

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – February 20, 2018

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, February 20, 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. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Dr. Michael Grego, Superintendent, was not present. He was in Tallahassee with Governor Scott for the convening of Florida Leaders to Work on Solutions to Keep Florida Students Safe.

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

The following topics were discussed:

- **Budget Update:** Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following documents: *The Florida House of Representatives Public School Funding, The Florida Education Finance Program (FEFP) Fiscal Year 2018-2019, January 25, 2018;* and, *Florida Senate Public School Funding, The Florida Education Finance Program (FEFP) Fiscal Year 2018-2019, SB 500, As Introduced February 1, 2018.* Mr. Smith stated that the tax role increased by 6.15% which is a good thing. The House proposal increases total funding by 2.46% and the Senate by 2.6%; however, with a 2.2% inflation rate, it is a minimal increase. Additionally, the price of electricity is due to increase about 1.5%. Within the Senate proposal, there is a 21.22% increase in the Safe Schools Allocation, but divided among all districts in the state, that is not much either. Ms. Flowers noted that the money the legislature earmarks for Safe Schools is not enough to sustain what our district spends on safety. Mrs. Krassner said some of what we provide for school safety comes out of our Capital Outlay funds because what the state appropriates is not enough. And now we have to share our capital outlay funds with charter schools. The House proposal does not increase the Teacher Classroom Supplies Allocation, but the Senate is recommending 39.11%. These recommendations are not finalized. The session is scheduled to end on March 9. Mrs. Cook spoke about proposed legislation that would suspend superintendent and board members’ pay in districts that don’t have adequate reserves (contingency funds) ; but, without appropriate funding, it is difficult for some districts to have those reserves. She noted that Pinellas is not among them. She also said there is discussion that statewide funds would go directly to charter schools; instead of from the districts; and, those funds would have a built-in increase with the rate of inflation. This is not done for public schools. Mr. Smith noted that much of the money in the proposed budgets falls under categoricals. So the funds have to be spent for those items; it does not provide flexibility for the districts. Ms. Flowers said the legislature has had recent talk of increasing funding for mental health in our state, which is a good thing.
- **Legislative Update:** Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following document: *February 16, 2018, Memorandum to District*

School Superintendents from Joy Frank regarding Legislative Update. SB 1434 amends two items for charter schools. First, a charter could defer its opening for up to 3 years instead of 2; and, it would reduce the number of years a charter would need to receive an A grade to be considered a high performing school. The conversation about Hope Scholarships for students who experience certain aspects of bullying is not finalized. However, the public may not understand that these scholarships are distributed on a first come, first served basis; and, do not cover the entire cost of tuition. The difference in cost has to be paid by the family. The House proposal would fund this initiative through the DMV. Mrs. O'Shea stated that in our schools the victim of bullying has always had the right to be removed from the situation. SB 188 revises the radius to transport students from two miles to 1.5 miles and modifies the hazardous walking conditions from K-5 to K-12. If this bill were to pass; it would increase our bus routes by 100-125 and we would need additional buses and bus drivers. Additionally, there is no increase in transportation funding associated with this proposal. Our district receives \$12 million from the state for transportation, but our actual cost is \$28-30 million. Ms. Flowers said that we need to share with the Department of Education what legislation would be difficult to comply with and offer suggestions and/or solutions. We have to explain to them what the bill means.

- **Teacher Evaluation Update:** Ms. Paula Texel, assistant superintendent, human resources services; Ms. Laurie Dart, staff attorney; Mr. Lou Cerreta, director, professional development; and, Ms. Dawn Bigham, professional development, reviewed the following document: *Transition to Marzano Focused Instructional Model*. Ms. Texel spoke about the Marzano Focused Teacher Evaluation Model that will be rolled out for the 2018-2019 school year. This May, executive directors (elementary, middle, and high) will meet with administrators. A video will be shown on how this model is to be used. Before the end of this school year, the administrator will share this information with teachers. A video presentation is being developed to provide consistency of the message. During pre-school training in August, teachers will have professional development to learn more about the Marzano framework and this focused model. The district has worked closely with PCTA in this effort. Mrs. Lerner asked about teachers on a probationary contract and their observations. Ms. Texel said they receive 3 formal observations; but walk-throughs provide opportunities for improvement. Probationary contract teachers often have a support plan. Mrs. Lerner asked if administrators' evaluations are aligned to this plan. Dr. Corbett said the focused model is a cascading plan; district administrators-school administrators-instructional staff. Mrs. Cook said she believes this is an improvement. She also asked about video resources and was advised that there is a video library on the professional development website. Mrs. Long gave kudos for developing a video presentation. She also asked if evaluations were tracked. For example, if there is a change in school administration, and the evaluation ratings drop. Dawn Bigham said that they do watch for that and then they work with that specific situation. Dr. Corbett said that Dawn posts data online that area superintendents can view. Mrs. Long asked about lesson plans. She is aware that teachers are devoting many hours to the creation of plans and some school administrators specify that they want the plan done a certain way. Dr. Corbett said they are aware of this issue and they

are working toward creating a depository of plans. Marzano is a growth-based model. We know we need to reduce the number of hours teachers spend on lesson planning. Ms. Lentino asked about Element 13: cognitively complex tasks. Ms. Texel explained that these are higher order tasks; a menu is available for teachers to guide them in this process. Ms. Lentino spoke about new teachers who feel they are not getting the support that they need. Some new teachers are given a letter of dismissal. They are asked to report to OPS (Office of Professional Standards). She asked what is being done at the school level to assist them and if leadership works to address these issues. Ms. Texel stated that each case is unique. Every new teacher is paired with a mentor. Every new teacher should attend the trainings that are offered, but some don't. There are multiple steps that are followed prior to a teacher with a probationary contract being dismissed. Mrs. Krassner said that she is aware of the Springboard to Success program and asked Mr. Cerreta to explain it. He said that elementary, Title I, and ESE new hires have the opportunity for four weeks of professional development prior to placement in the classroom. They are paid \$20.00 hour and then co-teach during Summer Bridge. Last year of the 50 participants, only 2 left the program. They are currently hiring for the 2018-19 school year. Ms. Dart stated that the reason they are asked to report to OPS is because it is a difficult conversation. If a teacher from a Transformation Zone school is dismissed, the area superintendent attends the meeting. The OPS staff are better trained to have these conversations regarding a probationary dismissal. Mrs. Long shared that OPS used to attend staff meetings to explain what they do; and, to answer questions. She said that through the years the expectations for teachers and administrators has changed. Mrs. Cook suggested this topic be discussed during the leadership discussion.

- **Student Services Update:** Ms. Lori Matway, associate superintendent, student and community services, and Ms. Donna Sicilian, executive director, student services, reviewed the power point *Student Services Update*. Ms. Matway shared that Ms. Sicilian leads 600 staff in the district; that she reached out immediately to her counterpart in Broward County to offer assistance; and, worked in the community to stress the importance of providing a nurse at every school. As a result, the Pinellas County Board of County Commissioners raised the millage to support adding nurses at schools since it is a community health concern. Ms. Sicilian spoke about the LPN's being hired; there are currently about 20 openings. She spoke about psychological services and was happy to report that all vacancies have been filled. The department is doing a great job of recruitment and retention. They heard the voice of the customer and added Saturday gifted evaluations. Ten of our schools have chosen to use Title I funds to add school social workers. Eighty percent of our social workers have the LCSW licensure. Pack a Snack and Janes Pantry are both supported through efforts in our community. Twenty-one schools implemented Check and Connect with fidelity. This is a research based intervention plan. The "We Dine Video" was shown. This is a student led initiative that promotes reaching out to other students who are eating lunch alone. Ms. Sicilian stated that you are less likely to see acts of violence in situations where students are engaged. Project Aware is a federal grant that will end in June. However, we have trained 1,386 Youth Mental Health First Aid participants. This is a large number since only 40 can be

trained at a time. Mrs. Lerner asked Ms. Sicilian to send the board additional information on this program. Ms. Sicilian spoke about suicide prevention and crisis response. She said that 82% of her staff have crisis response training. In the event of a crisis situation, one of her trained staff is asked to report to the site. The training is through the National Association of School Psychologists which provides consistency nationally. With the horrific situation in Broward, if her staff were called upon to assist, the protocols would be the same due to this national training. The director of the Sandy Hook Foundation's program is coming to the district in March to share details of their program. Ms. Sicilian shared that it is a fully funded program which makes it very attractive. Mrs. Lerner spoke about the success of the FACE IT program which is for first time offenders of alcohol, tobacco, or drugs; students ages 12-18. It is offered as an alternative to suspension and has been highly successful. They spoke about Title IV federal funding and what it supports. Mrs. Lerner said the board needs to discuss the priority of maintaining staff if the Title IV funds go away.

- **Real Estate/Facility:** Mr. Clint Herbic, associate superintendent, facilities and operations, updated the board on the former Norwood Elementary property. Previously, Florida Fair Housing bid on the property; they have since dropped out. The district received 10 offers on the property and are confident in four of them. The intent is to have a closing date in early June. The highest offer received is from AP Global Investments at \$989,000.00 net after closing costs. If this were to fall through, they would go to each of the offers in succession of highest bid. All four offers have some zoning contingencies.
- **Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services reviewed the following job descriptions: *Building Code Administrator, Educational Interpreter for Deaf/Hard of Hearing 1-Provisional, Educational Interpreter for Deaf/Hard of Hearing 11-Credentialed, Educational Interpreter for Deaf/Hard of Hearing 111-Professional, Coordinator- Educational Interpreter for Deaf/Hard of Hearing, Coordinator, Other-Adult Education Center, Coordinator, Other-Florida First Start, and, Secretary, School Board Office.* Ms. Texel said the building code administrator position is open due to a retirement and revised to meet industry standards. The language for the interpreter positions are being updated and levels of proficiency increase with titles. There are currently 32 interpreters in the district and they will remain with the district. Annually there are more than 1900 requests for interpreters. Upon review of the Secretary, School Board Office position, the preference in handling confidential matters will remain.
- **Turnaround Options for External Operator:** Dr. Corbett reviewed the following agenda item: *Request Approval of the External Operator Contract With Learning Sciences FLEO52, LLC, dated February 27, 2018.* Dr. Corbett explained that the Department of Education has changed the turnaround options available for school districts. Our district currently has three schools that have two consecutive years of a grade less than "C". They are Azalea Middle, Fairmount Park Elementary, and Lakewood Elementary. If any of these schools receive less than a "C" grade this year, the district will have to exercise one of the available options under HB 7069. The options are 1) reassigning all students to another school (which in essence closes the school); 2) closing the school and re-opening as a charter; and, 3) contracting with an outside entity to run the school. School

grades do not come out until June or July; but, the district must plan for the following school year prior to that timeframe. The district chose option 3; and the outside entity will be Learning Sciences International. Under this plan, the district will manage the employees, transportation and food services; and, LSI will manage the instructional piece. There are three levels of service in the contract. Under the first level which would run from February through July, LSI will do a comprehensive evaluation of all three schools. If the school receives a grade of "C" or better; LSI will support the school with the standard school of rigor program. If a school receives a grade of "D" or lower, LSI would become the external operator. If all schools were to receive a grade of "C" or better; one of the schools would be selected to become a model school of rigor. This is an annual contract. The initial cost for the comprehensive evaluation is \$144,000 per school; and if LSI were to become the external operator of the school the cost could be as high as \$624,000. Mrs. Lerner shared her concern for the cost of this plan and for some of the items in the contract. She shared that the district is still responsible for the school climate, student behavior, and classroom management. Mrs. O'Shea understands that this new law requires us to give the external operator control; but when you say they are responsible for instruction, where is the line drawn. She asked if an area superintendent would still be assigned to the school. Dr. Corbett said an area superintendent still works with the school. He said conditions for learning are part of the instructional model; students have to be present and in a position to learn. LSI uses the Marzano framework. Mrs. O'Shea asked how the services for these schools would be in relation to the services LSI is now providing Bear Creek Elementary. Dr. Corbett said Bear Creek is a model school of rigor. There are two full-time faculty coaches; and, professional development is continuous and intentional. Board members cited several items in the contract that has their concern. They cited 5.4.2, 6.14, 8, 14.3, 14.6, 14.7, and 15. Ms. Flowers asked if the schools do not improve under LSI if there is some recourse-such as a refund? With the Bear Creek model the district had a 2 ½ year contract. The school increased by two letter grades. The area superintendents and executive director have been trained and will continue the work. Mrs. Krassner stated that under HB 7069, this is the best of the three options. Mrs. O'Shea said that she would like to see a staffing model after the needs assessment is completed. Ms. Lentino shared her concern with student behavior issues and the cost of this program. Mrs. Lerner said we are constrained by state statutes. Our district has the fewest D/F schools; so in comparison we are doing well. Mrs. Cook said that every school has data that is shared and the district maintains data in the District Strategic Plan. Ms. Flowers shared that all three schools being discussed have behavior concerns. Principals are trying to address conflict. We know there is a direct correlation between behaviors and the school grade. We all want students to do their best. There are so many different things pushing in on public education. Dr. Corbett said the board brought forward a lot of great questions and concerns and he will work toward addressing them prior to the next board meeting.

- **Summer Bridge Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following document: *Summer Bridge 2018*, and *Memorandum of Understanding ("MOU") Between the University of South Florida*,

St. Petersburg ("USFSP") and Pinellas County School Board ("PCSB"). Mr. Hendrick stated that this year's Summer Bridge program for k-12 will run from June 5-July 19 from 8:30 am-12:30 pm. There will be no classes the week of July 4. This will help accommodate instructors by building in a week off. The elementary program will offer an improved curriculum. There is also a new high school freshmen transition program. High school programs will offer ACT prep and the test will be given on July 21. All our high school programs will be run through our adult education department, which will earn FTE for the district. All Summer Bridge sites will be visited by the book bus twice during the program. Last year there were 17,700 students registered for Summer Bridge. Registration opens Monday, February 26th. The Summer Leadership program that will be offered again through USFSP in conjunction with PCSB Summer Bridge program will target fourth grade students, at level 1 or 2, at six elementary schools; Campbell Park, Fairmount Park, Lakewood, Lealman Avenue, Midtown Academy, and Pinellas Park. Sixty students will be invited to this full day program. Transportation will be provided for the students between the university and elementary schools. This is the third year this program is being offered.

- **Middle School Update:** Ms. Jennifer Dull, director, strategic planning and policy, and Dr. Dwayne Hinds, executive director, middle school education, and Ms. Ashley Grimes, prek-12 physical and health education specialist, reviewed the following documents: *Policy 5410.02- REGULAR PROGRAM CORE CURRICULUM/PROMOTION/RETENTION/ACCELERATION-MIDDLE SCHOOL and 6th – 8th Grade Physical Education with Health Integration Overview for Parents*. Ms. Dull spoke about the interconnectedness between health and academic progress. Dr. Hinds said that changes to the curriculum are to encourage participation in health education. He shared that few students opt out of physical education, but about 25% of middle school students opt out of health education. The district will now take a comprehensive approach to physical/health education, and seventh grade students will be required to take health education. Mrs. Lerner asked if physical education teachers will need to be certified in health. She was advised that the majority of PE teachers have a health certification. Dr. Hinds shared that there are 10-12 teachers in the district affected by this change and they are working with them. Ms. Grimes spoke about the Presidential Youth Fitness unit and how it connects physical education and health. Mrs. Lerner stated that she thinks this is a much stronger curriculum. Dr. Hinds said that middle school students have seven periods, and with all the requirements, some students don't have the opportunity for electives. We have to meet the needs of all learners and reach more students. Electives interest students. The sixth grade career exploration wheel is going to be offered. This gives students the opportunity to sample a variety of electives.
- **Career, Technical, and Adult Education Update:** Mr. Mark Hunt, executive director, career, technical, adult education, shared information on what is happening in CTAE. He shared that there is career education occurring from elementary through the post-secondary level. In elementary schools, 5300 students participate in STEM through the 269 STEM academies. Leila Davis Elementary offered an industry certification program and 8 of the 9 students enrolled obtained the certification. It will now be offered at 11 schools with 20-40 students engaged at each school. There are 22 career academies in

our middle schools; they are linked to feeder high schools. Additionally, as shared by Dr. Hinds, middle schools are adding career exploration. There are 41 career academies in our high schools. In grades 5-12, 12,915 industry certifications have been earned to date with a goal of 14,000 by the end of the school year. For our high school students, a variety of work based experiences are offered. About 280 students have internships. This is an experience in a work environment of a short duration and can be paid or unpaid. We have 233 students in on-the-job training, 143 job shadowing experiences, and 95 clinical experiences for health occupations. Pinellas County has over 700 employers who have hosted students. Pinellas Technical College, St. Petersburg campus, are hosting free Financial Literacy Workshops; Achieva Cash Class. Achieva also has plans to build a branch on campus that will be operated by the school's accounting students. The Food Systems Technology Center will be on campus in partnership with the Sustainable Urban Agriculture Coalition. The purpose is to foster eco-friendly agriculture in an urban environment. Through the Workforce Innovation / Industry Services department over 4,000 people have visited the PTC campuses. Adult education programs served 13,467 students. Since August, 394 students have taken advantage of the new Clearview Adult Education Center; 340 of these students are new to adult education. The new Lealman Community Campus, on the former Windsor Charter school site, is opening soon; adult education will be offered. Mr. Hunt spoke about the National Technical Letter of Intent Signing Day at Pinellas Technical College. This year 148 students signed their letter of intent to attend PTC.

➤ **Leadership Discussion:**

- **Dr. Corbett:** He shared the plan for Midtown Academy. University Preparatory Academy charter was previously at that location. In July 2016, UPA closed down and the district took over the school, to avoid the displacement of 330 students. The enrollment has decreased; and there are only 78 students in grades 6-8. This does not allow for a true middle school experience. The district is recommending closing out the middle school units; and, transferring those students to open seats in the district. A parent meeting would be held, with district administrators and student assignment staff in attendance, to facilitate enrollment in another school. The district believes this is in the best interest of the middle school students to fully prepare them for high school. The k-5 grades will remain. The district is proposing a full-time gifted center, like Ridgecrest Elementary, to offer a closer option for gifted children in south county. He said there were 650 gifted students in south county who chose other options. Mrs. Lerner shared her agreement with the plan for middle school students, but asked for more information about elementary opportunities. It was agreed that the discussion would continue at the March 20 workshop.
- **Mrs. Cook:** She shared the handout *Process for the election of the School Board chairperson and vice chairperson*. Following some discussion, it was suggested that the document be revised to include "the vote will be called for in accordance with Robert's Rules of Order" and to add this process to the School Board Operating Manual with the revised date of February 20, 2018.

- **Mrs. Lerner:** She spoke about school security. She stated that the board should take a stance supporting a ban on assault weapons. She said “Enough is Enough.” She said this is not an anti-gun issue, it is an anti-massacre agenda. She said that it is time for elected school board members to take a stand; this is a no brainer, in my opinion. Mrs. O’Shea stated that if you want to bring it forward, now would be the time, while the legislature is still in session.
- **Mrs. Long:** She spoke about the Office of Professional Standards (OPS). She believes that educators need a better understanding of what they do. Years ago, OPS had a pamphlet and visited with school staff. She thinks it would be good to do that again to promote a better understanding of their function.

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 3:26 p.m.

Chairperson
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Secretary