

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – January 23, 2018

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, January 23, 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.

Ms. Joanne Lentino asked the chair when would be the appropriate time during the workshop to ask questions or share concerns. She advised Ms. Lentino that it is during the Leadership Discussion portion of the agenda.

The following topics were discussed:

- **USF St. Petersburg Partnership:** Mr. Bob Poth, area superintendent, and Dr. Allyson Watson, Dean, College of Education, University of South Florida, St. Petersburg, reviewed the following documents: *Pinellas County Schools and USFSP College of Education Stay Sharp Scholarship Program* and *Master’s in Education, M. ED Urban Educational Leadership*. Dr. Grego spoke about Dr. Watson’s desire to reach out to the community. She toured the district with Dr. Grego to see what programs are in our schools; to work toward connecting high school programs with college offerings at USFSP. The Seminole High EXCEL program is a good fit. Dr. Watson understands that there is a critical teacher shortage. She met with Dr. Brittain, principal, Seminole High, and discussed the Scholars of High Achievement Returning to Pinellas (SHARP) partnership. This new program will promote education as a career path; working with high school juniors and seniors; offering some financial assistance; and, a job offer immediately upon graduation with Pinellas County Schools. These students will be credentialed in elementary education with ESOL and Reading endorsements. The program goal is to prepare teachers within the county, who will remain in the county and be immersed in the community they serve. During summer 2018 a cohort of 15-20 graduating seniors will begin with two courses; Introduction to Teaching and a General Education class based on the student’s academic need. In the fall, they will be admitted into college with 6 credit hours. The students in this cohort will be paired with a mentor academic advisor. Dr. Watson shared that she is seeking funds to assist with summer tuition; she will reach out to Dr. Stacy Carlson, president, Pinellas Education Foundation. Ms. Lentino shared that she has spoken with Wanda Dudley with the St. Petersburg College Retired Teachers Association. They have some scholarship opportunities. Dr. Grego asked her to share that information with him in order to bring together all the efforts to support this initiative. Ms. Flowers wants to be sure that a wide variety of students are selected to reflect the variety of cultures

representative of our community. Dr. Watson shared that her faculty are well versed in diversity and cultural competence. Mrs. Cook asked if this program is targeting teachers for our high poverty schools, or across the board. Dr. Grego said it will be across the board. Dr. Watson is aware that Seminole High has 300-400 students in the EXCEL program. Mrs. O'Shea asked how they will reach out to other students in our district. Dr. Watson said there will be a press release; and, after the first summer program is completed there will be a Celebration of Teaching Workshop program that will promote the profession.

- **Transportation Taskforce Report:** Mr. Clint Herbic, associate superintendent, operational services, stated that the process of reviewing the possibility of changing school start times started nine months ago. The current Edulog software was utilized to research the impact of moving our high schools to a later start time without impacting the start times at elementary and middle schools. A taskforce was formed including Mr. Kevin Hendrick (teaching and learning services), Ms. Lori Matway (student and community services), area superintendents, and transportation department staff. The district currently runs 441 routes, equaling 441 drivers; ideally running three runs in the morning and three in the afternoon; and, there are also variables in the length of the school day (elementary level currently has three different schedules). The taskforce looked at other districts across the nation that have made the change. Seattle took two years to make the transition and few high school students receive transportation to school. Brevard County has limited choice programs. Boston flipped their elementary and high school start times; but then had to flip them back because families had childcare issues. Hillsborough County uses a central hub. Buses pick up students of all ages at a bus stop and bring them to the hub. Once all buses arrive and gates secured, students then switch to the appropriate bus. This is causing a lot of late arrivals at school. Hillsborough also shortened their instructional day. Many districts across the nation do not transport students in choice programs. Our district has 75% longer runs due to transporting students for choice and special needs programs. The taskforce has four guiding principles: 1) safety, 2) on-time performance, 3) establish later start times for high school without affecting the other levels, and 4) not affect the number of drivers that will be needed. Our district has the most extensive choice programs; other districts do not. Mr. Herbic shared that they are currently looking at other software programs that will prove to be easier to use overall. Edulog is outdated. Currently the district has 451 drives; 490-500 are needed to cover all routes and allow for sick days. Based on our current knowledge the plan is to start high school between the 7:20-7:30 a.m. timeframe in the 2018-2019 school year; and maintain our current tiers. There may be a slight change to elementary start times. Rick McBride shared that the new software being considered will allow a pilot for comparison with the exiting system's capabilities. Dr. Grego shared that we need to modernize this process; and he feels confident we can move high school start times 20-25 minutes later. Mr. Herbic shared that the district will also be looking at the possibility of moving some of the special needs programs to

provide greater access and/or replicate some programs in other schools. Magnet programs will not be moved. Tarpons Springs High School vet tech program is an example. By moving it to Pinellas Technical High School Seminole, it will offer more accessibility in the county and improve average travel times. The ESE assistants who currently ride buses and are picked up at schools, may be hired through transportation and report to the bus compound. Going forward, the taskforce will explore many alternatives to provide efficiencies in routing. At the March 20, 2018, school board workshop, the proposed bell schedule will be shared. The request for approval will be at the April 10, 2018 board meeting. Dr. Grego added that the district is proud to be recognized by the Brookings Institution for outstanding choice programs and he wants to continue these programs. Ms. Flowers stated that we will not do what other districts have done; we want to provide the best opportunities for our students and what works best for our district.

- **Five-Year Capital Outlay Plan Update:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following document: *Five-Year Capital Improvement Plan Progress*. He noted that of the 47 projects identified; 13 are complete; 26 are on track; 4 delayed due to funding and 4 require some changes. On track projects will be completed in the next 3-5 months. Currently there is a huge delay in window delivery. Four projects are delayed due to reduced funding caused by HB 7069. They are Cypress Woods, Orange Grove, Oak Grove, and Osceola Fundamental. Mr. Herbic shared that the district is using Timberline software. It gives a more accurate estimate based on local material and labor costs. He also said that there is not as much participation in bidding, because of the growth in our state, construction companies are already working on projects. A Capital Outlay Review Team is now used to look at each project. The team goes to the school during non-school hours and look at necessary work. When they walk the school as a group they look for efficiencies-how projects can be combined and how best to approach repairs and rebuilds. He said that Mike Hewett, director, maintenance, has done a great job of maintaining the infrastructures of our buildings. Restrooms have been built at some schools to serve the PE fields; it is safer for students to have a restroom close by. District staff developed their own plans to build these restrooms and the cost is about \$20,000.00 less than purchasing them. Mrs. O'Shea asked, about Clearwater High; at what point is it more efficient to build a new structure. Mr. Herbic said the review team will walk the school and report on the findings. We want a nice front on Gulf-to-Bay, Clearwater High is historical and very visible; but, the auditorium is in great shape. Both Mrs. O'Shea and Mrs. Cook cited the housing they see going up around the county and asked how we plan to accommodate these new families. He said Mr. Bill Lawrence, director, student assignment, and Mr. Marshall Touchton, demographic specialist, keep in contact with municipalities regarding the increase in housing. Mrs. O'Shea asked if we are close to offering every family

their first school choice; and, how would that impact transportation. If enrollment is low in some programs would consolidating some programs be appropriate. Mr. Herbic shared that every five years the district completes a comprehensive needs assessment.

- **Budget/Legislative Update:** Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following documents: *Florida Education Finance Program, 2018-2019 Governor's Recommended Calculation, Florida Department of Education, 2017-2018 Local Capital Improvement Revenue, Florida Department of Education, Legislative Update: School Board Workshop, January 23, 2018;* and, *January 12, 2018 memorandum to district school superintendents, legislative update week of January 8, 2018 from Joy Frank.* Mr. Smith reviewed the FEFP data; he was asked to define unweighted vs. weighted FTE. Unweighted represents the number of students and weighted represents student needs. The increase in local taxes is due to the growth in the tax role. He stated that the district is in its first phase of bonds; during the second round of bond issuance the revenue will be \$29 million. Some projects will be paid for by bonding and some projects may be funded with the increased tax revenues. We are also experiencing a rate of inflation at about 2.1-2.2%, but state funding does not keep pace with the rate of inflation. Mr. Smith noted that the governor's recommended budget is a good proposal. He also said the new legislation requires us to give money to charter schools which reduces our funding. Dr. Grego said the Florida Association of District School Superintendents (FADSS) and the Florida School Boards Association (FSBA) do an outstanding job of keeping everyone informed of legislation and its impact on education. Their websites are continually updated with the latest information.
- **Policy Change Updates-Homeless Students/ Graduation Requirements; Home Education:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Ms. Jennifer Dull, director, strategic planning and policy, reviewed the following documents: *Policy 5111.01- HOMELESS STUDENTS, Policy 5460- GRADUATION REQUIREMENTS, Policy 9270- HOME EDUCATION, Policy 9701- ANNOUNCEMENT OF NON-SCHOOL EVENT AND DISTRIBUTION OF MATERIALS AND LITERATURE TO STUDENTS,* and *Policy 9701.01-ANNOUNCEMENT OF NON-SCHOOL EVENTS.* Ms. Flowers is appreciative of the McKinney-Vento Act and of the support the district provides for our homeless children and homeless unaccompanied youth. An unaccompanied youth is not in the physical custody of a parent or guardian. Mrs. Lerner thanked the HEAT team for the services they provide the homeless. Mrs. Cook noted that the Hispanic Achievement Council is providing vouchers for housing to students that have been displaced from Puerto Rico. Policy 5460 – GRADUATION REQUIREMENTS had one change, on page 8, which allows home education students to enroll in up to seven classes in the Pinellas Virtual School program. This change is also reflected in Policy 9270. Students entering from Puerto Rico have the following guidelines; grades 10 or below will follow our graduation requirements. Grades 11 and 12 will receive their diploma from

Puerto Rico based on their requirements. Dr. Grego said that currently we have enrolled about 200 students from Puerto Rico. Ms. Dull stated that Policy 9701 and Policy 9701.01 will be combined into one policy.

- **Teaching and Learning Updates:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, shared that the science textbook adoption process will occur in February-March 2018. Textbooks are adopted on a rotating basis every 5-6 years. These are the state textbook adoptions. There is a twenty day window to review the proposed materials; the window is January 16-February 4. These materials are posted on our website under Departments and Divisions- Instructional Materials- 2017-18 Instructional Materials List. Mrs. Cook asked if the website captures how many people click on the site. Melanie Parra, director, strategic communications, shared that the count captures how many people access our site, but it does not drill down to specific information on our site. Ms. Flowers asked if there is community representation on the textbook committee. Mr. Hendrick shared that the process has changed and we use online access for community input. She asked how a textbook is selected for consideration. Mr. Hendrick said teacher representatives serve on a committee and take samples of what is being considered and vet those options with staff. We follow the process outlined in Policy 2510- INSTRUCTIONAL MATERIALS, INCLUDING TEXTBOOKS.
 - **Elevating Excellence:** This program is sponsored by the Pinellas Education Foundation. Dr. Stacy Carlson, president, PEF, shared that they increased the support for high achieving students to increase college attendance. They work with students/families to attain Bright Futures scholarship and FAFSA paperwork completion. Data shows that Bright Futures scholarships are received mostly by affluent families. PEF is targeting students on free-reduced lunch programs to help them access scholarship money and other sources to fund higher education. The National College Clearinghouse tracks students and where they attend after high school. This data assists students in selecting a college/university. A summer boot camp will be offered for students in grades 9-11, to help them understand what it means to pursue a higher education. There will also be a parent/student conference to assist families. Each high school will have an Elevating Excellence Champion who will seek out students for these programs. The Pinellas Education Foundation is narrowing its focus and working on a few key areas. They have refined their mission statement and have a clearer idea of their beliefs. The district and the foundation have come together to close the achievement gap. From a funders perspective this is the desired outcome. Their needs to be long term sustainable solutions that will outlive those of us doing the work now to help future generations and align the district's work with the foundation. It is a targeted approach. Findings conclude that the greatest impact on student achievement are principals and teachers; and we need to support them in their work.

Dr. Carlson said we are striving for synergy. Mr. Hendrick noted that less than 10% of diplomas received were gold seal (this is a designation for a vocational diploma). He feels that the way to attain the gold seal is not clearly communicated. Mrs. O'Shea said that students in the AVID program are very well informed. She thanked Dr. Carlson for her leadership in creating a focus and alignment in the community.

- **High School Sports Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Mr. Al Bennett, director, athletics, preK-12 physical education, health education and school wellness, reviewed the following document: *School Board Workshop Report-Athletics and Driver's Education-January 23, 2018, Highlights of Pinellas County Athletic Achievements 2017-2018 Fall Sports*. Mr. Bennett shared that our student athletes have had many successes this season. There is interest in adding lacrosse, so four high schools are playing a club season this year; St. Petersburg, Clearwater, East Lake and Palm Harbor. An exhibition game will be held to promote the sport and if there is enough interest, it may become a sanctioned sport in our district as early as next year. Lacrosse is the fastest growing sport in Florida. Over the next few years all football fields will receive a new scoreboard. All Pinellas County coaches will attend 3 hour workshops from the Pinellas Coaching Alliance; this is the first time professional development is being required for all coaches. Driver's Education will accept 360 students; both public and private school students. Online registration is open from February 5-12, 2018.
- **Turnaround Option for External Operator:** Dr. Bill Corbett, deputy superintendent, spoke about the impact of changes as a result of HB7069 as it relates to turnaround options for managing low performing schools. There are three district schools that may be affected by this change; Azalea Middle, Lakewood Elementary, and Fairmount Park Elementary. When school grades are received for the 2017-2018 school year; if any of these schools should receive a grade lower than a C, the district would have to submit a plan to the state to exercise one of three options. Option 1: reassign all students, which in essence, means to close the school. Option 2: close the school and re-open it as a charter. Option 3: close the school and reopen it through an outside entity; the district could serve as that entity. Initially, option 3 was being considered, but district employees would have to cease being employed by the district and be employed under the entity. This made option 3 less attractive. The district is working very diligently with each of these schools to raise the school grade, but should this occur, option 2 would be selected. The plan will be to re-open the school as a charter using Learning Sciences International (LSI) to run it. LSI would continue with the tiers of support currently in place with the intent to return control of the school back to the district as quickly as possible. The district already contracts with LSI; they work with Bear Creek Elementary and have proven to be very successful. Mrs. Lerner asked what LSI is doing differently to achieve this success. Dr. Corbett shared that they use the Marzano model with fidelity.

Ms. Lentino asked what they put in place to address behaviors. She was advised that more engaged instruction and family engagement has been used. Currently, we are using LSI under the hybrid model (which is no longer an option), but if they were to act as the entity to run the charter, it will be a bit different.

Mrs. O'Shea asked when school grades are released. It was stated they are typically released in the second or third week of July which presents concerns since school begins early August. The Florida Department of Education will not be approving turnaround plans until September. There are a lot of unknowns since this is new from the state. Dr. Corbett shared that this topic will be discussed again at the next workshop.

- **Constitution Revision Commission Update:** Mr. David Koperski, school board attorney, reviewed the power point: *Florida Constitution Revision Commission, January 23, 2018* and the document *Florida School Boards Association, Proposal 32-School Board Member Salaries, FSBA Analysis and Key Concepts*. Mr. Koperski shared that the Florida Constitution can be changed in a variety of ways. The Constitution Revision Commission last convened twenty years ago. In 1998 the CRC placed 9 questions on the ballot and 8 passed. The CRC is comprised of 37 commissioners; they conduct meetings and public hearings to gather input. Any proposals that pass the commissions' vote would be placed on the general election ballot in November; and changes would require at least 60% approval by registered voters. There are several upcoming public hearings. A hearing is scheduled for March 13, 2018, at the University of South Florida St. Petersburg Student Center from 1:00-7:00 p.m. One of the education-related changes is proposal 32-under Article IX, Sections 2, 4, and 7 of the Florida Constitution. It addresses school board member salaries and would eliminate compensation. Ms. Flowers noted that FSBA captures what is happening and shares all updates on their website. Mr. Koperski noted the CRC website www.flcllc.gov as a resource.
- **Charter School Renewals:** Ms. Lori Matway, associate superintendent, student and community services, and Mr. Rick Wolfe, director, charter schools and home education, presented the following agenda items: *Request Approval of a Five-Year Renewal for Alfred Adler Charter School* and *Request Approval of a Five-Year Renewal for Enterprise High School*. Ms. Matway noted that both charters have been open since 2008 and they are exercising their option for a five-year renewal. Mr. Wolfe spoke about each of the schools. Alfred Adler serves 97 students grades K-8 through an Adlerian philosophy of focusing on "building strong social and interpersonal skills." Their 2017 state grade is a C. Enterprise High opened as Life Skills Center-North Pinellas in 2008, changed their name in 2011 to New Start High, and in 2013 to Enterprise High. They serve 390 at-risk students grades 9-12, ages 16-21. Due to the population they serve, they do not receive a school grade but a rating which was "commendable in 2017. The director of Enterprise High was present, Ms. Donna Hulbert. Mrs. Long asked her what the school does differently. She stated that they know their students very well and build relationships with them; students do not change classes.

Ms. Lentino asked about their board. She was advised their board has six members. Both agenda items will come before our board on January 30, 2018.

- **Appraisal Advisory Committee Update:** Ms. Paula Texel, assistant superintendent, human resources services, introduced several of the committee members; Mr. Lou Cerreta, director, professional development, Ms. Laurie Dart, staff attorney, and Ms. Dawn Bingham, professional development specialist. Ms. Texel stated that the district's Data Working Group and Appraisal Advisory Committee have been providing input and feedback from all stakeholders. There has been great discussion among the groups regarding the change to the Focused Model of the Marzano Teacher Evaluation. The focused model will still have four areas of expertise (domains), but 23 instead of 60 elements. The 4.0 scale will remain the same. Pinellas Classroom Teachers Association also continues with focus group discussions. The plan is to implement the new model for the 2018-19 school year. Mrs. Long said that the way the model is rolled out is very important. Dr. Grego agreed that less variance in delivering the message is very important and that a video delivery may be the best way to deliver a consistent message.
- **Bridging the Gap Update:** Dr. Dan Evans, associate superintendent, assessment and accountability, and Dr. Lewis Brinson, minority achievement officer, reviewed the following document: *Bridging the Gap / Pinellas County Schools, Quarter 1 Update / 2017-18 / School Board Briefing*. Dr. Evans shared that in May 2017 the board approved the Bridging the Gap plan for ten years. The intent is to greatly narrow or eliminate the achievement gap between black and non-black learners. The BTG plan is embedded in our District Strategic Plan, goal 4. The first quarter runs from August-October. Within the BTG plan there are six goals; the first three address academic achievement (graduation rate, student achievement, and advanced coursework). Our assessment and accountability department is tasked with what to measure and how to measure it. Dr. Corbett noted that each school has a team trained in culturally responsive instructional practice. Dr. Brinson shared that they are working with school principals to accelerate the work; to understand what is working; and to replicate it. We need to determine what the barriers are and how to remove them. We need to respect teachers. As we address issues we need to be respectful to everyone. We are all different, not just based on color. He stated that he believes that we are making progress. Mrs. Lerner asked what he has seen in the schools that he thinks is working. Dr. Brinson said having services available to students who need it; when students are focused, they can learn. Sometimes you need to go slow to move fast. We need to keep as much off of the principals and teachers as we can so they can focus on what they do best. Ms. Lentino noted that teachers often need support with student behaviors, but it is not always available. Ms. Flowers asked about the number of classroom observations on any given day. Dr. Evans shared that ISM (instructional support model) visits are separate from principal visits; there is no set number. Dr. Brinson noted that principals constantly observe teachers, not necessarily a formal evaluation. Mrs. Krassner

shared that she was a principal for seventeen years and her staff worked as a team. She visited classrooms often, not to formally evaluate, but to be involved and offer assistance.

Dr. Brinson shared that he continues to see principals demonstrating the same excitement about the plan and its progress as he did in the beginning of the school year.

➤ **Leadership:**

- **Dr. Grego:** He shared with the board that he will be presenting at a City of Clearwater work session on January 29, 2018, from 1:00-4:00 pm, at the Clearwater City Hall with Mayor Cretekos. He encouraged board members to participate.
- **David Koperski:** He stated that an agenda item would be coming forward at the next board meeting (January 30, 2018) requesting renewal of his contract.
- **Joanne Lentino:** She shared that she has an issue with the way school board chairperson and vice chairperson are elected. She said the process is not covered in the school board office operating manual. She believes the process should be contained in the manual.
 - Mrs. Lerner advised that the Florida School Boards Association offers training in board chairmanship. She thinks we have a good process. She also shared that she feels a board member should be on the board for a few years before serving in one of these positions; that it is not personal, just her opinion. She later added that we are seven equal board members; some commissions have a chair that designate committee representation.
 - Mrs. O'Shea asked if it was covered in policy.
 - Mr. Koperski said Policy 152-OFFICERS
 - Ms. Flowers added that the County Commission has that process where you move from vice chair to the chair position, but Pinellas County School Board does not do it that way. She said the school board office operating procedures manual is what we use to govern ourselves. If there is interest, we are able to revise the manual. She shared that she was interested in the vice chair position in November 2015, but was not elected. She requested the administrative assistant email the current operating manual to the board members. She also noted that the board is governed by constitutional authority.
 - Mrs. Cook concurred that the process is not in the manual. She was on the original committee that revised the manual. She is willing to review the current process and put it in writing.
- **Eileen Long:** She asked Dr. Grego about the video-*We Dine Together* that she requested be shown at a school board meeting.
 - Dr. Grego said that he wants to tie that video into a school clubs discussion. At his leadership meeting, 80% of the conversation

was about mental health and a community approach. It is a national issue. Listening and reaching out to students is key; we want every student to have a caring adult that reaches out to them, but how do we know it is happening. He said that the district is grappling with the same issue. We could have staff present how they bring it all together. The video ties into this topic.

- Mrs. Cook noted that there is a link between crime and mental health issues.
 - **Linda Lerner:** She spoke of the work of Community Tampa Bay; their cultural competency training.
 - **Rene Flowers:** She reviewed the Assignments to Committees for School Board Members. There were no changes to committee assignments. Below is the list of committees and who will serve:
 - District Monitoring Advisory Committee: all serve on a rotating basis
 - Health and Human Services Leadership Board: Ms. Lentino, Mrs. Lerner and Mrs. O'Shea
 - Pinellas County Council of PTA: all serve on a rotating basis
 - Pinellas Community Alliance: Ms. Lentino
 - Pinellas Community Foundation: Ms. Flowers
 - Pinellas County Collaborative: Mrs. Cook and Mrs. O'Shea (appointed by County Commission)
 - Pinellas County Value Adjustment Board: Mrs. Cook
 - Pinellas Education Foundation Board: Ms. Flowers (board chair required)
 - R' Club, Louise Graham: Ms. Flowers
 - Homeless Leadership Board: Mrs. Long
 - District Calendar Committee: Mrs. Krassner
 - District Safety & Security Committee : Mrs. Krassner
 - District Exceptional Student Education Advisory Committee: Mrs. Long
 - District Insurance Claims: Mrs. Lerner
 - District Pro Ed Advisory Committee: Mrs. Krassner
 - Florida School Boards Association Board of Directors: Mrs. Cook/ Mrs. Long-alternate (July-June)*
 - Florida School Boards Association Federal Relations & Legislative Committee Representative: Ms. Flowers / Mrs. Long-alternate (July-June)*
- *The FSBA assignments end in June 2018.

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 2:39 p.m.

Chairperson
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Secretary