

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – May 22, 2018

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, May 22, 2018, at 9:02 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:

- **Elevating Excellence:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following document: *Elevating Excellence, Summer Seminar Information*. Mr. Hendrick shared that the document was given to parents/students attending the four community meetings held in April. Ms. Judith Vigue, director, advanced studies and academic excellence, is the point of contact for this initiative. Dr. Grego sent a personal video to every student that was invited to attend this program. The program is for high school students who have demonstrated through their PSAT score and their grade point average that they are college bound; low income students that were close to meeting the criteria were also invited to participate. This is a personalized path to college success; over 4,000 students were invited to attend. It gives students the opportunity to look at all the possibilities; and be able to make an educated choice. Academic counseling is provided along targeted support which is based on the needs of the individual student. The goal for seniors is to have them apply to colleges. At a minimum, we guide students so they are able to meet the criteria for the Bright Futures Scholarship; we explain all the specifics that are required. We want more students to earn this scholarship; especially, students from low income families and diverse populations. No school district in the United States is doing this for students. Our district partnered with the National College Clearinghouse; they provide data that tracks where Pinellas County Schools’ graduates have gone to college and what they did to gain admittance to colleges. The four locations for the summer seminar are Clearwater, Dixie Hollins, Gibbs, and Palm Harbor University high schools. There are counselors and teachers at each site, for each grade level, to assist students. We have partnered with the Pinellas Education Foundation; they are providing some of the funding; and, will also fund an external evaluator to determine how to build on the program. Mrs. Cook asked how this impacts course scheduling for the coming year. Mr. Hendrick said guidance counselors provide that guidance; and, principals understand that some students’ schedules may need to be changed to accommodate their needs for a specific course. They do not anticipate a major impact to result from these accommodations.
- **Instructional Model:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, and Dr. Shana Rafalski, executive director, elementary education, reviewed the following document: *Steps to Support Lesson Planning for Rigor*. Mr.

Hendrick shared that back in September-October, they were working with Paula Texel, assistant superintendent, human resources services, to roll out this plan. There is an instructional model and evaluation model. At the suggestion of a board member, a video was developed, which provides a consistent message across all schools. Dr. Rafalski said the ultimate goal was to reduce the workload on teachers; they worked to align tools for teachers to the Marzano Focused Instructional Model. We are going from 60 elements to 23. Our lesson planning tool and our Gateway are two deliverables. The Gateway symbol, on Clever, will provide a single location for the information; it will be available this summer. Resources will continue to be migrated over to it. The video went to all principals and will be shown to their staff prior to the end of school. The video was played for the board. Professional development summer learning will be offered for instructional staff. The goal is to align everything with the instructional model. Mrs. Lerner asked about the training being offered; 1) face to face 2) school principals will attend a 6 hour training, and 3) at every district-wide training site. Ms. Flowers asked if the expectation is that this will be used beginning this new school year; Mr. Hendrick advised that is correct. Ms. Texel shared some of the trainings being offered to support this model. When district-wide training is completed, another video will be shown during pre-school for teachers. There will be continuous training throughout the year. Each school will have a second point of contact that will have the same information as the principal. Mrs. Long thanked them for the video; she suggested it be communicated this way. She asked about the requirement for a specific lesson plan model; are we working on addressing that since it takes so much time. There is the new lesson plan resource being offered through Gateway that can be used; if they choose. Mrs. Cook asked if pacing guides are mandatory. Mr. Hendrick said they are not mandatory; they're a guide.

- **Evaluation Model:** Ms. Paula Texel, director, human resources services, reviewed the following document: *Transition to Marzano Focused Instructional Model*. Ms. Texel shared that principals will complete their training in June to be certified as evaluators. The advisory committee reviewed all the input as they worked on the Focused Model. The plan has been submitted to the Department of Education for approval; feedback from DOE is expected prior to the June 12th board meeting, when the evaluation model will be submitted for approval. The board will receive the entire packet prior to the board meeting. She has been working with PCTA on the contract language to be included in the bargaining agreement. Trainings will continue throughout next year. Information from trainings; power points, presentations, etc., will be posted on our website for accessibility; including the Gateway. Ms. Lentino asked about the evaluation process and the use of the 23 elements; she asked if this invalidates the evaluation model used last year. Ms. Texel stated that previously using the 60 element evaluation; teachers were scored on what was observed. It is considered valid; it was the model used at the time. Ms. Texel explained that since there are now only 23; they are looking for all these elements, with the lowest three scores from Domain 2 being dropped. Mrs. Lerner asked about probationary contracts and the three formal observations. Are administrators required to write down teachers' strengths and suggestions or requirements they must complete; and to be specific about those recommendations. Not just probationary contract teachers, but teachers on annual and continuing contracts also. Ms. Texel said

it is part of the feedback in the observation; then, we have success plans that can be implemented, should they need it. Success plans may be used for any teacher if their administrator finds it appropriate.

- **Teaching and Learning Summer Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, Dr. Shana Rafalski, executive director, elementary education, Dr. Dywayne Hinds, executive director, middle school education, and, Dr. Rita Vasquez, executive director, high school education, reviewed the following document: *2018 Summer Professional Development Calendar Instructional and Administrator Trainings, Pre-School Schedule August 2018*; and, *Pinellas County Schools Shares Summer Reading Programs*. Mr. Hendrick said Summer Bridge begins on Tuesday, June 5; currently there are 13,679 students enrolled. Dr. Grego noted that each year enrollment in Summer Bridge has increased. This program is offered at elementary, middle and high schools. The Freshman Prep program, for rising 9th graders, has about 450 students enrolled. Dr. Vasquez had a promo spot on Bay News 9 to help get the word out to the community. Mrs. Long shared that the move from middle into high school is where students often have the most difficulty; she wants to be sure that we are promoting this program. Dr. Hinds stated that he personally called all middle school principals to tell them to reach out to families and encourage enrollment. Mrs. Cook asked about the difference between orientation in the new school year; and the summer programs. Mr. Hendrick said Freshman Prep is an integrated approach that is fun; it helps to alleviate the anxiety of going into a new situation. The orientation program prior to the start of the new school year is more about where is your locker, bus stop etc. Mr. Hendrick spoke about the wide variety of trainings being offered for all levels and subjects. He pointed out that some trainings are directly linked to the district strategic plan. Teacher trainings on ST Math are being offered because it is a widely used program. Data has shown that on average, ST Math was accessed about 100 times per student. Equity and Excellence training, some of which is being delivered by community agencies, supports the goal of one certified equity cohort at every school. Mr. Hendrick noted that teachers of the arts training is supported through referendum funding; which is part of the plan for those dollars. He spoke about Restorative Practice trainings which are listed in the MTSS section. The restorative implementation team (RIT) is comprised of the principal and members of their staff; this is part of the continuous training that began last year. The Elevating and Celebrating Effective Teachers and Teaching Conference (ECET) at Innisbrook, is scheduled for July 11-12. This event celebrates teachers in a positive format and cultivates leadership. In the category of student services there are numerous mental health trainings being offered. He then shared information about the pre-school schedule for teachers; August 2-7. He noted that August 2, is a teacher work day, but it can be used as a trade day. August 7 is district wide training; the other five dates of pre-school must allow for two days when teachers can work in their classroom. Board members were advised that if they are interested in attending any trainings they are welcome to do so. Mr. Hendrick shared information about the book bus; there are two buses this summer. A bus will go to every Summer Bridge site to promote summer reading and allow for students to select a book. There are many other summer reading programs. The top 25 readers on myOn, an

online reading program, will receive two tickets to a Buccaneers home football game. For students without internet access; books can be downloaded onto their laptop and read without internet access. There are also reading programs through the Tampa Bay Rays and Barnes and Noble. Ms. Flowers asked for the book bus schedule; she enjoys visiting a location; and, for the summer reading programs flyer to distribute around town.

- **SRO Update (SB 7026):** Mr. Clint Herbic, associate superintendent, operational services, and Chief Luke Williams, schools police, reviewed the following documents: *Learning in a Safe Environment Administrator Training, May 30, 2018*; and, *Learning in a Safe Environment, Personnel Assignments*. Dr. Grego shared that it has been a heavy lift since SB 7026 became law. He thanked Chief Williams and Mr. Herbic for their efforts. Mrs. Lerner thanked Dr. Grego, Clint Herbic and Chief Williams for their leadership and believes that having campus police will result in a positive outcome. Mr. Herbic spoke about safety and security and the importance of the climate on campus. The essential elements for campus security are to prepare and plan, educate students and staff on day to day practices and behaviors, and create a safe physical environment. School team training is scheduled for May 30; and, board members are welcome to attend. The training of adults, training of students, and drills are key. Every high school principal will attend training with a 5 person team; middle school principal with their team of 4; and, elementary school teams will consist of the principal, assistant principal and two teacher leaders. There is a lot of cooperation with local law enforcement for these trainings. A task force consisting of three work groups was developed with law enforcement. Threat assessment was run by Largo Police Department. They discovered that we already met the letter of the law with our threat assessment model and it could serve as a model to other districts. The only update to our model is to include local law enforcement on the elementary school threat assessment team. As part of this, the DOE will conduct a work session related to student mental health issues and recent legislation. Our district staff will participate in the work session. The second work group discussed school hardening. This task force was run by St. Petersburg Police Department, with the goal of developing an assessment tool to be used prior to August 1 for all schools. A walk through of each school site will be completed. Our district already had an assessment tool, which they adopted, and added other criteria. Outside law enforcement will conduct these walk throughs with a team to include schools police, principal, plant operator, and general manager for that area. The first part of the assessment is to review the school emergency plans; have a recovery plan in the event that something were to happen; and then what would need to occur afterward. The second part of the assessment is to address practices that would help to keep the site safe; is there a plan to have all doors locked etc.; how a bomb threat should be addressed etc. Schools police and school security officers are in place to ensure that all these practices are followed daily. The third part is the actual walk through to check the physical properties of the building. That walk through will take a minimum of 2-3 hours; staff must be committed to this process. Scheduling these walk throughs is being handled by schools police; it is a challenge at this time of year, but a necessity. Principals may not delegate this responsibility. Staff training will be done via video and in person through local law enforcement agencies or schools police. In August when staff

return, everyone who works at the school will be take Active Assailant training via video and a walk through of the school. The officer will review techniques and tips on what to do during a threat. This will take about 3 hours. Donna Sicilian, executive director, student and community services will be responsible for the mental health training. Students will begin training at the start of school year and then drill once a month. The run, hide, fight philosophy is being used. Students will be shown a short video, then they will practice the strategies. Students will be shown where the safe spots are in the classroom to hide. Ms. Flowers asked if parents will be advised of the drills; and if they will be scheduled and age appropriate. She was advised that they will be planned. Mrs. Krassner asked about our ESE students. Principals have been asked to identify which classrooms, teachers or staff, that may have issues with students who may need additional help should a drill occur or situation arise. On May 30, at the training, Dr. Shana Rafalski will discuss with teachers what training is age appropriate for elementary grades. A school wide video will not be shown to elementary students. The classroom teacher will work directly with their students. For this age, this will be the best approach. We don't want to send students home in fear; it has to be balanced. It will be taught as a life skill; how what you are learning can be applied when you are out in the community should something happen. A couple of things since the recent shooting in Texas. Fire alarms went off and students came out to the violence. They are checking with the Fire Marshall to find out if there are any waivers regarding evacuation during a fire alarm. The law says we have to follow the evacuation plan. Chief Williams shared that there is continuing dialogue on how to handle a fire alarm. How to determine if it is a fire event or something other. They are looking at the possibility of having an evacuation to another building if a school has multiple buildings, but most elementary schools are a single building or connected buildings. Mr. Herbic said having students stand at the fence when the fire alarm goes off may need to be re-examined. They are exploring options that will still comply with the law. Regarding metal detectors, the secret service does not endorse them. Our security starts at the fence; and you can't put a metal detector at every entry point. We will follow the recommendation of the secret service. Chief Williams spoke about what it is going to look like to have an armed presence at every school site; by and large, everyone has been very cooperative. What we are faced with now are 82 schools that don't have coverage with a school resource officer. Chief Williams is still interviewing, but to get that number by August 1 is a challenge. Mr. Herbic asked the board to approve the job description for the school security officer. Our goal is to hire schools police for every school, but that won't be possible this year. Chief Williams has a sergeant and one support staff reviewing applications; there are currently 191 applicants, but not all are eligible. He recently hired two officers and has another interview tomorrow. There are another four officers that are going through the screening process; which is an extensive review to be sure they meet the criteria. There are nine officers that are scheduled for training. Officers that were retired or come from another state go through this training and the screening process. All total there are 26 potential schools police officers that could start by August 13. He assured the board he will not select anyone that he believes would not be appropriate just to fill the jobs. The school security officer will be onsite to be sure the school is secure; they will not serve as a

school resource officer and are not hired to engage students. Mrs. O'Shea asked if they will wear something that will be identifiable. The Chief said they will wear black slacks and some type of light/bright colored shirt that will be easily identifiable. They will receive training on what they should and should not be doing; and the school administration will be aware of their role. By July 2, 140 hours of training, including diversity training, will be delivered to these officers. They will also be in place on August 13. Mrs. Long asked about teachers hired after the 10day count. Mr. Herbic said the training will be ongoing. We will use the video and power point and blood borne pathogens training. The intent is to have a consistent message. She asked about substitute training. Mr. Herbic said that they will be trained as part of their initial hiring training; and the buddy system that is currently used for substitutes will be part of the plan. The layout of the building may be different, but the skills will be the same. The Chief reiterated that everyone is responsible; it is a holistic approach-to make students responsible also reduces our risk. Everyone will be trained to do their part. Dr. Grego suggested an executive session to discuss details that should not be made public. Ms. Flowers stated that this would occur after the school board special meeting today.

- **Midtown Update:** Ms. Patricia Wright, area superintendent, Ms. Coral Marsh, PreK-12 gifted specialist, Ms. Jeanne Reynolds, PreK-12 performing arts specialist, and Ms. Sue Castleman, PreK-12 visual arts specialist, will update the board on the status of Midtown Academy. Ms. Wright shared that Midtown Academy held two community events and have hosted question and answer sessions. Ms. Marsh shared that the cultural arts program has 234 students enrolled; that number includes 143 students that were already in attendance. The full-time gifted program is almost full, there are openings in kindergarten and first grade. Families still have the option to attend Ridgecrest or Midtown. Gifted students will begin with first grade. There are 15 students in the gifted process; and about seven or eight invitations for students to attend, which have not yet been accepted. Staff is being hired and gifted professional development will be provided. Ms. Marsh took a teacher, the magnet coordinator and district application specialist to Hartford to meet Dr. Renzulli and his team, at their school wide enrichment model-total school. It is not just an hour of enrichment but an infused model; it is an inner city school culture that is very successful. Ms. Marsh said that she is committed to provide support to the staff. Ms. Wright stated that St. Petersburg is a hub for culture. This program will expose students to the arts; not just one area or viewpoint. Ms. Castleman invited all cultural institutions to come to Midtown Academy on May 23rd, to show them the school and what it is about and get their ideas. Some fourth grade Summer Bridge students will go to the Museum of Fine Arts. There is an exhibit of African American female abstraction artists titled *Magnetic Fields*. This is an example of what will be done with Midtown students. Ms. Reynolds will be in attendance at the meeting tomorrow to discuss opportunities. Mrs. Lerner said this excitement needs to be spread out to all the schools. Ms. Lentino asked if Ms. Reynolds knows what instruments will be taught-suggesting the violin. Ms. Reynolds shared that they will not make that determination yet, until they have an opportunity to talk with the students and families. They will introduce some beginning musical elements first. The conversations are ongoing; there are many resources; they are still building the plan. Dr. Corbett shared that now that

Midtown Academy will be offering a gifted magnet; there was conversation that a gifted magnet was desired in the north county. They have looked at the old Palm Harbor elementary site and have determined that it could be opened next August. The work on the property could be managed by our staff. In June, the board will be asked to approve the request from the Department of Education to re-open the site as a school, but they do not want to move ahead without the board's agreement. Dr. Grego asked for a head nod if this is the desired direction we should move in; he acknowledged the board's agreement to move forward with this plan.

- **Job Descriptions:** Ms. Paula Texel, director, human resources services, reviewed the following job descriptions: *Administrator, School Safety (C08 ADM)*; *Teacher, Early Childhood to Teacher, Early Childhood – Varying Exceptionalities, (INS PCTA)*; *Teacher on Special Assignment (School Curriculum / Technology Specialist) (INS PCTA)*; *Police Officer (D12 PBA)*; and, *School Security Officer (D11 PBA)*. Ms. Texel shared that the administrator, school safety, is a new job title due to the new legislation; but, it replaces the position Coordinator of Emergency Management, Safety & Security previously held by Mr. Dluzneski who retired. Teacher, Early Childhood is in preparation for the Head Start program that will be staffed by district personnel. Teacher on Special Assignment has been updated. The Police Officer job title was revised with the intent of hiring additional officers. The School Security Officer is a new position. Dr. Corbett was asked about the difference in pay between a D11 and D12; it is 10 percent.
- **SIP 2018-2019 Timeline:** Ms. Jennifer Dull, director, strategic planning and policy, reviewed the following document: *School SIP Development Timeline SY 18-19*. Ms. Dull spoke about the change in timeline for submission of the draft School Improvement Plans (SIP). It was changed to July 13-18; this allows for review prior to board approval. The SIP is aligned to the Marzano framework. The DOE technology has dramatically improved for submission of these documents. Technical training is being offered via webinar or in-person. Mrs. Cook asked about the board approval of the district strategic plan as it relates to the school improvement plans. Dr. Grego said that the district strategic plan will be reviewed at the June workshop; and, will come before the board in September. This will allow us time to make any adjustments prior to final approval. All divisions continue to review the DSP and update it. Ms. Flowers spoke about how school staff often did not understand the SIP and its relation to the DSP, but that seems to be changing. She said kudos that more staff understand what it is and reflecting back to the plan in conversation. Ms. Dull said she provided principals a power point template that can be personalized to communicate the information. Ms. Flowers said the individual school website links to the school improvement plans are working well.
- **Leadership Discussion:**
 - **Dr. Grego:** On May 29 at 2pm an international delegation from Kenya will come to visit the district at PTC, Clearwater campus. You are welcome to attend.
 - **Ms. Flowers:** She spoke about the FSBA Legislative Committee representative. The board needs to identify someone who will serve as the legislative delegate to this committee. She noted that Mrs. Carol Cook is the chair of the FSBA Legislative Committee. Ms. Flowers said that she has served as our representative with Mrs. Eileen Long as our alternate. She said that this years'

experience has been different because of the gravity and number of bills related to education that kept coming forward. She felt some were not discussed fully and they were driven by the FSBA committee. Likewise, the advocacy committee responsibilities were being done by the legislative committee; she chairs the advocacy committee. She expressed her disappointment in the way it went and shared that she has communicated that to FSBA. She said that she knows at the heart there were good intentions; just that everything was going at light speed this session. Her concern is that the FSBA process did not run as she thought; she felt that it was being driven by FSBA and not the 67 districts that were to provide their input. FSBA did send out updates along the way as did the Consortium. They provided a lot of information. Mrs. O'Shea asked if she is interested in continuing; Ms. Flowers said that she enjoys it, and is willing, but wanted to be sure it is a team decision. Mrs. O'Shea said it doesn't look as if anyone else is interested at this time. Ms. Flowers agreed to continue as did Mrs. Long. Ms. Flowers said that Mrs. Long has done a good job as alternate. Ms. Flowers asked about the video clip of Shaquill Griffin. She mentioned it at a board meeting, but understands the process is to request it at the workshop. She wants the video shown, not because he got drafted into the Seattle Sea Hawks, but because of his exceptionality. To be shown for his courage. It was a short clip but very powerful. It speaks to students that they can persevere and be successful and that we are here to help them.

- **Mrs. Cook:** She reminded everyone that anyone can attend the committee meetings; but, only the one representative from each district may vote. She said since we are a single district; we must also elect a person to serve on the FSBA Board of Directors. She currently serves in that capacity and is willing to continue, but wanted to ask if anyone else is interested. Ms. Flowers suggested that Carol Cook continue; with Eileen Long as the alternate. No other board member expressed interest in the position.
- **Mrs. Lerner:** She spoke with Barbara Green from the Homeless Empowerment Project (HEP) in Clearwater. She toured the program. They are awesome and provide transitional housing, employment help, and child care.
- **Mrs. Long:** She was invited to HEP and went and toured the property; they have changed the whole community, it is a wonderful program.

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 12:07 p.m.

Chairperson
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Secretary