

01 12 2010 Work Session

## New Business

1. [8:30 AM - 8:40 AM School Board Member Comments and Discussion](#)

### Minutes:

School Board Members agreed to forego their discussions to allow sufficient time for staff to present options on Florida's Race to the Top Grant Memorandum of Understanding.

## Board Agenda Review

2. [8:40 AM - 9:00 AM Review of January 12, 2010 School Board Agenda](#)

Attachment: [01 12 10 School Board Agenda.pdf](#)

### Minutes:

Item 21 and 22: Grants - Dick Mullenax asked that PEF (Polk Education Foundtion) be made aware of grants in the future to see if there are any matching dollars.

Item 57: Short listing of contractors - Tim Harris requested that, in the future, information on where the company is located be included.

3. [9:00 AM - 9:10 AM BREAK](#)

## Discussion

Item 4

4. [9:10 AM - 10:10 AM RACE to the TOP Update](#)

Attachment: [Race to the Top Memo.pdf](#)  
Attachment: [RTT Pros and Cons.pdf](#)  
Attachment: [RTTT Matrix.pdf](#)  
Attachment: [Race to the Top FAQ.pdf](#)  
Attachment: [RTTT matrix 2 col 1 6 10.pdf](#)  
Attachment: [Participating LEA MOU.pdf](#)  
Attachment: [Race to the Top MOU Package.pdf](#)

Minutes:

The Memorandum of Understanding is due in to DOE today after the Board Meeting. It will be faxed and an overnight delivery of an original document.

- Meetings on Race to the Top are on-going not only within the district but also between districts and with State offices.
- Currently, PEA (Polk Education Association) is not willing to endorse the MOU.

Dr. McKinzie reported that in a recent letter from the President of the Senate, Jeff Atwater, where he states....'We support the principles reflected in the draft application and associated Memorandum of Understanding. Adequate objective measurement instruments either are in place currently or are in the process of being developed to support linking teacher performance evaluations to student outcomes. The standards associated with this issue in the MOU is the minimum standard we can support based on current law, and it is a legislative leadership priority to strengthen this standard during the upcoming legislative session'....

Dr. McKinzie stated that from the district's perspective the only assessment currently in place is the FCAT assessment. She is not sure if Mr. Atwater's statement means that the State will develop the other assessments if they receive RTTT grant funds. The District will have to develop assessments in the other areas in a time with Pay for Performance is part of the measurement required by the State. Districts would need to develop or purchase assessments for non-curriculum core subjects: Art, Music, Physical Education, etc.

At the federal level, the grant was designed to help struggling schools; FL DOE says we can help our Correct II schools if we choose to do so because we do not have any schools in the lowest 5% . However, we do have to address ALL of the areas named in the MOU/Statement of Work.

If the Board decides to sign the MOU, it allows the district to continue working to meet the requirements. If we are unsuccessful in meeting all of the requirements and can provide proof of earnest efforts, we can withdraw from the grant and will not have to repay any funds received

Several districts rewrote the MOU and were denied; however, Pinellas County drafted a MOU that clarified the non-repayment of received funds and it was allowed.

Dr. McKinzie stated she would not recommend going to impasse in order to meet the requirements of the MOU.

Some of the requirements are in place or in process.

Dr. McKinzie reported that of the funds we would receive approximately \$13 Million over the 4 year term. Pay for Performance, Differentiated Pay and new staff to work through the grant (3-5 people) would need to be funded through the grant as well.

#### Areas of concern:

- One career or technical course that would integrate the Math/Science - this would require a redesign (cost involved)
- District developed assessments aligned to state standards, i.e. Career/Technical/PE/Music/Art/ESE, etc (HUGE cost involved);

State will provide a list of vendors that have products that might be considered. Our staff has looked at several of them, however, they do not match State Standards and the cost to convert will be high and extremely time consuming.

- Evaluations are to be based primarily on student performance - (tied to assessments that are not developed at this time) and EVALUATIONS are not developed as yet. Requires a HUGE redesign (multi-leveled and multi-stepped).
- Implement a compensation for teachers that ties most significant gains in salary to effectiveness demonstrated by annual evaluations rather than degree level or years of service. MOST Challenging We have been told this can be phased in over 1-2 years, but it remains a HUGE challenge.
- Implement compensation for principals that ties the most significant gains in salary to effectiveness demonstrated by annual evaluations rather than to degree level or years of experience.
- Provide annually to DOE its salary schedule indicating how this requirement has been met.
- Use evaluations to inform tenure and/or full certification.
- Use evaluations to base decisions surrounding reductions in staff, including teachers and principals holding employment contracts, on their level of effectiveness demonstrated on annual evaluations.
- LEA, principals, their supervisor, and all LEA staff who have a responsibility in the dismissal process are held accountable for utilizing the process and time line in statute. Time line for all the evaluations and subsequent reporting, staffing, is not conducive to our calendar. Requires significant modification and will be very difficult to do.
- LEA will develop a plan, with timetables and goals, that uses effectiveness data from annual evaluations to attract and retain highly effective teachers and principals to high-poverty, high-minority, and persistently lowest-achieving schools.

- Implement a compensation system to provide incentives for encouraging effective teachers and principals to work in these schools.
- Present a plan that includes strategies in addition to compensation to staff these schools with a team of highly effective teachers led by a highly effective principal, including how the success of these individuals will be supported by the district.
- Offer Pre-Kindergarten on a full day basis using the Department's Title I Full Day Pre-K model, for children residing in the attendance zone of such schools.

Requires a fully certified teacher and a highly qualified para in the Pre-K class. Currently we have a CDAT and para in the class. Will be additional cost.

As the head start grant is continued, we have the flexibility to restructure the terms to include these requirements.

- **BIG Question:** Where will we find funds for these areas after the 4 year grant?

PROS and CONS:

Board Members requested input from Dr. McKinzie on her recommendations

Dr. McKinzie stated that it will cost more to implement RTTT than what we will receive. We do need to be able to negotiate with unions and have some money behind it. \$3-5 million for a four year period will not be sufficient to implement the MOU requirements as well as Pay for Performance, Differentiated Accountability, etc. Currently we are working on Inclusion, Cognitive Response (Discipline in classroom), Differentiated Instruction. Her concern is that if you don't have that basic stable equitable system why would any teacher want to take on the challenges of RTTT.

Hanover has provided us with data that shows Pay for Performance across the nation is mostly voluntary and few schools are participating. And, a lot of those schools are showing problems within.

DOE is not willing to negotiate the MOU. She thinks that we should become an "involved" district so that we can apply for federal grants to continue to help struggling schools.

Unanimous consensus of Board - become Involved; no MOU will be signed.

Item 5

5. ~~10:10 AM - 10:30 AM Overview of Technology in Polk County Schools~~

Attachment: ~~17--SB Summary IST Tech Presentation.pdf~~

Attachment: ~~IT Update.pdf~~

Item 6

6. [10:30 AM - 10:50 AM Anti-Bullying District Update](#)

Information

Item 7

7. [Revised Job Descriptions for Senior Coordinator, Academic Rigor \(Senior Coordinator, Secondary Language Arts; Senior Coordinator, Secondary Math; and Senior Coordinator, Secondary Science\) in the School Based Operations Division](#)

Attachment: [Revised Job Descriptions for Senior Coordinator of Academic Rigor 1-12-10 WS.pdf](#)

Minutes:

Mrs. Lofton disagrees with lowering the requirements of the positions in order to widen the field of applicants. The Boys of Color Senior Coordinator requires a Masters' Degree yet you want to lower the requirements of a Senior Coordinator of Math and Science.

Mr. Harris stated there is the perception that the lowering of requirements is to allow a particular person to apply for the position.

Mrs. Sellers foresees an inequity issue if the salary of a Senior Coordinator with a Bachelor's Degree makes the same as a Senior Coordinator with a Master's Degree.

Board consensus was to maintain current requirements.

Item 8

8. [2010-2011 Polk County Schools Calendar](#)

Attachment: [2010-2011 Polk County School Calendar 1-12-10 WS.pdf](#)

Item 9

9. [2008-2009 Annual Financial Audits for Charter Schools](#)

Attachment: [2008-2009 Annual Audits- WS 1-12-10.pdf](#)

Item 10

10. [Modification to the Six Lake Wales Charter School contracts for Employee Handbook](#)

Attachment: [WS-Lake Wales Employee Handbook 1 12 10.pdf](#)

Item 11

11. [2008-2009 Annual Accountability Reports for Charter Schools](#)

Attachment: [1WS Summary Annual Reports 1 12 10.pdf](#)

Item 12

12. [Promoting Academic Success of Boys of Color \(PASBOC\) Continuation Grant Application](#)

Attachment: [Polk -- Summary Letter and Next Steps PAS .pdf](#)

Attachment: [Coordinator Program PASBOC Grant.pdf](#)

Attachment: [Coordinator Program PASBOC Grant Final.pdf](#)

Attachment: [Visio-Learning Reading SY10 pg9 moveBoys of Color.pdf](#)

Attachment: [Visio-Superintendent SY10 pg3 Boys of Color \(2\).pdf](#)

Attachment: [Coordinator Program PASBOC Grant Strikethru.pdf](#)

Attachment: [PASBOC Budget Impact 2yr 12.09.pdf](#)

Attachment: [PAS letter McDaniel.pdf](#)

Attachment: [CLERK GENERAL.pdf](#)

Attachment: [PASBOC School Board Summary 01 2010.pdf](#)

Adjournment

Meeting adjourned at 11:38 AM. Minutes were approved and attested this 26th day of January, 2010.

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Kay Fields, Board Chair

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Gail F. McKinzie, Ph. D., Superintendent