

**SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – July 18, 2017**

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, July 18, 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.

Dr. Grego asked Mr. Kevin Smith, associate superintendent, finance and business services, to share concerns with the board regarding the upcoming public hearing on the budget. Mr. Smith said that he has not received the FEFP calculation from the state; and HB7069 changes the picture for the district's capital outlay funds. A proposal was made to move the public hearing to Tuesday, August 1, 2017, at 5:01 pm, to accommodate this delay. The change was agreed upon and will be voted on during the School Board Special Meeting immediately following this workshop.

The following topics were discussed:

- **Pupil Progression Plan:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following document: *Proposed changes to the policies in the 2017-18 Student Progression Plan*. Mr. Hendrick stated that there are 18 recommended changes to the Pupil Progression Plan. The handout shares the rationale for each of these changes and an asterisk beside the change indicates it is due to House Bill 7069. Dr. Shana Rafalski, executive director, elementary education, spoke about the change to Policy 5410.01, lines 38-39, which addresses recess. Mrs. Cook requested the wording read twenty minutes daily instead of 100 minutes per week. On page 6, lines 14-15, the requirement to immediately notify parents of a K-3 student with a substantial reading deficiency is addressed; and how their progress will be monitored is noted on page 10, line 40-41. Ms. Flowers asked Dr. Rafalski how many students did not promote at the conclusion of Summer Bridge. It was stated that there were 96 students. Mrs. Lerner asked about the Read-at-Home initiative; she asked if there was participation in this program. Dr. Rafalski indicated that there is participation and they are working with agencies to fund it. Mr. Dywayne Hinds, executive director, middle school education, addressed the elimination of the career planning course, page 16, lines 40-42. He said that even though this is no longer required, the district finds value in it, and will continue with 8th grade career planning. Dr. Rita Vasquez, executive director, high school education, spoke about the Seal of Biliteracy Designation, page 37, D; and, the requirements for that designation. Dr. Grego thanked his staff for the concise overview of changes and the inclusion of the biliteracy designation for graduates.
- **Property Update:** Mr. Clint Herbic, associate superintendent, operational services, and Ms. Charlene Beyer, real estate analyst, shared information regarding the sale of the

Norwood property. Ms. Beyer stated that there was a lot of interest in the property; she showed it fifty times. There is an offer for \$930,000 with no contingencies. The property appraised at \$798,000. The purchaser intends to construct affordable housing with specific language in the contract that will allow for a percentage of the units to be available for Pinellas County School Board employees. The number of units to be constructed is not certain at this time. Those determinations are managed through the City of St. Petersburg. Dr. Grego said that with board permission, they will move forward, and go to contract. The board did not raise any objections to this proposal.

- **Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following job descriptions: *Behavior Specialist; District Behavior Specialist; Coordinator, Other-Pre-Kindergarten Exceptional Student Education; Coordinator, Other-Special Olympics; Employee Benefits and Compliance Analyst; Benefits Analyst; School Bookkeeper II; School Bookkeeper I; and, Assistant to Bookkeeper.* Ms. Texel spoke about the behavior specialist positions. One is school based and one is district based. The district based position is set up to support teachers and students. The school based position allows for up to 30% of their time to be used for general population students. Mrs. Lerner asked about the CPI (Non-Violent Crisis Intervention) training listed as a preferred qualification. She feels that it should be required for these two positions. Ms. Texel said the change will be made prior to board approval. Dr. Corbett added that CPI training is no longer a requirement for teachers; however, if there is a unit at a school, then a team is trained in CPI. The Pre-Kindergarten ESE position will be part of a team that supports PreK ESE students. Ms. Texel said the Special Olympics position will not be moving forward at this time. The Employee Benefits and Compliance Analyst position is in place to support our change to self-insurance. This position was planned for when the district decided to self-insure. The bookkeeper positions are existing positions that needed to be updated. Ms. Lentino asked how decisions are made on the addition of positions. Dr. Corbett noted that he tracks the addition/deletion of positions. Through the reorganization that has occurred the last few years; the district has reduced salaries by \$1.3 million. Ms. Texel noted that HR constantly and consistently reviews the impact of job changes.
- **Transportation Reorganization:** Mr. Clint Herbic, associate superintendent, operational services, and Mr. Rick McBride, director, transportation, reviewed the following documents: *Recruitment, Training, and Retention Team (RTR); Operational Services Transportation, organization chart, revised 12/02/16; and, Operational Services Transportation, organization chart, revised 07/13/17.* Mr. Herbic said that school bus drivers are a critical position in our district. By creating the Recruitment, Training and Retention Team, support and mentorship will be in place to assist drivers. If a driver needs additional support there is the opportunity for a ride-along. Mr. McBride noted that there are 460 bus routes covered by 455 bus drivers. There are 75 new applicants that are currently going through the hiring process. With the RTR Team, recruitment will be an ongoing effort. The hope is to offer monthly training classes to maintain sufficient staff to cover all the routes. Mrs. Lerner asked about the RTR Team serving as relief drivers. Mr. Herbic said through this new plan, there is the hope that the district will not need as many relief drivers, but they will continue to serve in this capacity. The intent is to coach,

train, and support bus drivers in order to retain bus drivers. Potential succession plans within the transportation department will be shared with the drivers. Some drivers have the desire to promote within; therefore, a better job will be done of communicating those opportunities. Dr. Grego said that Mr. Herbic and Mr. McBride have done a great job of filling driver positions. He will be at the Transportation In-Service early morning, July 31; to bring greetings. The bus driver of the year will also be announced that day.

- **What's New for 2017-2018:** Dr. Grego reviewed the document: *What's New for 2017-2018*. He noted that the MAP assessments have proven to be very valuable and their use will be expanded to all elementary schools. Restorative Practices will be embedded into curriculum. He highlighted new programs being offered at Pinellas Technical College and the addition of an alumni association. Middle school grades will be added at Disston Academy. This is a result of space becoming available at the site due to the Extended Transition programs being relocated to several of our high schools. The initial idea of using Catapult Learning for services for part of our Educational Alternative Services has been abandoned. Mr. Tom Lechner, assistant superintendent, technology and information systems, reviewed what is new in his department. The Title I department will evaluate expenditures and desired outcomes when developing their budget. Ms. Lentino asked Ms. Texel about the progress being made to recruit black teachers. Ms. Texel said that she will have that data in September or October and will share it with the board. Currently positions are still being filled across the district. Mr. Herbic, associate superintendent, operational services, spoke about the new school work order system, School Dude. It is used successfully by many school districts across the country. He also mentioned that the training program for campus monitors has been extended this year. Campus monitors are paraprofessionals who serve at middle and high schools. Dr. Grego said our departments are collaborating more across the board. During his executive leadership meetings, they continually review the district's progress.
- **Memorandum of Understanding with Lutheran Services:** Dr. Corbett and Dr. Shana Rafalski, executive director, elementary education, spoke about the MOU with Lutheran Services, an early childhood education provider. They shared the plan to add a preK program at Midtown Academy because of the location and space availability; there are five unused classrooms. A Head Start program would be put in place there; four rooms for classes and one room for an office. Changes to the property would need to be made to meet Head Start guidelines; including, the addition of a playground. A lease agreement and a series of MOUs may be on the August 22nd board agenda. The plan is to relocate an existing program to Midtown Academy in late November. This new space will increase capacity and improve the quality of offering for early childhood education in the midtown area. Through this partnership, program effectiveness could be tracked. A collaborative training agreement will be part of the plan. Mrs. Cook said she would like to see a "control group" to track hard data; this would show evidence of the importance of preK education. Ms. Flowers said that she is the school board representative who serves on the R 'Club Board. She mentioned the Fillmore Center Head Start program, which is near Midtown Academy. She questioned if the intent was to move that program to Midtown Academy. She also shared that the Jordan Park Head Start program is underutilized due to lack of transportation. She stated these concerns because they may

be potential roadblocks. For example, some instructional methodologies are not permitted in Head Start programs, the vendor versus delegate issues, and the federal funding based on student attendance and not enrollment. Mrs. O'Shea noted that Head Start is a federal program and Voluntary Pre-Kindergarten is a state program. She said VPK attendance is tracked by zip code, and there is a drop in participation in the areas where our most struggling schools are located. She asked how these programs can be promoted to ensure attendance by students in these disadvantaged areas. Mrs. O'Shea said she used to serve on the Early Learning Coalition and had knowledge of these issues. The voluntary PreK began in 2000. Head Start programs also have different teacher requirements than other providers and they are half day programs; the district would be interested in offering a full day and possibly after care options. We would need to determine if there is funding to support these services. Mrs. Lerner shared her concern with the sustainability due to federal changes in budgeting money for these types of programs. Ms. Lentino stated that private providers have had problems hiring because certification guidelines are challenging for workers to attain due to low wages. Dr. Grego said voluntary preK funding has been reduced by 50%; and, there are lots of details still to be worked out, while keeping quality at the forefront of this project.

- **District Strategic Plan:** Dr. Mary Beth Corace, director, strategic planning and policy, reviewed the following document: *PCS Strategic Plan 2017-18 Strategic Goals 1 and 7*. She stated that the DSP comes before the board for approval in September 2017. She addressed Strategic Goal #1/Action Goal # 17 which addresses the Kindergarten Readiness Collaborative with Hillsborough County. This action goal was added after the June 27, 2017, school board workshop. Strategic Goal #7/Action Goal #4 addresses the change in the requirement for districts to have a digital classroom plan. Pinellas will still implement the plan, even though the Department of Education has removed it as a requirement. This action goal was updated since the June workshop due to this change.
- **Climate Survey:** Dr. Dan Evans, executive director, assessment, accountability, and research; and, Dr. Mary Beth Corace, director, strategic planning and policy, reviewed the following documents: *AdvancED Survey, Based on Five Standards of Educational Quality* and *2017 School Profiles Report-Middle Schools*. Dr. Grego said Dr. Evans and Dr. Corace are in charge of the climate survey process; and, the purpose of the survey is improvement. Dr. Evans shared that there are three benefits of using the AdvancED survey process: 1) it is a research based instrument that provides objective feedback, 2) it offers a 360 degree perspective of all stakeholders; students, parents, and employees, and, 3) it is utilized for continuous improvement. Dr. Corace said the Quality Journey began in the district in 1993. She cited an example of how survey questions are appropriately worded based on the stakeholder group. The AdvancED survey has been used for three years with a 68% increase in responses and triple the number of open comments. The survey is available electronically and paper/pencil. Each of the area superintendents was called upon to share how they utilize survey results with the express purpose of improvement. Mr. Ward Kennedy said that he discusses the survey results with his principals on an ongoing basis and during their evaluation. Ms. Patricia Wright said the results bring a sense of awareness and/or a call to action. Mr. Poth said that it helps to build the skill of the principal and the growth needs of other district

leaders. Dr. Hires said it encourages celebration and provides the opportunity to address staff issues. Principals Carmela Haley, Tracie Bergman, and Nicole Wilson were present. Dr. Evans said the survey data is shared at principals' meetings and utilized when creating School Improvement Plans. Mrs. Long asked how we encourage parent input. Principals shared several ways they reach out to parents: 1) had a computer available for their use at the school and/or distributed paper/pencil copies 2) gave an incentive during a fair or parent night 3) distributed printed copies while the parents are waiting in the car circle 4) advertise in the newsletter 5) post on the school website 6) communicate the information through school messenger and/or email to families. The survey can be translated into numerous languages. Mrs. Cook said that she believes this is the best survey tool we have used. Mrs. Long said that there are pockets of low morale and we have to build trust; some staff are under the impression they will be "found out" if they respond honestly. Dr. Grego said the survey and the survey results are managed through AdvancED. Mrs. Lerner thanked Dr. Corace for her leadership.

➤ **Leadership Discussion:**

- Dr. Grego: He spoke about HB7069 and the potential for a lawsuit. There has been conversation among other districts regarding the legalities of this legislation. Following Mr. Koperski's remarks, Dr. Grego reviewed the draft of the letter he intends to send to the members of the Pinellas County Legislative Delegation regarding the formula for sharing levied millage funds (capital outlay funds) with charter schools. Due to the low debt carried by Pinellas County Schools; we would have to relinquish an unjust portion of these funds, approximately \$25 million over the next five years. Our state approved capital outlay five year plan would experience cancellation of projects or huge delays. The board agreed that they would like for the letter to come from the superintendent and school board.
- David Koperski: He advised the board that 15-20 districts have been participating in conference calls among their board attorneys. They have discussed what can be challenged and who would challenge it. The Broward County School Board approved an expenditure of up to \$25,000 to enter into an agreement with other school districts to challenge the bill. St. Lucie County School Board approved \$10,000 to enter into action with other districts. Based on discussions, it would probably be one lawsuit with several plaintiffs and a legal firm would be hired to prosecute the case. He said that he does not believe any suit will be filed immediately. There are several grounds that are being explored: single subject rule, Schools of Hope, charter contracts, LEA (local education agency) designation, and the 1.5 millage for capital outlay to be shared. He noted that at this point we must follow the law; and, he will continue to update the board.
- Rene Flowers: She reminded school board members that it is time to begin drafting the 2018 legislative platform and asked for input. She serves as the district's FSBA legislative committee representative.
- Carol Cook: She advised that suggestions may be submitted by individual FSBA members for the FSBA legislative platform and by boards as a whole.

- Terry Krassner: She requested and received input from several departments and Pinellas County organizations to gather ideas for legislative priorities. They have been shared with Ms. Flowers.

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 2:41 p.m.

Chairperson
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Secretary