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06 10 2014 Work Session 8 30 AM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

A. New Business

1. [8:30 - 8:45 AM Board Member Comments](#)

Minutes:

Mrs. Wright requested:

- a list of graduation rates by each high school's demographics
- the number of diplomas issued
- the number of Certificates of Completion issued

She reiterated that she would like to see a presentation on the Wellness Program: benefits of the program and what initiatives are being considered to increase the number of participants.

Mr. Berryman would like to be able to report back to the Central Florida School Boards Coalition later this week on their request for our endorsement on the Carson Scholars Foundation. Board consensus is to support the initiative.

He voiced concern on the different grading scales used for staff evaluations. He hoped that next year one scale would be used for all 4 of their employees. Mrs. Cunningham concurred. Mr. Mullenax stated that he has contacted Human Resources to see if that is possible.

2. [8:45 - 9:00 AM Succession Plan for Filling the Position of Director of Internal Audit](#)

Minutes:

Mr. Mullenax announced that Sheila Phelps, Director of Internal Audit, will be retiring in November. He asked for input on a succession plan.

- Mr. Berryman suggested it be advertised
- Mrs. Sellers supports cross training and promoting from within, thereby having a smooth transition and continuity
- Mrs. Cunningham supports the staff member recommended by Mrs. Phelps
- Mrs. Wright supports advertising and hiring the most qualified - following the process used by all other departments
- Mr. Harris commented that the quality of a good leader is to train the next generation; he supports Mrs. Phelps' recommendation
- Mr. Mullenax would like to see it handled internally

Consensus reached to support the recommendation of Mrs. Phelps.

Mr. Berryman would like to have a one-on-one conversation with the individual being recommended and requested delaying any action to allow him time to meet with her.

Wes Bridges, School Board Attorney, stated that once the Board decides on a selection, a contract will be negotiated and presented to the Board for approval.

B. Board Agenda Review

3. [9:00 - 9:15 AM Review June 10, 2014 School Board Agenda](#)

Attachment: [06 10 14 School Board Agenda REVISED.pdf](#)

Minutes:

C-18: Contract with Dana Center

Mr. Berryman inquired about the funding source. Mrs. LeRoy responded that the RTTT (Race to the Top) federal grant is the funding source. The Dana Center is a not-for-profit Think Tank that has been working nationally on the standards movement (Common Core/Florida Standards, etc.).

#### C-26: Purchase of Language Learning Software - Rosetta Stone

Mr. Mullenax had concerns with the purchase.

Mrs. LeRoy reported the supplemental program is used to reinforce non-English speaking students and their parents and is funded through Title III. Juan Seda, Director of ESOL, reported the software purchase was over a three year period and equates to about \$46 per license.

Mrs. Wright asked if other districts use the program with success. Mr. Seda reported that Hillsborough and Miami-Dade use it.

Mrs. Wright asked if it could be used by Pre-K parents and the adult education program. Mr. Seda stated that Title III funds are restricted to K-12.

#### C-25: Non-Cash Donation of Outdoor Stage from DSA Outdoor Learning Center to Davenport School of the Arts

Mrs. Cunningham requested the item be pulled for a separate vote.

#### 4. [9:15 - 9:30 AM BREAK](#)

Minutes:

### C. Information

Item 5

#### 5. [2014-2015 School Lunch Prices](#)

Minutes:

Susan Ehrhart provided additional information on the school lunches and stated that meal prices at the high school level are comparable with surrounding districts.

### D. Discussion

Item 6

6. [9:30 - 10:30 AM Driving Academic Improvement](#)

Attachment: [Polk Co. Navigating Waves of Change.pdf](#)

Minutes:

Sam Howe, Vice President Academic Planning and Analysis, Scholastic, Inc, provided information on what needs to be in place to meet the district's future academic needs. Is our Academic Plan and Strategic Plan accommodating the changes in population and meeting the needs of the district? The information provided is based on our enrollment, FCAT 2 data in Reading and Math, plus demographic data from the US Census Bureau across a four year time frame.

- District will see 1 -2 % dropped solely based on low economic movement into the area
- Enrollment data reflects the largest population is the lowest economic section
- Caucasian population is declining
- Poverty line is about \$24,000 annually for a family of 4 in Polk County; eligible for public assistance.
- 11% of Polk families are extreme poverty level (\$900 monthly for a family of 4)
- 74% of students that score below proficient in Reading are children from fragile families (economically disadvantaged). The state test scores will continue downward as this area increases.

Number is the key ingredient - not percentage. What is the number (not %) of students any new program or initiative will move upward? Fastest growing tax base in Polk County is over age 65. The fastest growth in ages 5-17 group is Spanish speaking.

Questions for the Board to consider: (These are common areas and nation-wide issues)

- How is the district prepared to serve all children?
- Have academic plans prepared the district for continued demographic trends?
- How is the district preparing all children to be college or career ready?
- Given the variance between the two fastest growing groups of the district (under 6 and 65+), what is the communication plan?

Mr. Harris commented that the academic divide is growing nationally due to the increase in poverty-level families. Mr. Howe related that it is not a 'one size fits all' solution, the district should look at the poverty needs of each school.

Item 7

7. [10:30 - 10:45 AM SchoolMessenger through Reliance Communications Inc.](#)

Attachment: [Copy of Blackboard vs School Messenger.pdf](#)

Attachment: [SchoolMessenger-Order Authorization 2014 Polk County FL.pdf](#)

Attachment: [SCHOOLMESSENGER POLK COUNTY.pdf](#)

Minutes:

Senior Director of Support Services Rob Davis and Safe Schools Specialist Ann Marshall reported on services provided thru SchoolMessenger vs the current provider, ConnectED. While the per student fee (\$1.25) remains the same, SchoolMessenger provides more services such as a 5-minute support guarantee, is available 24/7 through telephone, email, and live chat, has Social Media posting that includes audio, instant translation, surveys, mobile apps, desktop alerts, email analytics, and Quick Tip options.

A preview service with full rights to all functions will be provided at no cost or obligation to begin June 1, 2014 through August 31, 2014. An annual contract would begin September 1, 2014.

Item 8

8. [10:45 - 11:00 AM School Climate Survey Results](#)

Attachment: [CS 2014 Climate Survey.pdf](#)

Minutes:

Senior Director Assessment, Accountability, and Evaluation Wilma Ferrer and Senior Coordinator Eric Ehrhart reported on the results of the recent School Climate Survey.

Six areas addressed by the survey:

- safety (includes bullying)
- school leadership
- teaching
- environment
- relationships (parent/student/teacher-administration)
- communication

Overall results:

- school performance across all survey groups was positive ranging between the Agree and Strongly Agree scale
- specialty schools (Magnet/Choice) had the highest positive ratings

It is recommended that the results be provided to the schools' SAC members

to help address their findings in the School Improvement Plan. Superintendent LeRoy commented the climate and safety information will provide base line data as stated in the Strategic Plan.

Mrs. Wright commented that many staff were not as candid as they wanted to be because of a trust issue and felt the questions were very similar to previous surveys.

Item 9

9. [11:00 - 11:15 AM District Professional Development Opportunities](#)

Item 10

10. [11:15 - 11:25 AM Revised Job Description: Paraeducator, ESOL](#)

Attachment: [Revise Paraeducator, ESOL Job Description 6-10-14 WS.pdf](#)

Minutes:

Item 11

11. [11:25 - 11:45 AM Executive Session](#)

Minutes:

Work Session adjourned at 11:20 AM for the Executive Session.

E. Adjournment

Meeting adjourned at 11:20 AM for the Executive Session. Minutes were approved and attested this 24th of June, 2014.

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Dick Mullenax, Board Chair

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Kathryn M. LeRoy, Superintendent