **2018-2019 Instructional Calendar:** Ms. Paula Texel, assistant superintendent, human resources services, and Mr. David Richmond, managing officer, payroll operations, reviewed the following agenda item: *Request Approval of the 2018/2019 Instructional Calendar and Special Observance Days*. Ms. Texel stated that the calendar committee had to meet twice in September due to the hurricane make-up days, and the need to complete the recommendations for 2018-2019. For the 2018-2019 school year, teachers will begin on August 2 and students on August 13; the last day of school will be May 29. She said they were unable to make it before Memorial Day due to the fact that school cannot begin prior to August 10; which is a Friday in 2018; and, the 3 day difference pushed the last day to May 29. The hurricane make up days have already been selected. When the student calendar is devised they allow for one non-student day between grading periods.
- **Real Estate/Facility:** Mr. Clint Herbic, associate superintendent, operational services, shared updates about the following properties:
 - **St. Petersburg High School:** He reviewed the handout *St. Petersburg High School Capital Outlay Plan Summary*. He shared that St. Petersburg High will have about \$20 million in renovations and new construction to meet the facility needs. New construction will encompass the Construction Academy building; cafeteria; music suite; and courtyard. Renovations will include electrical, water lines, roofing repairs, and mechanical issues. The alumni association is partnering with the district to improve the athletics facilities and have raised one-half million dollars, with a goal of \$2 million, toward the entry way, press box, and artificial turf. Mrs. Lerner asked about the cost and use of artificial turf. Mr. Herbic shared that the average football field with artificial turf is \$700,000-\$850,000 with a lifespan of approximately 15 years, and there is no significant increase in injuries with the newer products. There is cost associated with turf fields such as maintenance, fertilizers, and pesticides. Dr. Grego said that it is a point well made to examine total costs for both options.
 - **Clearview Adult Education Center:** Mr. Herbic said that the proposed plan for this property was to partner with the community to provide childcare for the evening programs that are held at the center. He is working toward an agreement with Pinellas Sheriff's Police Athletic League (PAL) to lease an unused portion of the building for childcare and athletic programs.
 - **Curtis Fundamental (former location on Holt Ave., Clearwater):** Mr. Herbic shared that the Homeless Emergency Project (HEP) is interested in this property; they have been working on a defined plan for the use of the property. He is scheduled to meet with them October 18, 2017. He has been advised that Belle of the Ball, who uses a portion of this property, will be permitted to continue their program. Mrs. Long said that she supports this plan, as did Mrs. Lerner.

- **North Ward Elementary:** Mr. Herbic shared that City of Clearwater Mayor Cretekos is close to bringing a proposal to the board regarding their long term plans to revitalize the development of the marina area.

Mr. Herbic stated that, five years ago, the district had fifteen vacant properties. If the proposals for the three properties (Clearview, Curtis, and North Ward) moves forward the district will be at zero vacant properties.

- **Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services, and Mr. Clint Herbic, associate superintendent, operational services, reviewed the following: *Org chart for Operational Services, Facilities Planning, Design and Construction-existing and proposed, and Operations Division Organization chart changes October 17, 2017*; job descriptions for *Building Code Administrator; Manager, Facilities Design; Civil Engineer; Service Contracts Technician; Manager, Transportation Area; Transportation Route & Safety Auditor; Customer Service Analyst; Supervisor, Transportation Field Operations*; and, the *Transportation Career Ladder*. The changes to the organization chart were reviewed and explained. The cost savings associated with these changes is calculated at \$27,737.00. Mr. Herbic shared that the need for a building code administrator is due to the fact that we are self-permitting and currently staff are signing off on their own permits; he wants to put checks and balances in place. Mr. Herbic spoke about the vision for the career ladder in the transportation department. He hopes to encourage school bus drivers to remain in the district and encourage them to move forward in their career. Bus drivers are required to have a high school education, a good driving record, and CDL license. If a driver is interested in promoting through the career ladder, their years of experience can be used to qualify them in lieu of a college degree. The transportation department is hoping that the recent changes in the way of work in their department will help them to recruit and retain school bus drivers.
- **Charter School Application:** Ms. Lori Matway, associate superintendent, student and community services, and Mr. Rick Wolfe, director, charter schools and home education, reviewed the following document: *Application for: St. Petersburg Academy of Math and Science*. Ms. Matway advised the board that they are currently reviewing the application from the St. Petersburg Academy of Math and Science (SPAMS). Mr. Wolfe said there are 22 sections in the application and appropriate district staff are reviewing them. Of the 22 sections, 14 meet the standard, and 8 are partial. The 8 are: student performance, assessment and evaluation; exceptional students; organization plan; management and staffing; transportation; food service; budget; and, financial oversight. Ms. Lentino asked about the operational concern. Ms. Heather Wallace, assistant school board attorney, stated too much control is given to the management company from the governing board with little authority to terminate the management company. Often, larger charter school management companies have contracts that are written in their favor. The district wants charter schools whose boards retain control. Mrs. O'Shea said that the management company should not be the driver; charter schools should bid out for management companies every few years. She said the best charter schools that have operated in our district were the homegrown charters that managed themselves. Ms. Flowers shared her concern with the application for the new location; just because they were successful in one location, it does not appear that they are prepared to open in another. Mr. Wolfe

shared that the Pinellas Academy of Math and Science (PAMS) received a B school grade for the last 3 years; their charter was approved in 2012. He also said that in this application for SPAMS, the budget does not meet their plan, which is a red flag.

➤ **Leadership Discussion:**

○ **Dr. Grego:**

- He spoke about his evaluation by the board and thanked them for their comments. He feels that this has been his most productive year in the position.
- He spoke about HB 7069 and the changes it created in the options available to districts in the management of schools in turnaround status. There was a hybrid model that the district was currently using which is no longer an option. Now there are three options: close the school and reassign the students to another district school; close the school and reopen as a charter school with an external operator; or run the school as a district-managed charter school. The district has three schools in DA status: Fairmount Park Elementary, Lakewood Elementary, and Azalea Middle. It is a top priority to move these schools to a C grade. Of the 3 options, the district would prefer to use the district-managed charter school option. Planning for this option would need to begin in January 2018. Whatever the district proposes, should it become necessary, it would need to be approved by the Department of Education.

Mr. Kevin Hendrick spoke of three other schools that need high levels of support along with the three in DA status. They are Mildred Helms Elementary, Midtown Academy, and Largo Middle. The behaviors at schools are tough and school administrators spend much of their time dealing with these issues. Because of the levels of support at these schools there are extensive site visits, which also need the attention of a school administrator. Mr. Hendrick is recommending an administrator on special assignment to coordinate the site visits and to serve as a mentor to the administrative teams at these schools. He is recommending Mr. Bob Gagnon, assistant principal, Northeast High School. He has personally worked with Mr. Gagnon and feels that his skill set meets the task.

Mrs. Krassner asked about supports in place for teachers at the schools. Mr. Hendrick stated that there is no lack of support for the teachers. There are teacher vacancies at some of these schools; and, he has filled those positions temporarily with district coaches. It is preferable to substitutes, coaches are better equipped to drive student achievement.

Dr. Grego said that we need to be proactive and trust in Mr. Hendrick.

- He shared the PCSB 2018 Legislative Platform for the board to review.
- He shared the proposed board meeting dates for the 2017-2018 school year. The board members will review the dates for any conflicts.
- He advised the board that he will be attending the Council of Great City Schools conference in Cleveland, Ohio, October 18-21, 2017.

- He shared the letter that was sent to the Pinellas County Legislative Delegation, signed by him and on behalf of the school board, regarding HB 7069 in the interest of promoting resolutions.
- **Mrs. O'Shea:** She attended the DMAC meeting on Thursday, October 12, and said that the meeting went very well.
- **Mrs. Lerner:** 1) She shared an excerpt from the *DOE 2017-2018 Uniform Statewide Assessment Calendar-estimates of total testing time by grade level*. She wanted to know if there was any leeway in the number of minutes for testing on district assessments. She said we have a decentralized decision making policy that we need to look at in relationship to the management of what is in the best interest of each of the schools' population. She said that instruction often takes time and teachers may not be on the pacing guide. 2) She enjoyed the activity during the CRT presentation and stated that she would like an opportunity to have more in depth conversations with staff and the board; perhaps this could be accommodated in the summer months. She asked board members to send topics to the office administrative assistant.

Following discussion by board members, it was recommended that Mrs. Lerner's suggestion to have more in depth conversations on topics might be accommodated as part of their FSBA Master Board training. Mrs. O'Shea said that the dates for the completion of the FSBA training need to be scheduled; the board has until May 2018 to complete it. Recommended dates can be discussed at the next workshop.

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 1:05 p.m.

Chairperson
w.17October17

Secretary