

05 14 2019 Work Session 12 30 PM

DISCUSSION ITEMS

Item 1

1. [12:30 - 1:00 PM 2019-20 Budget Update](#)

Minutes:

**Superintendent Byrd opened the work session with comments and clarification on the recent events at Medulla Elementary. The bullying allegations reported at the last School Board meeting have been investigated. It was found that staff had not acted inappropriately. The Superintendent stated she stands behind the staff; they do their best for each and every student every day. There will be no staff member removed from the school.

Mike Perrone, Associate Superintendent and CFO, provided a budget update.

- Turnaround Supplemental Services - \$5 million.
- Best and Brightest - \$10 million
- Compression funding decreased by \$2 million
- Digital Classroom allocation decreased by \$1.5 million
- Projected fund balance for the end of this school year - 4.06%
- \$1 million (possible Categorical funds) has been set aside to continue supporting those schools coming out of turnaround status which is a priority of the Superintendent. If this can be funded through Categorical, it will increase the fund balance to 4.2%

Mr. Townsend commented on the Best and Brightest bonuses. Wendy Dodge, Legislative Liaison, summarized that there are now 3 levels: Recruitment, Retention, and Recognition. The statute outlines who can receive them and

under what circumstances. The third level (recognition) can go to effective or highly effective instructional personnel. If there are any funds remaining, the Board can develop the criteria to disburse those dollars.

Ms. Forney asked how many schools and what support services will be offered to the former turnaround schools. Dr. Akes stated there are 16 schools at a projected cost of \$5 million. Mrs. Byrd commented she would like to provide coaches where needed, offer incentives, and provide other support where it is needed.

Mrs. Miller asked if AVID's grade recovery allotment is for sustaining the program or expanding it to other schools. Dr. Akes responded it is to sustain and expand to several schools. He would like to expand to elementary schools and to establish feeder patterns to have the most impact.

Item 2

2. [1:00 - 1:45 PM School Discipline - Comprehensive Student Behavior Response Plan](#)

Attachment: [Communication Flow Chart.pdf](#)

Attachment: [School Supervision 2018-2019 .pdf](#)

Minutes:

Deputy Superintendent John Hill presented the Comprehensive Behavior Plan.

Response Team:

- Brett Butler, Director of Discipline will work with the group and principals to implement discipline and offer support for schools.
- Jim Maxwell, Director of Behavioral and Mental Health Support, will facilitate and monitor the plan and provide oversight as well as collaborate with Mr. Butler to ensure that the schools receive comprehensive support.
- Dr. Poinsetta Tillman will work with teachers and administrators to support students with disabilities through in-class observations and collaborate with the team to enhance supports and create an environment that is conducive to all students.
- Lori Allen, Senior Coordinator of Professional Development, will work with principals to build strong teacher-student relationships and social issue supports in the classroom through professional learning.
- Deborah Badertscher, Senior Coordinator for PBIS, will work with schools to strengthen multi-tiered systems of support and positive behavior interventions.

Mr. Hill feels the plan will have a positive impact for teachers and students in

regards to disruptive and intensive student behavior which are the most challenging behaviors to our district. These enhanced plans will address the social and emotional learning needs of the students and provide support to school personnel. The goals are:

- Improve the district's immediate response to students that exhibit destructive and or intense behaviors.
- Continue to build and improve the system to provide schools the ability to grow their own capacity
- Expand the district's continuum of Mental and Behavioral supports

Dr. Michael Akes, CAO, spoke on strengthening the Marzano Teaching Framework. One of the elements is the conditions for learning. It is mission critical that the conditions for learning be strengthened for teachers and students. We have a good core behavioral system in place for the majority of situations. The acute problem is at the Tier 3 which is for more intense student behaviors which are less than 1% and requires professional help.

Dr. Kimberly Steinke, Associate Superintendent of Learning Support, spoke of funding sources that can be used to cover mental health services as well as any new contracts to support the program and two new positions that need to be in place for this response plan.

Mrs. Miller spoke of schools that are under reporting these behavioral situations. Is there a penalty for schools reporting a large amount of referrals? Mr. Hill stated that Mrs. Byrd has made it clear that she supports the schools. We will encourage school-based leaders to share these situations openly with their Regionals so that we can provide solutions.

Mrs. Miller would like to know how IDEA funds are spent. There are no residential placements in Polk County for students.

Dr. Steinke stated that 15% of the IDEA grant is able to be used for the prevention of students being identified as students with disabilities. While Polk County doesn't have any residential facilities or homes, there are group homes for students that have more severe disabilities and are typically placed there by a social agency for students with disabilities or the parents; not the school system. There are a lot of layers to work through before students are placed in the more restrictive home settings.

Mrs. Miller asked if the Board Members can track this data as the program is implemented. Dr. Akes responded that the data will be available shortly. He also stated that the intent of the July Principals' meeting will be to update them on how to respond to students.

Mrs. Fields would like a report on the highly disrupted behavior by gender and ethnicity. Dr. Akes stated there isn't a reporting system at the moment that can track this across the district. We do have the overall school discipline aggregated data for this year.

Mrs. Fields commented it would be valuable to have something tangible to show the public on the decrease in discipline; especially when it comes to ethnicity.

Mr. Townsend asked if referrals were a key to discipline. Mr. Hill responded that it had been and we are working with teachers to give them the needed support. Mr. Townsend stated ESE support seems to be consultative or supplemental and the lines of authority falls to the Regionals and principals. Are we calibrating the line of authority? Dr. Steinke responded that students with disabilities are students first--general education students first. They receive every right and everybody has a responsibility to them first as a student individually, even before you see them as a student with disabilities. There is a level of responsibility that we have as an ESE team for the services and support that our students with disabilities receive.

Ms. Fortney stated that there were times when she would have a Tier 2 student in every row, every period, every day and the only way the classroom teacher can get the class moving forward was to get them removed via a referral.

Item 3

3. [1:45 - 2:05 PM Resolution 2018/19-16, Sales Tax Revenue Bond, Business Services, \\$200,000,000](#)

Attachment: [Bond Resolution with Exhibits - May 14, 2019.....pdf](#)

Attachment: [4.30.19 - Debt Service Comparison Based on Project Fund.pdf](#)

Minutes:

Mike Perrone, Associate Superintendent and CFO, along with Mike Weiner of Holland and Knight, provided information on a proposed revenue bond resolution not to exceed \$200 million which will be secured by the sales tax revenue.

Mr. Wilson asked what the total debt amount and the annual debt service amount will be once the projects are complete? Mr. Perrone responded for \$200 million it will be \$17.2 million over the 15 year period; for \$150 million it would be \$12.9 million.

Mr. Perrone anticipates the pre-bond closing and closing will occur on June 3rd.

Item 4

4. [2:05 - 2:15 PM The Schools of McKeel Academy Request to Amend Charter Contract](#)

Attachment: [Request to Amend the Schools of McKeel Academy Charter Contract .pdf](#)

Attachment: [MAT Zone3.pdf](#)

Attachment: [Proposed Location for New Building.pdf](#)

Minutes:

Carolyn Bridges, Senior Director of Acceleration and Innovation, Candy Amato, Acting Director of Charters, along with Dr. Michael Akes, Associate Superintendent and CAO, presented a request from McKeel Academy of Technology to build a 12 classroom building on the conversation charter school site which is our property.

McKeel Academy will absorb any maintenance costs associated with this project and it will be built to ESSRA standards. This will add an additional 275 seats, 176 seats would be filled by McKeel South students. The remaining 99 seats would be filled through the lottery system. Mrs. Byrd leveraged this request to increase the at-risk and low income students that the school would serve. They will continue to commit to transport their students in Zone A (former Choice zone) and will create a secondary higher priority enrollment zone to increase the diversity of the school. This is a high mobility area but currently, there are 198 students in this area in Grade 7-12. Should the school close, this building would revert to the school district.

Mrs. Miller stated that McKeel should be cautious and prepared for the support levels that are required for these children.

Mr. Townsend feels that this should be the school of last resort rather than an opt out school. Mr. Wilson said it is a valid concern and should be part of a bigger discussion. He also feels Mrs. Miller has a valid point about maintaining support for these children.

Mrs. Miller asked if these students are able to be tracked. Mrs. Bridges confirmed they can.

Item 5

5. [2:15 - 2:30 PM BREAK](#)

Item 6

6. [2:30 - 3:00 PM Leadership Development: Creating a Culture and Climate of Success for All](#)

Attachment: [DRAFT - PCPS Project Summary for School Board.pdf](#)

Minutes:

Mr. Hill, Deputy Superintendent, and Consultant Emily Rogers spoke about leadership that would build a culture and climate of a team that will have the capacity to lead with excellence and achieve greater success.

Mrs. Rogers was a teacher at Scott Lake Elementary and currently stays involved in education.

Phase I will focus on Cabinet members, the most senior leaders in the organization. Phase I will run October thru March. Phase II would be the Executive Team which will run from January thru June.

Phase I will begin with an organizational culture survey which will help understand what this team would like to see more of or less of and will lead to more discussions. This will benchmark the health of the organizational culture. The second assessment will be part of Phase I, a 360 leadership assessment will be conducted on cabinet members so that they can understand their leadership strengths and opportunities. Finally, an assessment will be taken to engage the cohesiveness of the team.

Mr. Townsend asked what makes strong leaders or do you use surveys to see what works best. Mrs. Rogers stated that its a combination of the two. Mr. Townsend asked who would know the outcome of this program. Mr. Hill stated that this is for growth purposes and it will be shared with Mrs. Byrd.

Ms. Reynolds asked if the 360 surveys are going out to other audiences. Ms. Rogers explained that it begins at the top of the organizational chart and goes on down to principals. She also stated that if the Board would like to participate in this survey, they may.

Phase II would focus on the Executive team and the roll they can play through their leadership effectiveness. They will engage in a six part leadership analysis to understand leadership strengths and opportunities.

Phase III has not been defined at this point but it could be additional contact with Cabinet members on maintaining what they have learned.

Mrs. Cunningham is concerned the program is 16 months instead of 12 months.

Ms. Rogers stated that Cabinet is first and it will take about 4-5 months which involves the surveys, debrief of surveys, discussion of surveys and workshops. Then she will engage the Executive level team and meet every two to four weeks. The gap between training allows the leaders to put what they have learned into practice. Then new concepts and new tools will be given.

Mrs. Cunningham feels that Phase III really needs to be planned out beforehand. If she were involved in the survey, she would like to know how well she is doing and if any change have been made. She would also like to see the follow up surveys to see changes.

Mrs. Fields would like to see the fruits of the labor and any long term impacts.

Mrs. Rogers asked the Board if they would like to participate in the culture survey. The Board concurred they would not participate; this would be for staff

only.

Mr. Townsend believes this should be built into the Strategic Plan.

Item 7

7. [3:00 - 3:10 PM Hope Scholarship Policy Revisions](#)

Attachment: [Docs Staff Policy Recs may 14 19 wk session.pdf](#)

Minutes:

Wendy Dodge provided information on the Hope scholarship policy.

Mr. Townsend commented that the Hope scholarship is a compliance act and that these statutes are not helpful in dealing with a child's well being. This is impersonal in compliance.

Mrs. Fields asked when the Board will be provided the Legislative updates.
Mrs. Byrd stated it would be in June.

Item 8

8. [3:10 - 3:20 PM Policy Updates](#)

Attachment: [Staff Policy Recs.pdf](#)

Minutes:

Wendy Dodge, Director of Legislative Affairs, stated this update allows the district to maximize its ability to apply for both Federal and State grants.

Item 9

9. [3:20 - 3:30 PM New Reading Endorsement State Statute Certification Requirement](#)

Minutes:

Dr. Michael Akes, Chief Academic Officer and Associate Superintendent, spoke on the actions to take place on the 2018 Reading Endorsement statute. If we provide reading intervention, the reading endorsement must be implemented. Teachers K-5 who teach reading will need to have a reading endorsement. Approximately 3,000 teachers will need this endorsement by 2020. Districts all across Florida are working on this endorsement. Teachers can do the five competencies online or a hybrid or weekend classes at no cost. Dr. Akes and Mr. Perrone have set aside funds for coaches or course facilitators.

Ms. Cunningham said that she would like to see classes held in more centralized areas of the district. Dr. Akes agrees and believes area schools can host the classes.

Item 10

10. [3:30 - 3:40 PM New Job Description-Behavior Specialist and PBIS Faciliator](#)

Attachment: [WS New Job Descriptions-Behavior Specialists and PBIS Facilitators.pdf](#)

Minutes:

Teddra Porteous, Associate Superintendent of Human Resources, presented two job descriptions to the Board:

- Behavior Support Specialist
- PBIS Facilitator;

There are five positions for each description.

Item 11

11. [3:40 - 3:50 PM 2019-2020 Student Progression Plan](#)

Attachment: [Student Progression Plan 2019 - 2020.pdf](#)

Attachment: [2019 - 20 Executive Change Summary.pdf](#)

Minutes:

Dr. Akes, along with Ann Everett and Deidre Skaggs, presented the 2019-20 Student Progression Plan. There are two different documents one for the SPP and the other is the executive summary.

Mrs. Everett stated that a committee of assistant principals and counselors at the elementary and secondary levels reviewed the current SPP and made recommendations. It is the guiding document for student curriculum, student placement, and academics. There were no significant changes. Dr. Akes stated the changes made were to address statute updates and to mirror our policies.

INFORMATION ITEMS

Item 12

12. [Financial Statements for the period ending March 31, 2019.](#)

Attachment: [March 2019 Board Financial Packet.pdf](#)

13. [Financial Statements for the period ending April 30, 2019.](#)

Attachment: [April 2019 Board Financial Packet.pdf](#)

Item 13

14. [Investment Report as of 3/31/19](#)

Attachment: [Summ of Invest For Board 3-31-19.pdf](#)

Item 14

15. [FDOE AVID Grant Award, Professional Development](#)

Attachment: [Risk Analysis AVID.pdf](#)

Attachment: [0076843-100a revised 4.21.pdf](#)

Attachment: [2018-2019 AVID Request for Application \(1\).doc 4.21.pdf](#)

Attachment: [Budget-Impact-Analysis-2018-19 \(1\) AVID 4.21.pdf](#)

Attachment: [DOE101S AVID Rev. 4.pdf](#)

BOARD AGENDA REVIEW

16. [3:50 - 4:00 PM Review the May 14, 2019 School Board Agenda](#)

Minutes:

C-19: INVO Contract, \$1,946,000

Ms. Fortney asked if contracts are evaluated for their effectiveness. Dr. Steinke responded she monitors data on student progress reports that INVO supports and serves. There is no finalized end of year report but there is a customer service component.

R-64 2019-2020 Charter School Projected Enrollment

Mr. Townsend asked if BOK is going into Janie Howard. Mrs. Cunningham informed him that BOK will be utilizing the First Presbyterian Church.

Mr. Wilson stated that he will abstain from voting on the Lakeland Gateway request.

Mr. Perrone made the Board aware of a bid contract that was pulled from the agenda: the Microsoft contract. Dr. Tina Barrios, Assistant Superintendent of Information Services and Technology, stated that Microsoft made a mistake in pricing.

Mrs. Fields mentioned that she was not at the last Board meeting and wanted to know about the projected enrollments for BOK North and Discovery Academy. Dr. Akers stated that it was adding a grade level. Both were asking for more seats that had been filled from their previous requests. We upheld their current contract numbers.

OLD BUSINESS

NEW BUSINESS

17. [Strategic Planning Facilitation Proposal](#)

Attachment: [PCSB FY 2019-20 Strategic Planning Facilitation Proposal.pdf](#)

Minutes:

Mr. Wilson announced that strategic planning will be held once a year. Dr. Tom Freijo will be the facilitator.

18. [BOARD COMMENTS](#)

Minutes:

Mrs. Cunningham reported her term on the Florida School Board Association's Board of Directors is coming to an end. She nominated Sara Beth Reynolds to replace her. Sarah Fortney has been nominated as Ms. Reynolds' alternate. Consensus reached by Board.

Mr. Townsend suggested that commissioners, managers, or any elected official who wishes to present at our board meeting be placed at the beginning. Mr. Wilson said that it would be most appropriate.

Mr. Townsend would like public comments to be included in the audio recording. Mrs. Cunningham and Mr. Wilson disagree. Mrs. Fields reminded the Board there was a reason why they were not aired; she asked for Mrs. Byrd's thoughts.

Mrs. Byrd reaffirmed that the comments were not recorded due to issues with speakers in the past. It is the Board's decision to record and air those comments.

Ms. Reynolds has concerns about speakers giving detailed student information and it being placed on social media. If it is decided to air the comments, she asked the Chair to caution speakers about disclosing personal information.

Mr. Bridges explained that previous recordings were edited by PGTV to meet their time slot. He stated that parents say things about students that cause ethical and moral headaches.

Mrs. Fields is against the back and forth discussions of board members and the audience. The Chair should direct them to the Superintendent and she should direct the public to staff.

Mr. Wilson doesn't feel it's appropriate for the School Board to have someone removed because conversation gets out of hand. Mrs. Byrd has agreed that if she needs to respond or have staff respond she will do so; or, she will direct the person to meet with designated staff.

Consensus to allow the public speakers portion of the Board Meetings be recorded and aired beginning with the June Board Meeting. Mr. Wilson will draft language on the perimeters. The Board would also like to have audio and video of the Roundtable meetings.

Mrs. Fields commented on the Bridge Prep charter application. She stated that for many years, East Polk didn't receive the same services as the rest of the district. Bridge Prep wanted to build in Lakeland but agreed to look in the East Polk area. Mrs. Fields asked Mrs. Byrd if she recommends BridgePrep for East Polk and if the deficiencies can be resolved.

Mrs. Byrd commented that her recommendation was to allow the application to move forward and to resolve any outstanding concerns, such as the location and budget, during the contract negotiation.

Kay Fields asked what is their final location in their application. Mr. Bridges responded he believes it states South Lakeland. He stated if BridgePrep voiced agreement in the meeting to locate in the northeast area of the county, the video can be brought into the hearing.

Mr. Wilson and Mr. Townsend clarified the need to have a policy requiring student suicides to be tracked and reported to the Board at the end of each semester. Mr. Townsend would like a policy that the Superintendent is notified when an employee has been investigated two or more times.

Mrs. Cunningham feels the suicide information will be included in the new student behavioral response program discussed earlier today.

Mrs. Byrd informed the Board that in many incidences, the parents request for privacy, and they have that right. Mr. Townsend clarified that detailed information is not needed, just the numbers in each semester. Dr. Steinke voiced concern on the reporting numbers reflecting the data. She has been researching how to inform the Board of these incidents without violating HIPPA or FERPA. Mr. Wilson confirmed that staff needs more time on this request.

Mr. Wilson spoke on Mr. Arzas' letter to several Board Members regarding BridgePrep's Charter application. He feels it was misguided, terribly inappropriate, ill conceived, ill advised, and terribly unfortunate. The letter inferred that some board members were not conducting themselves according to their constitutional responsibilities. The letter was completely inappropriate. Mr. Wilson made a public appeal to Mr. Arza to apologize to those board members. Based on the application they submitted, if we lose the appeal, we lose the ability to negotiate the contract, the ability to influence where they build and who they enroll. We can provide the services but don't have the resources to do so. We will still be overcrowded after building new schools in that area. Mr. Wilson will entertain a renewal vote at the Board meeting if any board member would like to renew Superintendent's recommendation for BridgePrep.

Mr. Bridges stated BridgePrep has 30 days to file an appeal once a denial letter is sent within 10 days of the vote.

Mrs. Miller stated that she is against having a board comprised of people who don't live in Polk County. She feels that she cannot trust them especially with the type of behavior that was displayed.

Ms. Fortney felt very threatened by the letter she received from Mr. Arza.

Mr. Townsend feels that it would be disrespectful to have this vote tonight without further discussion.

The meeting adjourned for an Executive Session to be held in the Legal Office's conference room. The School Board Meeting will be delayed until 5:30 PM.

Meeting adjourned at 5:00 PM. Minutes were approved and attested this 30th day of July, 2019.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent