

10 24 2017 Work Session 12 30 PM

NEW BUSINESS

1. [12:30 - 12:50 PM School Board Comments](#)

Minutes:

Mrs. Fields announced that Superintendent Byrd will not be in attendance today; Deputy Superintendent Marc Hutek will be presiding the Work Session and Board Meeting. The work session items will be addressed first then the board comments.

She read a statement for the record:

At the last work session, the conversation got a little heated and personal. While each board member should feel free to express thoughts and opinions concerning items on the agenda and other board business, as the School Board Chair, I would seriously ask board members to please do so in a civil and courteous manner.

I would also like to remind everyone listening that although school board members are elected from individual residence areas, their election is district-wide. In other words, each school board member represents the entire district. However, the thoughts and opinions expressed by individual school board members do not necessarily reflect official actions taken by the school board in its entirety. Individual school board members may-- and do-- disagree from time to time. That's natural. I hope that when that happens, we can express ourselves respectfully and professionally, mindful of the example we are setting for parents, students, and employees throughout our district.

Mrs. Cunningham commented she missed the last work session and she appreciated being able to call in and give her voice on the RFQ.

Mr. Townsend praised Carolyn Bridges and her staff for their work on the Promise Neighborhood Grant. It seems to be responsive to some of the concerns he has regarding the magnet schools' segregating effect. It is a change of direction that should be communicated to our stakeholders. He hopes Mrs. Bridges will provide a presentation soon.

He also asked when the contracts for Wes Bridges and Carol Matthews will be discussed; particularly the three year auto renewal. Mrs. Fields reported the evaluations have been compiled and we are waiting for responses from Wes and Carol regarding board comments made in the evaluation documents. The contract discussion should be ready for the November board meetings.

Sara Beth announced that the Central Florida Public School Board Coalition is offering free ethics training in Orlando on November 13th at 10:00 AM. You can also do it on line or at the FADSS Conference in Tampa later that month.

OLD BUSINESS

BOARD AGENDA REVIEW

2. [12:50 - 1:05 PM Review Agenda of October 24, 2017](#)

Attachment: [10 24 17 School Board Agenda Revised.pdf](#)

Minutes:

C-56: Demolition of 4 portables:

Mrs. Sellers asked if the portables to be demolished have been offered to the public. Mrs. Usher reported these are 1989 or earlier and many times the outside wants the district to bear the cost of the transfer. They need to be demolished.

R-83: School Board Policy Updates

Mr. Wilson praised the Superintendent for requesting the School Board Policy regarding vacation leave be waived this year.

DISCUSSION ITEMS

Item 3

3. [1:05 - 1:25 PM School Improvement Plan for Janie Howard Wilson Elementary](#)

Attachment: [WS Summary School Improvement Plan for Janie Howard Wilson.pdf](#)

Attachment: [SIP_2017-18_531-Lake_Wales_1401-Janie_Howard_Wilson_School.pdf](#)

Attachment: [NEW DATES 2017 September 27 JanieHoward Corrective Action 2016-2017 Letter Email Attachment.pdf](#)

Attachment: [6A-1.099827.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools stated that Janie Howard Wilson Elementary Charter School is currently under the state's Corrective Action for low student performance. Last year they received their 4th consecutive "D" grade. The statute requires the charter school choose one of four options for corrective action.

1. Contract for educational services to be provided directly to students
2. Contract with an outside entity that has demonstrated repetitive effectiveness to operate the school
3. Reorganize the school under a new principal/director who is authorized to hire new staff
4. Voluntarily close the school

Additionally, the director and a representative from the charter school must appear before the sponsor to present the school's academic deficiencies and their plan to raise student performance. The school's improvement plan must be approved by the School Board.

Dr. Linda Ray, Principal of Janie Howard, and April Barnhardt, Assistant Principal provided information on their school improvement plans. Janie Howard Wilson will allow the data to drive the instruction. The demographics of the school are: White: 27.3%; Black, 34.5%; Hispanic, 35.7%; Other: 2.5%. Students are being taught based on their specific academic needs using differentiated instruction which facilitates closing the gap of proficiency. Teachers and paraprofessionals have been hired to work with small groups in reading and math to increase student learning.

Challenges the school faces are: inconsistency, school culture, professional development, high absenteeism in both student and staff, and staff turnover.

Mr. Wilson commented that in his experience inconsistency, especially in curriculum, never aids success.

Mrs. Fields commented the at-risk group for Black students is 74.6%; what strategies are in place to address this concern and what is the staff racial makeup (gender and race)? Mrs. Ray responded that she addresses academic success for all students not by race; the Saturday Academy will address all Level 1 and 2 students.

Mrs. Sellers asked why the school is losing students? Mrs. Ray reported that families move their students to a school with a higher grade.

Mr. Harris asked for the total enrollment and total minority enrollment. Enrollment is 400 and minority 70.2%. It was noted that there is a discrepancy on the document uploaded to the State. DOE is aware of the issue but it hasn't been addressed since last year when the error was first noted.

Mr. Townsend asked how families transfer to a different school based on the grade? Ms. Barnhardt stated they apply and go on a waiting list.

Ms. Reynolds asked if an Opt Out letter is used by the charter as public schools have to issue. Ms. Barnhardt stated the process is the same.

Item 4

4. [1:25 - 1:50 PM Charter Review Team's Recommendation to the Superintendent for Charter Applications Received August 1, 2017](#)

Attachment: [2017 Bok Academy North Evaluation.pdf](#)

Attachment: [WS Summary CRT Recommendations.pdf](#)

Attachment: [2017 Navigator Academy Evaluation.pdf](#)

Attachment: [2017 Our Children's Prep School Evaluation.pdf](#)

Minutes:

The 2017 Polk County Charter Applications were presented by Vickie Mace, Consultant, and Melissa Brady, Director of Charter School Department. Two meetings were held of the Charter Application Review Committee on August 31, 2017 and October 2, 2017. The committee reviews the Education Plan, Organization Plan, Business Plan, and attachments.

Edward BOK Academy North (3 Approve 7 Deny 1 Recused)

- Statutes on Replicating a High Performing Charter were not adhered to in the Committee's estimation
 - Does not materially comply with the requirement of Section 6
 - Does not materially comply with Section 9
 - Does not replicate the education plan of the high performing school
- The application was a cut-n-paste from their 2005 application of the original Edward BOK Academy
 - Same concerns of 2005 was in this application as well
- Strengths
 - Implements a lap top program; digital science curriculum
 - Governance, school culture and discipline
 - Proposes to work with the City of Lake Wales to ensure the school is permanently located at the town's historic school complex. (She has learned since the power point was created that there is an issue with securing this site. This will need to be monitored.)
 - Transportation for students
 - Affirms a food service program

- Describes how the school's finances will be managed.
- Concerns:
 - States that the school's staff will work with each elementary school in Lake Wales to ensure that a baseline of achievement for each student is known before the child enters 6th grade. (This indicates they will look at the academic performance of a student prior to the application process.)
 - States repeatedly that its goal is to provide minority students access to the scholastic program.
 - The BOK Academy STAR reports that BOK Academy has a significantly lower percentage of minority students than the district and state.
 - Seeks to attract two target groups of students: Target 1 students who clearly are college-bound and are currently opting out of the Lake Wales Community and Target 2 students who currently are under-represented in the rigorous academic programs: specifically, IB and AP courses. (Recent Legislative (102.3310DE) states you cannot use academic criteria for dismissal or for application process.)
 - Once accepted, continuance at BOK Academy North will be predicated upon performance, behavior and attendance. (Statute changed noted above)
 - Provides conflicting information regarding projected student enrollment
 - at the capacity interview, Mr. Gibson commented that all Lake Wales students would be able to attend the school; however, the current waiting list of 424 students reflects percentages of 26% are from a Lake Wales Charter school, 14% are from district schools in Lake Wales, 44% are from district schools outside of Lake Wales, and 16% are from homeschool, private, virtual, or schools outside of Polk County
 - Stipulates it would be premature to lock the proposed school into a program without seeking the opinions of the teachers who will be delivering the reading curriculum (same language in the 2005 application). If you are replicating a current high performing school, you should be able to name the programs to be used.
 - There were no measureable objectives for subgroups; failed to provide the school's projected population of students with disabilities. They state they are able to determine the number of ESE students at this time.
 - They did not provide a BOK Academy revenue work sheet so the committee was unable to see how many ESE students are being proposed.
 - Also, they state if they couldn't serve a student they would meet with the district to find a proper placement. Lake Wales is their own LEA and should be able to serve their exceptional students.
 - They failed to provide sufficient plan for English Language Learners
 - No budget provided for supplemental programs: Soccer, Cross Country, Cheerleading, Basketball, Volleyball, Track and Field, Golf, Football. They state they could be funded by the Lake Wales Charter School Foundation, but no budget provided.
 - Conflicting information regarding governance: different members listed on different pages (Board of Trustees)
 - No staffing plan for each of the years which is an application requirement
 - Fails to describe any professional development and how it will be evaluated, which is also a requirement of the application.
 - Requirements of a Target 1 (college bound) and Target 2 (capable of attending college) student - none are acceptable by law.
 - Doesn't provide a parent representative - which has been a part of the law for some time.
 - Fails to provide funding for proposed facility
 - Fails to provide a revenue worksheet for Bok Academy North
 - budget not solvent for the first two years: 1st year \$30,000 capital outlay; included revenue from the competitive federal implementation grant for years 1 and 2 for \$187,500 and 162,500 respectively. Mr. Gibson did comment that they have \$6 million in reserve to assist the different schools; however, the statute requires a solvent financial plan be provided.
 - Navigator Academy of Leadership - (6 Approve - 5 Deny)
- Strengths:
 - Davenport area north of Highway 27 and I-4 (Champion's Gate area)

- Well rounded education program (good and innovated curriculum)
- Possible ESE room
- Good ELL Plan
- Concerns:
 - Does not budget expenses for support of outside club/activities
 - Governance: contract with Compass Charter Schools as their Education Service Provider - presents a conflict of interest with a proposed Governing Board Member
 - Didn't include art/music or a specific teacher allocation until year 3 (not following SMART School curriculum)
 - Fails to staff a guidance counselor for the first year but the position is referenced in the narrative
 - Fails to provide staffing for gifted teacher until year 3
 - ESP contract states 3% of grant revenue will go to the management company. This is against the Green Book (most grants do not allow this process).
 - Concerns on a loan of \$350,000 from Tortoise Credit Strategies (not on official letterhead). It reads like an MOU not a contract and involves issuance of bonds.

Our Children's Prep School - (0 Approve - 11 Deny)

Strengths

- Passionate for their students
- Curriculum plan, assessment and evaluation of student performance
- School culture and discipline
- Supplemental programming
- Governance
- Management and staffing, Human Resource, Professional Development
- Student recruitment and enrollment
- Facilities
- Mainstreaming students back to District schools
- Need to qualify for national school lunch

Weaknesses

- Fails to provide appropriate funding and staffing of electives : PE, Art, Music, ESE
- Fails to address services for gifted and talented students
- Implies it does not plan to serve all students with disabilities
- ELL plan fails to project revenue estimate or population on the work sheet
- No expulsion or discipline plan
- Governance -
 - Biggest concern: shared facility with Our Children of Winter Haven (a 501-3C), which will serve students in 9-12 grade
 - Our Children's Rehab to provide services for students at both schools (Medicaid services billing concerns - over \$700,000 projected); co-mingling of funds (private and public school sharing services and facilities); No clear or defined parameters in these areas.
 - Did not specify how they were to evaluate the 100 hours of professional development
 - Did discuss Title 1 but didn't identify themselves as a Title 1 school
 - Student enrollment requires families to consider Our Children's Rehab as the primary provider for occupational or therapy services. (Conflict of Interest)
 - Conflicting information on the number of students to be transported
 - Concern with number of projected students to receive services: 30 Level 4 (254) and Level 5 (255) students equals \$520,977. If one of the students did not enroll, it would be a loss of \$14,000 - \$22,000.
 - Conflicting information in narrative and actual contract regarding payment to Rehab Center for contracted services.
 - Fails to provide a job description for all positions depicted on the management charts for Years 1-3 and Years 4-5

Mr. Wilson asked if the district could be drawn into their current legal issues. School Board Attorney Wes Bridges said it is a possibility but also an unknown. However, the application should be evaluated on it's merit and not on current allegation.

Mrs. Sellers commented the Medicaid billing and funding was a concern for her.

Mrs. Cunningham commented that only 8 areas were met and 11 were not met or did not meet standards. She noted that the school can continue to serve the community as a private school.

Mr. Wilson stated for the record that his question was based on the current events reported at the school and not a part of the application process.

- Grant Career and Technical Vocational High School - withdrew application

Item 5

5. [1:50 - 2:00 PM BREAK](#)

Item 6

6. [2:10 - 2:25 PM State Board TOP Turnaround Option Plans](#)

Minutes:

Regional Assistant Superintendent Tony Bellamy provided an update on the 2016- 2017 TOP Turnaround Schools.

After the State Regional Executive Director meeting last Friday, the process is vague in the rollout. The state representatives weren't able to provide details either. The district had submitted plans for 8 schools which were approved by the State: Crystal Lake Elementary, Stambaugh Middle, Auburndale Central Elementary, Walter Caldwell Elementary, Gibbons Street , Mulberry High , Kathleen High, and McLaughlin Middle.

Of the 13 schools that were on the plan last year, 6 did not improve: Garner Elementary, Bartow Middle, Kathleen Middle, Griffin Elementary, Lake Marion Creek Middle, and Lake Alfred Poly Tech Middle. There are 3 options for those remaining 6 schools if they do not improve this year to a C or better:

1. Close school, transfer students to a higher performing school, and monitor the students' success for 3 years
2. Close school and reopen as one or more charter schools with a governing board that has demonstrated a record of effectiveness.
3. Contract with outside entity that has demonstrative effectiveness to operate the schools. This could be a district-managed charter school that has employees not of the district but employees of an independent governing board that did not participate in the review or approval of the charter.

Mrs. Cunningham noted that we were successful in improving the majority of our schools this past year. Are we looking at replicating the successes at these 6 schools? Mr. Bellamy confirmed the district is replicating the support.

Mr. Wilson asked Dr. Akes Associate Superintendent and CAO, what is the sense on the successfulness for the schools improving? Dr. Akes feels very confident that the schools will improve. We are making progress.

Mr. Wilson stated it's funny that we have to monitor students for three years if we transfer them to another public school but not if they are moved to a charter school.

Dr. Akes reported we are using Title I and SIG dollars, and any other support or additional staff we can. A major concern was the forced transfer of teachers after the school year began. Superintendent Byrd is to submit her options for each of the schools to the State by October 27th. Mrs. Byrd is looking at outside companies and what management companies can do for our students.

Mrs. Cunningham questioned if the school improves to a "C" but returns to a "D" the follow year, do they get another 3 years to improve. The response was no, you are back in Turnaround status immediately.

Mrs. Sellers questioned option 2 - turning over to successful charter. Are there any charters willing to take over the school's current student body? Dr. Akes reported that the Superintendent is looking at district-operated charters since we have shown we can turn schools around.

Mr. Harris asked if the schools convert to charter status, will they be able to send problem students back to their zoned schools. Dr. Akes stated that we wouldn't advocate transferring them to another school.

Mr. Townsend asked for clarification on a district-managed charter and a district-operated school. Mr. Hutek stated that district-managed charters have their own board and staff cannot be an employee of the district.

Mr. Hutek noted that after Mrs. Byrd submits the options, she can change them at a later date.

INFORMATION ITEMS

Item 7

7. [Quarterly Report-Recommendations approved by the Superintendent](#)

Attachment: [Quarterly Report through 9-30-17.pdf](#)

Item 8

8. [Polk State College Collegiate High School Request for Contract Modification \(15-Year Term\)](#)

Attachment: [WS Summary - Polk State College Collegiate High School Contract Term Request.pdf](#)

Attachment: [High Performing Letter & Contract Extension Request CHS \(8131\).pdf](#)

Item 9

9. [Head Start Grant Services Report](#)

Attachment: [Oct Board Summary.pdf](#)

Attachment: [17HSA - Head Start Financial Report as of 09-30-2017.pdf](#)

Item 10

10. [FLDOE FSSAT Report 2017-2018](#)

Meeting adjourned at 3:00 PM. Minutes were approved and attested this 11h day of December, 2017.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent