

10 28 2014 Work Session 12 30 PM

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A. New Business

1. [12:30 - 12:40 PM Board Comments](#)

Minutes:

Mr. Mullenax commented that staff is working on the resolution to the Legislators regarding excessive testing to be discussed at the November 18th meeting. Another item to be discussed at that meeting is Part B of the Superintendent's evaluation.

2. [12:40 - 1:00 PM Evaluations for School Board Staff](#)

Attachment: [Copy of Director of Internal Audit Evaluation Form for Board Members v1 10-20-14.pdf](#)

Attachment: [Copy of General Counsel Evaluation Form for Board Members v1 10-20-14.pdf](#)

Attachment: [Executive Assistant to the School Board Evaluation Form for Board Members v1 10-20-14.pdf](#)

Minutes:

Mr. Mullenax commented that the three evaluation documents were streamlined and redundant items were removed. Mrs. Phelps preferred to have several items returned to her evaluation such as the Annual Audit Report. Mrs. McManus felt that the revision was easier for the Board and met the needs of her position. Mr. Bridges felt the document was fair and very similar to those used by other districts.

- Mrs. Sellers suggested each document have one or two specific items
- Mr. Berryman thought that 'Knowledge of Duties and Responsibilities' would cover the specified item requirement

- Mr. Harris noted that there was no professional development offered to the District Administrative secretaries' group
- Mrs. Cunningham voiced concern that their supervisor duties weren't included

The revised documents will be submitted for the November meeting and a copy will be provided for the incoming board member, Lynn Wilson.

B. Board Agenda Review

3. [1:00 - 1:20 PM Review October 28, 2014 School Board Agenda](#)

Attachment: [10 28 14 School Board Agenda.pdf](#)

Minutes: None

4. [1:20 - 1:30 PM BREAK](#)

Minutes:

Superintendent LeRoy provided updates on the Strategic Plan's measurable outcomes. Of the five priority areas there were 34 measurable outcomes in Student Achievement; 11 measurables in Stakeholder Partnerships; 8 in Safe and Secure Environment; 14 in Staff Learning and Growth; and, 11 in Support Resources. The recommendations will be presented to the Board on November 18th.

Mrs. LeRoy will collapse the five priority areas into four areas to provide the quantifiable measurable outcomes needed to address Part B of her evaluation. The four areas would be (1) Student Achievement, (2) Communication and Building Trust in the Communities, (3) Highly Effective Staff, and (4) Financial Stability.

Mr. Rivers, Associate Superintendent of School-Based Operations, reported that the Site Selection process is outlined in the agreements. The Central Florida Regional Planning Council ranked the original six (6) sites and presented the top three (3) to the Site Selection Committee: C - D- B. The Board will approve the ranking on November 18th. The cities and county will vote on the rankings at their respective Council/Commission meetings (Davenport: Nov 24; Haines City: Nov 20; and Board Of County Commissioners, December 2). It is hoped the K-8 facility (900 K-5 and 500 Gr 6-8) will open for the 2017-2018 school year or earlier, if possible.

It was announced that the latest FTE reporting confirmed the District is serving 100,053 students. Mr. Berryman asked if it can be determine if the increase is due to charter students returning to the public school system. Mr. Perrone, Associate Superintendent and

CFO, is working on identifying the new students.

Mrs. LeRoy commented that to be a member of the Great City Schools (one of the premier educational organizations in the Country) districts need a student enrollment of 100,000 or more plus be tied to a metropolitan with 250,000 residents. If the Lakeland/Winter Haven MSA (metropolitan statistical area) reaches the 250,000 mark, we can apply for membership.

C. Information

Item 5

5. [Title I 2014-15 School Improvement Initiative Continuation Grant](#)

Attachment: [Wk Sess-Sch Bd Summary 2014-15 Sch Imp Init Grant 1003a 10.28.14 & 11.18.14.pdf](#)

Attachment: [Visio-Page 11 Teaching and Learning Federal Programs SY15 Original BA 8.12.14.pdf](#)

Attachment: [Sch Imp Init Grant 1003\(a\) Positions 2014-15.pdf](#)

Attachment: [BIA-School Improvement Grant 2014-2015.pdf](#)

Attachment: [Job Desc-School based Coach #10152.pdf](#)

Attachment: [WEBPolk13-14TeacherSalaries11-12-13Bd.pdf](#)

Item 6

6. [Professional Development for Digital Learning Grant](#)

Attachment: [DLG School Board Summary-BIA.pdf](#)

D. Discussion

Item 7

7. [1:30 - 1:50 PM 2015 Polk County Public Schools Legislative Platform](#)

Attachment: [2015 Polk County Public Schools Legislative Platform.pdf](#)

Minutes:

Wendy Dodge, Director of Legislative Affairs, discussed the revisions made to the 2105 legislative platform document: added an assessment and accountability section to coincide with the testing resolution that is currently being drafted.

- Mrs. Sellers asked that the lack of funding for technology be included
- Mrs. Wright would like to see something that addresses excessive testing
- Mr. Berryman would like to substitute 'provide funding' rather than 'mandate' in No. 4. Superintendent LeRoy reported that OPPAGA is talking to staff about the academics of the lowest 300 schools and the financial impact on districts as well.
- Mr. Harris requested 'fund a longer school day or year' be included in No. 4

Item 8

8. [1:50 - 2:10 PM Policy Update Recommendations](#)

Attachment: [po5517 01 Bullying w changes.pdf](#)

Attachment: [po1217 weapons w changes.pdf](#)

Attachment: [po3362 w changes anti harrassment.pdf](#)

Attachment: [po2260 02 grievance procedure.pdf](#)

Attachment: [Summary of Policies Recommended for Update 10-28-14.pdf](#)

Minutes:

Wendy Dodge discussed the recommended policy changes. Mr. Berryman voiced concern on the state statute pertaining to weapons on campus by employees.

Mr. Harris asked that future policy changes be presentations by staff throughout the year rather than so many at one time. Mrs. LeRoy requested the state statute language be identified differently from the staff requested changes. Wendy will have the statute noted in the summary as well. Mr. Berryman reiterated his concern regarding weapons on campus.

Item 9

9. [2:10 - 2:30 PM Leadership Framework](#)

Minutes:

Leadership training provided through the Dana Center and others to principals, assistant principals, and aspiring leaders to increase student achievement.

Over the next two years, a cadre of ten to twelve school principals will work with the NISL Executive Development Program to become NISL Executive

Development trainers (National Institute for School Leadership). This concept is a national movement in leadership professional development. It emphasizes the role of principals as strategic thinkers, instructional leaders, and creators of a just, fair and caring culture in which all students meet high standards. It ensures that school leaders can competently and effectively set direction for teachers, support their staff, and design an efficient organization. It will be funded through the Race to the Top grant.

Item 10

10. [2:30 - 2:40 PM 2014 -2015 District Digital Classroom Plan](#)

Attachment: [Charter-DJJ Worksession-Board Addendum.pdf](#)

Attachment: [DCP School Board Summary-BIA \(1\).pdf](#)

Attachment: [DCP Final-1.pdf](#)

Attachment: [10 27 14 DCP AllocationBudget Final.pdf](#)

Minutes:

For the first time, Districts submitted digital classroom plans to DOE in preparation for the digital education of students and to identify funding needs. There were specific target areas in the plan: high level content learning, student performance, outcomes, infrastructure, digital devices, on-line assessments, and professional development. We targeted infrastructure: finishing middle schools and adding an elementary school to complete the BYOD project. We requested funding to move to a single sign on solution for students, student industry certification exams, laptop carts for high needs elementary schools, and identified 3 non-Title 1 high schools to decrease drop out rate and increase literacy.

Mr. Berryman asked if there is a plan to offer parents technology education as well. Cristie DeVane, Technology Senior Manager, reported there are programs available through the parent resource centers and community resource centers located across the District.

Mrs. Wright asked if the digital tools will be available for Assistant Principals and Principals. Dr. Tina Barrios, Assistant Superintendent of Information Services and Technology, reported they will be available for administrators as well.

Mrs. Cunningham commented that during the last round of testing there was not sufficient infrastructure in place to handle the volume. Dr. Barrios stated that last year eRate funding helped with testing at the the secondary level (wireless and access) and now it is being filtered down to elementary schools. The eRate funding is now applicable across the board and helps with some of the infrastructure needs. She is looking for a consultant that can review/identify our core needs.

Mr. Mullenax voiced concern with the lack of keyboard education to help students during testing. Mrs. LeRoy reported that Polk County was the only

District to pilot a writing assessment for the state and it validated the lack of keyboard knowledge across most grade levels.

Mrs. Sellers asked for talking points to discuss with the legislative delegation. Mrs. DeVane will provide key points to the Board.

Item 11

11. [2:40 - 2:55 PM Salary Grades and Positions with Non-Union Non-Bargaining Employee Group](#)

Attachment: [Salary grade and position Revision with non-union non-union bargaining employee group 10-28-14 WS.pdf](#)

Minutes:

Human Resource Services Consultants John Reichert and Steve Bouzianis reported on the steps needed to correct the overlap of salary grades and positions. The Information Services and Technology Department will be the next, and last, group to review. This should occur in January, 2015.

Item 12

12. [2:55 -3:00 PM Create New Position and Job Description for Curriculum Specialist, Accelerated Programs](#)

Attachment: [Curr Spec Accelerated Prgrm 10-28-14 WS.pdf](#)

Minutes:

Item 13

13. [3:00 - 3:20 PM Executive Session](#)

E. Adjournment

Meeting adjourned for the Executive Session at 3:02 PM. Minutes were approved and attested this 18th day of November, 2014.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent