

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – September 18, 2018

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, September 18, 2018, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Ms. Rene Flowers, Chairperson; Mrs. Peggy L. O'Shea, 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:

- **Career, Technical and Adult Education Update:** Mr. Mark Hunt, executive director, career, technical and adult education, and Ms. Paula Johns, CTAE coordinator, reviewed the following documents: *Fall 2018-19 Academy of Distinction Designees, Industry Certifications, Newsletter of the Dixie Hollins and Clearview Adult Education Centers-August 2018-"Inspiration", 2018-19 Career Technical Education Middle School Courses, and 2018-2019 Career Technical Education High School Courses*. Mr. Hunt shared that more than 5,000 students participate in our 270 STEM Academies. What students learn through STEM participation, positively impacts them in other academic areas. In our middle schools there are 22 Career Academies with more than 7,000 students participating. The middle school academy experience is connected to high school programs. The sixth grade wheel includes exposure to career, technical education. In our high schools more than 66 courses relate to career, technical education and 40 Career Academies have an enrollment of more than 23,000 students. CTAE connects kids to learning and offers industry certifications in a wide range of fields. Ms. Johns shared that in the 2017-18 school year, 13,494 industry certifications were earned; 98 of those by elementary students. The Academies of Distinction, which are taught by certified educators with industry certifications, has the end goal of a traditional diploma and industry certification. The Pinellas Education Foundation rates the academies with 11 rubrics and submit the documentation to the National Career Academy Coalition using national standards. This is a two year cycle of renewal. The Pinellas Education Foundation recommends the Academy of Distinction designation. CTAE has specific goals as outlined in the District Strategic Plan. For students not currently enrolled in an academy; the district is working on a summer internship program that will offer an industry certification. Mrs. O'Shea asked what the district is doing to increase enrollment. Mr. Hunt said they are aware there are students not engaged; they are working toward more wall-to-wall academies like Clearwater High. Mrs. Lerner was very appreciative of the progress being made in career education. She spoke about our most struggling students and the need to work toward engaging them. Mr. Hunt said they are working at looking at each student; where they are at and why. Then work toward getting them in a CTAE program. Mr. Hunt said there are many single courses available that students can take to explore their interests. Ms. Lentino asked what

elementary students have available. Mr. Hunt said that there are computer training opportunities and STEM academies. Ms. Flowers shared that some students struggle with involvement in CTAE opportunities because they are struggling with the number of courses they need for graduation. Mr. Hunt said there is the dual enrollment opportunity in high school with Pinellas Technical College. Mr. Hunt continued with information on adult education programs; more than 13,000 students are enrolled. Recently the first graduate from the Clearview Adult Education Center was at the Countywide Graduation ceremony. They work with adult education students to transition into programs at PTC. Enrollment in Pinellas Technical College is up 3%, which is a good indicator. Typically, when the economy is good, enrollment in technical colleges is down. Also, the average student age has decreased from 28 years of age to 26. At Pinellas Technical High School at Seminole there will be 600 full time students next year.

- **Potential Name Change of Pinellas Technical High School at Seminole:** Mr. Bob Poth, area superintendent, and Mr. Mark Hunt, executive director, career, technical and adult education, reviewed the following document: *Request Approval to Change the Name of the Pinellas Technical High School at Seminole to Richard O. Jacobson Technical High School at Seminole*. Dr. Grego introduced Dr. Stacy Baier, president, Pinellas Education Foundation. Mr. Poth spoke of Mr. Jacobson's philanthropic endeavors and shared a quote by Dick Jacobson that is posted on the Richard O. Jacobson Foundation website, "It's all about changing lives, and working with organizations that help the most people in the most effective way." Dr. Baier shared that Dick Jacobson learned about the work the Pinellas Education Foundation was doing with Pinellas County Schools and the culinary arts program. The R. O. Jacobson Foundation came to Pinellas and invested in the Clearwater Marine Aquarium and Jacobson Culinary Arts Academy at Tarpon Springs High. The R. O. Jacobson Foundation has agreed to donate \$5 million dollars to Pinellas County Schools for the new technical high school. A new veterinary science building will be built at that site. Mrs. Lerner said this is a wonderful opportunity. She said that the new Pinellas Technical High School at Seminole is being confused with Pinellas Technical College. Staff and SAC members are fine with changing the name of the school. The school is currently being referred to as Tech High. Mrs. O'Shea attended a community meeting in Seminole and she shared that they are fine with the name change also.

- **Charter Schools:**
 - Ms. Lori Matway, associate superintendent, student and community services and Mr. Rick Wolfe, director, charter schools and home education, reviewed the following document: *Request Approval of the 2018-2019 School Improvement Plan for Plato Academy Pinellas Park*. Ms. Tonia Cunningham, principal, Plato Academy, and Ms. Dagmar Ortiz, Plato Board Member, were in attendance. Ms. Matway shared that in 2016-17 the school received an "I" grade and for 2017-18 received a "D" grade. In accordance with state statute they must submit a school improvement plan to their sponsor. A minimum of nine components must be addressed in the plan. Ms. Cunningham stated that new students are coming in with lower ability; there are some discipline and attendance concerns. The school has 422 students grades K-7. Mrs. Lerner asked if there is a guidance counselor

or social worker on staff to address attendance issues. She was advised that there is a guidance counselor. The request for approval will come before the board on September 25, 2018.

- Mr. Rick Wolfe reviewed the document: *Request Approval of the Amendment to the Charter School Contract for Academie Da Vinci to Change the Primary Curriculum*. Mr. Wolfe shared that Academie Da Vinci is a high performing charter approved in December 2000. They are under a fifteen-year renewal. They are requesting to change their mathematics curriculum from Go Math to Eureka Math. The request for approval will come before the board on September 25, 2018.

- **Mental Health Plan Update:** Ms. Lori Matway, associate superintendent, student and community services, and Ms. Donna Sicilian, executive director, student services, reviewed the following documents: *Mental Health Allocation, Student Services Update* and *Request Approval of the Agreement With Directions for Mental Health, Inc.* Ms. Sicilian shared that the mental health and wellness plan was approved by the board at the July 31, 2018 board meeting. The major components of the plan are community partnerships, access to school-based mental health professionals, and training. The staff training videos have been very well received. To date, 11 of the 16 additional school-based mental health professionals have been hired. An additional staff person has been added to the prevention office. The Sandy Hook Promise program begins September 24th with *Start with Hello* week. There is a full-time staff person in place to fully implement the Sandy Hook Promise. The district received no responses from the request for proposal for a day treatment model with community services. The department will edit the scope of work and release a new RFP. Mrs. Lerner shared that she has been waiting for years for community partnerships expansion of services; and though the reasons for needing it are not good, she is pleased. In addition to a fully staffed prevention office at the district. She thanked Donna Sicilian for her work.
- **College Board Report:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Ms. Judith Vigue, director, advanced studies and academic excellence, reviewed the following document: *College Board Advanced Placement Program-Pinellas Update*. Mr. Hendrick shared that there are 10 goals in the district strategic plan that address advanced studies. Last year there were 20,000 qualifying scores equal to 3 credit hours per score. Ms. Vigue shared that the feedback from the assessments has proven invaluable to students. They can track their growth. They can go online and review their incorrect answers with the correct response. They also receive quality feedback that advises them as to which course of study they will experience the most success based on the testing data. These courses allow students to reduce the cost of college. Students enrolled in AP Capstone are well prepared for college. The College Board affords students access to the online Khan Academy program. Summer 2019 all sixteen high schools will offer AP Jumpstart and a common assignment will be given. Regional student support sessions will be set up for students across the district. From 2013 to 2018 there has been an increase of 56.7% in the number of Advanced Placement exams taken; with a 50.7% increase for students who received a 3, 4, or 5 qualifying score. The AP Capstone program was started four years

ago and is now offered at all of our high schools. Our district has served as a pilot for AP resources that will be deployed in 2019-20. This sets our district ahead in the nation. Ms. Vigue was very appreciative of having the opportunity to attend the AP Conference in July. College Board participated and educators had the opportunity to share practices. Dr. Grego said that he is very proud of this program and there is evidence that students placing themselves in more rigorous courses have a higher success rate overall, even if they do not receive a qualifying score for college credit. Ms. Vigue said that she was very pleased to be approved to hold the AP Summer Institute at Boca Ciega High because it is very difficult to receive approval from the College Board.

- **Job Study Process:** Ms. Paula Texel, assistant superintendent, human resources services, and Ms. Lisa McCann, senior compensation analyst, reviewed the following document: *Process for Job Reviews 090918*. Ms. Texel spoke about the process to review a job. A request is received in human resources by either an area superintendent, executive leadership team member, or the job group. The compensation team schedules a meeting to develop an understanding of the reason for the review. They look at the job description, its impact in the district, the complexity of the job, the education requirements and use that information for comparison purposes. Since the district recently received a request from the elementary secretary-bookkeepers to review their compensation, that job will be used as an example. In 2002 the Anderson Study was conducted in the district. The position was categorized as a D08. In fall 2003, an appeal was made due to the volume of work. No changes were made, but a one-time supplement was paid. In July 2006, the position was raised to D09; to equal about \$1,000. It equaled about a 10% pay raise. In July 2018, board members requested a review of this job title. Comparable data was gathered from six school districts. The average pay for the position, based on that data is \$16.53 per hour; our district average is \$17.98. The job was also compared to other district positions with similar complexity and education requirements. The elementary secretary/bookkeepers are requesting they be raised to a D11, so a comparison was made with other jobs at that level. The compensation team reviewed the impact of the PreK/VPK programs that are at 67 of the elementary schools; reviewed the turnover data; and the variation in the staffing and task assignment at each site. Two-thirds of the secretary/bookkeepers that left the job were either for promotion or retirement. The compensation teams findings were: 1) some districts have a 40 hour work week, compared to our 37.5; 2) our district pays \$17.98 average per hour compared to the average of \$16.56 with other districts; 3) the D08 designation is similar in impact and responsibility to other job titles in our district; and, 4) the reasons for leaving the job are typical. Ms. Texel advised that the clerical hours at preK/VPK sites equate to about 40 clerical hours annually per school. These additional hours would not be required of the employee. Dr. Grego shared that there are between 16 and 46 students at a school housing these programs. It was noted that this group is not represented by PESPA, but they do benefit from the association's negotiations. Ms. Texel will reach out to the group involved and communicate their findings.
- **Bridging the Gap Evaluation:** Dr. Lewis Brinson, minority achievement officer, and Dr. Dan Evans, director, assessment, accountability and research, reviewed the following documents: *Bridging the Gap Plan, Annual Report to the Community, Key Research*

Findings 2017-18, and Bridging the Gap FAQs, updated-September 2018. Dr. Brinson shared that 2017-2018 was year one of the implementation of the BTG plan and gains were made in five of the six goals. Gains indicate that we are moving forward and we continue with the plan. With rigor and fidelity we will continue to move in the right direction. We continue to look at what we do right and what we can do better. Dr. Evans shared that our plan is getting state and national recognition. We are funding resources and installing teams of trainers in the schools. Our next steps are to address if the schools are embracing the plan and making it their own; working toward a mindset shift; working to raise scores in K-5 ELA; and to work to retain good teachers. Dr. Brinson added that we need to look at each school individually to determine where they are in the plan and have some courageous conversations. We want to move from a fixed mindset to a growth mindset for both teachers and students. He held a college planning boot camp for rising seniors this summer and students are beginning to understand the relationship between stronger coursework and better results. One step at a time, keep the focus, and we will get there. Mrs. Lerner said we need to analyze data and determine what we really need and what we can eliminate to address interventions for students; teachers need more leeway. Mrs. Krassner shared that there seems to be so many needs assessments; the pacing guides; there is so much on the schools. Dr. Evans stated that the school improvement plan process is working to address that issue. Dr. Brinson said we need to strike a balance. A lot is mandated and what is working best for students at each school is what principals need to address and be held accountable. Dr. Grego shared that our district will be sharing this plan at the Council of Great City Schools conference in October.

- **District Accreditation:** Ms. Jennifer Dull, director, strategic planning and policy, and Leanna Ison, achievement data analyst, reviewed the following document: *AdvancED Engagement Review 2020*. AdvancED district-wide accreditation was awarded in February 2015. In December 2019, the district will have to submit their documentation to maintain their accreditation. Accreditation is the culmination of our work. In November-December of 2018, subcommittees will be formed; there are 7, one per quality factor. Ms. Dull stated that she wants a school board member to participate in each one of them. In October 2018 there will be a kick-off with school leaders; then subcommittees will form and the work will move forward until December 2019. This is part of the cycle of continuous improvement.
- **Policy Updates:** 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 5410.02 - REGULAR PROGRAM CORE CURRICULUM/PROMOTION/RETENTION/ACCELERATION – MIDDLE SCHOOL, Policy 5430 – CLASS RANK, and Policy 5460 – GRADUATION REQUIREMENTS (This is the first reading.); Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 7540.03 – NETWORK/INTERNET ACCEPTABLE USE AGREEMENT and Policy 7540.04 – USE OF ELECTRONIC RESOURCES (This is the first reading.); Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Creation of Policy 2260.01 RELIGIOUS EXPRESSION IN PUBLIC SCHOOLS (This is the first reading.);

Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 8810- THE AMERICAN FLAG (This is the first reading.); and, Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment of Policy 1213 - STUDENT SUPERVISION AND WELFARE; Policy 3213 - STUDENT SUPERVISION AND WELFARE; Policy 4213 - STUDENT SUPERVISION AND WELFARE; Policy 5112 - ENTRANCE REQUIREMENTS; Policy 8405 - SCHOOL SAFETY; Policy 8410 - CRISIS EVENT INTERVENTION AND RESPONSE; Policy 8420 - EMERGENCY EVACUATION OF SCHOOLS; Policy 9150 - SCHOOL VISITORS (This is the first reading.) These agenda items are scheduled to go before the board at the October 9, 2018, board meeting. Ms. Dull shared that the 2018 legislative session impacted the student progression plan. Policy 7540.03 has updated language regarding electronic devices. Policy 7540.04 adds language that addresses bullying. Policy 2260.01 was required by law to be incorporated in policy verbatim; the Florida Department of Education wrote the language. Mr. Koperski noted that this new policy does not give people greater rights than Amendment One of the US Constitution and, it is in line with current court orders. Policy 8810 includes the requirement set forth in HB 7055 to display "In God We Trust"; the district purchased the state crest and has affixed it at the front entrance to schools and school buildings. Policies 1213, 3213, and 4213 address the responsibility to report harmful and/or dangerous activities. Policy 8405 has been updated due to the Marjory Stoneman Douglas Public School Safety Act, but the processes are not new to our district. In October, these policies will come before the board for their first reading.

- **Safety Update:** Mr. Clint Herbic, associate superintendent, operational services, and Mr. Dennis Russo, school safety administrator, reviewed the following document: *Pre-K to 5th, 6th-12th Grade and Adults : Developmental Considerations Associated with School Safety Drills*. Mr. Herbic shared that all the building assessments have been completed and they will be meeting with the sheriffs and local police this week to identify additional hardening efforts. First Responders will have input as to what will make their job easier; what they would need in an emergency situation. These things will be put into place first. The details of the safety plans are exempt from public records. All schools have gates with locks and single points of entry. There is also the opportunity for crime prevention through environmental design; this includes lighting, landscaping and fencing. There is a state grant opportunity for funding that is due December 1; the district is applying for these funds. Mrs. Lerner shared that sheriffs may have a different viewpoint; they deal with buildings that are set up differently than schools. Mr. Herbic spoke of safety drills being handled as a training opportunity and developed to be age appropriate, communicate the message of safety and preparedness, and not interfere with instruction. Mr. Russo spoke about adjustments being made to the videos. He met with district staff and gathered input from both the National Association of School Resource Officers and the National Association of School Psychologists. They are being rolled out as Safety Drills and not Active Assailant Drills. Mr. Herbic shared that Run, Hide, Fight is being changed to an options based training. The Sandy Hook Promise initiative is about safe and sound schools. Mrs. O'Shea asked about the frequency of drills for elementary students; if we can lessen the frequency. Mr. Herbic said that law enforcement states

that it is to be monthly, like fire drills. Mr. Koperski said he reached out to the department of education general counsel and was told once a month. Dr. Grego concurred that this is what the law says; that we will continue to learn with safety in mind, this is new for everyone. Our district is ahead of the curve, a lot was accomplished this summer.

➤ **Leadership Discussion:**

- **Dr. Grego:** He met with Mike Gandolfo, PCTA, who gave his blessing to administer short employee surveys periodically to gather input. He shared a sample survey.
- **Mrs. Krassner:** She will attend the September 25th calendar committee meeting to work toward finalizing the 2019-2020 calendars.
- **Mrs. Cook:** She spoke about legislative issues and revenue sources. She spoke about the collaboration with the Pinellas County Board of County Commissioners and what we were able to accomplish as a result of the joint meeting. They had a better understanding of the issues and the funding that was needed to better serve the community. This may be a better format for meeting with legislators. April 3-5, 2019 is the FSBA Days in the Legislature; but meeting locally and having conversations prior to that is very important. She said that the Greater Florida Consortium of School Boards has lobbyists to help inform legislators. She distributed the *Pinellas County School Board 2019 Legislative Platform-Draft* and *Pinellas County School Board 2019 Legislative Platform Draft Communication Plan*.
- **Mrs. Lerner:** She shared that when meeting with legislators, we need the business community leaders present at the meeting. She also spoke about the Clearwater History Museum at the old South Ward school building. They are starting with two big rooms; one is designated for the history of Pinellas County Schools in Clearwater. They are also renovating the old media center into a community meeting space.

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 2:10 p.m.

Chairperson
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Secretary