

10 25 2011 Work Session

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

New Business

1. [1:30 - 1:45 PM School Board Comments](#)

Minutes:

Mrs. Fields requested consensus on a date to meet with Dr. Jim Hamilton regarding the State budget and budget development. It was agreed to hold the special workshop on Monday, November 28, 2011. Dr. Nickell will confirm a 9:00 AM meeting in a central location.

Marie Sneed of Hogan & Hartson will be in attendance at the Monday, Dec 5, 2011 Special Magnet/Choice Work Session.

Mrs. Sellers opened discussion on future work session times and dates; she would like to meet on Thursdays before Tuesday's Board meeting. Mr. Harris suggested all Board meetings move to 5:00 PM and Work Sessions at 8:30 AM. Mrs. Fields and Mrs. Cunningham would like to continue the current schedule and change the times on an as needed basis. Mr. Mullenax suggested items be prioritized on topics they prefer and wish to see. Mrs. Wright asked if all members are willing to commit to additional times, longer meetings, or more items. Mr. O'Reilly noted that if the Board asks for two days of meetings, that is two days with staff away from their duties.

Dr. Nickell suggested changes in the process be delayed until after the workshop with Dr. Hamilton. Because we want to move our district from a "C" to an "A", each work session will have at least one strategy for that goal.

Consensus is to go with Dr. Nickell's suggestion to wait until after Dr. Hamilton's presentation on the state's budget development process.

Mr. Bridges announced that an attorney client session will be scheduled for

November 15th.

Mrs. Tankson announced at the end of the work session that the district did make class size by the OCT FTE reporting date. DOE has provided flexibility compliance by allowing 3 additional students in grades K-3 and 5 at grades 4-12. We will be monitoring each request and cluster schools.

Board Agenda Review

2. [1:45 - 2:00 PM Review October 25, 2011 School Board Agenda](#)

Attachment: [10 25 11 School Board Agenda.pdf](#)

Minutes:

C-13: Amendments to the Budget

Mr. Mullenax had questions on

- 'Other Misc- for over \$500,000; Audra Curts, Senior Director of Finance, clarified that \$330,000 was set up for AmeriCorp (PEF) funds reimbursed through AmeriCorp; Print shop costs and PEF reimbursements of \$100,000.
- 7400 Facilities Acquisitions and Construction - increase of \$2.5 million. Ms. Curts reported this is money for projects fund balance through Special School Maintenance dollars.
- 7800 Pupil Transportation - \$2.3 million; Ms. Curts stated this was a correction. Original payment was reflected as Instructional line item when it should have been for Charter School transportation. This action moves the funds to the correct line.

Discussion

Item 3

3. [2:00 - 2:25 PM District Improvement Overview](#)

Attachment: [District Improvement Overview 2011-12.pdf](#)

Minutes:

Donna Buckner, Senior Coordinator, Assessment and Accountability, provided a brief overview on the increased focus to student academic achievement. Ultimately the principal is accountable, but they need to know they have strategic focus support from the District Office to assist them and the individual students to be successful.

Dr. Nickell stated that one area addresses improving science scores at the

elementary level through creative and inexpensive supplies to get the students hooked early; even at the Pre-K level.

Mrs. Wright questioned the loss of support personnel in schools, increase in low socio-economic students and economic changes within the community.

Mr. Lewis reported that each one of those concerns are addressed in the individual school's improvement plan. Through progress monitoring and discovery, we will make changes as necessary.

Item 4

4. [2:25 - 2:35 PM Break](#)

Item 5

5. [2:35 - 2:55 PM Teacher Evaluation System Overview](#)

Attachment: [TES Board Presentation October 2011.pdf](#)

Attachment: [TES Manual 9 30 2011 Final PDF v5.pdf](#)

Attachment: [Teacher Eval Work Session.pdf](#)

Minutes:

Cheryl Joe, Director of Professional Development, reported that a large number of staff (teachers/administrators/professional development/PEA representatives) worked extensively on the evaluation rubric only to have the direction changed by DOE.

Karla Collins and Britt Gross reported that our model was fully approved and met every criteria of the State on June 27th. In August, modules to evaluate teachers were established. Every teacher has to sign on to the server to interact with the modules through moodles. With RTTT funds and the Gates Partnership, we contracted with Cambridge to establish innovated reliability for uniformity using our rubric. By the end of this week 165 administrators will be certified as innervated.

- an effective system will improve teacher quality.
- Legislative changes (2 different categories: new teachers and veteran teachers); percent of student achievement; some schools will have greater challenges: situational context (ELL, F/R will earn extra points to level the playing field)
- communication and feedback
- annual performance ratings tied to efficiency ratings
- FCAT to EOC (End of Course) based on Common Core Standards
- overall rating at the end of the annual evaluation: Highly Effective/Effective/Developing/Needs Improvement
- 4 ratings: reduced from 5:
- all categories (new teachers) are formally evaluated 2 times a year
- formal and informal evaluations; walk-through

- correlation to professional learning
- researched-based rubrics
- requirements of Category 1 and 2 teachers

Mr. Harris reported this creates a finite size of schools; administrators will not have the time to do the formal and informal evaluations, plus 8-12 walk through of each teacher.

Mrs. Joe stated that the Superintendent may appoint DO staff that have been certified (former administrators) to assist at sites where and when necessary. Teachers may request that only the principal do the formal evaluations.

The burden of proof is on us (by DOE's direction) that the two modules are successful.

Mrs. Wright is concerned on the amount of change and the expectation of high results in the midst of the changes.

Information

Learning - Workforce Education

6. [Ford Grant Five Year Plan](#)

Attachment: [Ford Narrative and Grant Deliverables.pdf](#)

Minutes:

Dr. Naomi Boyer and John Small (Ford Grant and Polk State College)

Draft of the 5-year plan; collaboration of business groups will be announced at the WE3 November 1 and 2.

Adjournment

Meeting adjourned at 3:50 PM. Minutes were approved and attested this 15th day of November, 2011.

Kay Fields, Board Chair

Sherrie B. Nickell, Ed. D, Superintendent