

11 18 2014 Work Session 12 30 PM

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A. New Business

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

Minutes:

Mr. Berryman and Superintendent LeRoy commented on a discussion at last week's Central Florida School Boards Coalition meeting where ERS of Boston, funded by the Gates Foundation, review school districts' strategic plans to see the return on investments to ensure they are maximizing tax dollars for teaching and learning. A website was created for districts to view their tools and utilize the process. Mrs. LeRoy will discuss the website at an upcoming work session to view the tools that we can utilize to look at our return on investments.

Mr. Berryman reported that Polk Vision has contracted with Alignment Nashville and will be establishing a governing board in January. They have requested that a board member serve on that Board. Mrs. Cunningham nominated Mr. Berryman to serve on the Polk Vision's Alignment Governing Board. Board consensus reached.

Mr. Berryman asked for an FEFP update. Mike Perrone, Associate Superintendent and CFO, will prepare a presentation for an future Work Session.

Mr. Mullenax reported that the Legislation Delegation for Polk County is requesting to meet with the School Board Members at 1:00 p.m. on January 13th which conflicts with the regular meetings of the School Board. After a brief discussion, it was agreed to cancel the meetings scheduled for January 13th and January 27th and schedule the School Board meetings for January 20, 2015: Work Session -12:30 a.m; Board meeting, 5:00 p.m.

2. [12:40 - 12:50 PM Evaluations for School Board Staff](#)

Attachment: [Draft School Board General Counsel Eval Model v2 10-31-14.pdf](#)
Attachment: [Proposed Super Part 2 Evaluation V3.pdf](#)
Attachment: [Documented Superintendent Communication Data.pdf](#)
Attachment: [Draft School Board Director Internal Audit Eval Model v2 10-31-14.pdf](#)
Attachment: [Draft School Board Executive Assistant Eval Model v2 11-7-14.pdf](#)

Minutes:

Consensus was reached to proceed with the evaluation documents for Pat McManus, Carol Matthews, and Wes Bridges.

Part B of the Superintendent's Evaluation is based on the

- Strategic Plan - (40%) implementation and outcomes: goals met, not met, or in progress; student achievement
- Communication - (20%)
- Operations, Support Resources and Financial Stability - (20%)
- Building and Retaining Highly Effective and Diverse Staff - (20%)

Mr. Mullenax requested space be included for Board Member comments after each area. Mrs. Cunningham commented on the lack of measurable quantitative data and referenced an earlier document that used specific, measurable, quantitative data. Mrs. Fields would like to see the document referenced by Mrs. Cunningham but has no problem with the proposed document. Mr. Berryman concurred.

Mr. Mullenax commented that both A and B of the Superintendent's evaluation will be reviewed in December, 2015.

3. [12:50 - 1:00 PM Resolution No. 2014/15-06](#)

Attachment: [RESOLUTION NO 2014 15-06 Revised - Nov 18 Bd Mtg.pdf](#)

Minutes:

It was agreed to include a statement from the Coalition's platform to the resolution expressing the need for adequate funding for technology needs: Provide adequate funding for infrastructure, technology, and digital content to meet the 2015 State mandate for digital instructional materials.

4. [1:00 - 1:10 PM Resolution in Recognition of 1994 Passage of African American History Required Instruction Florida Statute](#)

Attachment: [Resolution 2014-15 07 - African American History.pdf](#)

Minutes:

Mr. Mullenax reported the President of the Florida School Boards Association has asked school boards to endorse the teaching of African American History by emphasizing the contributions of African Americans throughout the year.

Consensus reached to support the resolution.

B. Board Agenda Review

5. [1:10 - 1:15 PM Review the Agenda for November 18, 2014 School Board Meeting](#)

Attachment: [11 18 2014 School Board Agenda.pdf](#)

Minutes:

C-28: Career Technical Education Assessment Grant - \$4.35 million.

Mr. Berryman asked how we are connected to the Central Florida Coalition Consortium. Superintendent LeRoy reported that when the new Senior Director of Accountability, Assessment and Evaluation was hired (Heather Wright), she brought with her this \$4.35 million grant. It is a non-competitive grant and Polk County will be the lead in the development of the State's item bank for the career and technology assessment items. It will also provide professional development for teachers and administrators.

C-30 SRG Technology Contract - \$197,345.00

Mr. Wilson asked if this contract is tied to the DANA Center. Superintendent LeRoy responded that it is; at the last work session she presented information on leadership training for specific needs of principals to build capacity. The DANA Center works with the leadership teams in our Turnaround Schools.

C-53 Agile Minds Educational Curriculum for Intensified Algebra , \$48,920.

Mr. Mullenax asked what was the purpose. Mrs. LeRoy responded there is a higher number of Level 2 students than anticipated and the additional purchase is necessary.

R-67 Ranking by Site Selection Committee

Superintendent LeRoy and Greg Rivers, Associate Superintendent of School Based Operations, reported on a three-story model K-8 school they visited in Hernando County. Mr. Wilson asked if the public had an opportunity to voice their opinion on the sites. Mr. Rivers reported public meetings were held according to the interlocal agreements with the local communities.

6. [1:15 - 1:30 PM BREAK](#)

C. Information

Item 7

7. [Financial Statements as of September 30, 2014](#)

Attachment: [Sep 2014 Financial Package.pdf](#)

Minutes:

Penny Zuercher, Director of Accounting, and Mike Perrone, Associate Superintendent and CFO, provided a brief update on the Comprehensive Annual Financial Report (CAFR).

Mr. Perrone reported that the DOE has reported an increase in the student population, largely from the influx of immigrants from Central and South America. There will be a proration: a decrease in the base student allocation (FTE).

Item 8

8. [Head Start Services Summary](#)

Attachment: [2014-15 HS Public Policy Updates.pdf](#)

Attachment: [14HSA - Head Start Financial Report 09-30-2014.xls.pdf](#)

Attachment: [October 2014 HS Board Executive Summary.pdf](#)

Minutes:

Item 9

9. [Change title and Job Description of Analyst, Retirement to Specialist, Retirement](#)

Attachment: [New Title & JD Specialist Retirement 11 18 14 WS.pdf](#)

Item 10

10. [New Grant: District Instructional Leadership and Faculty Development Application \\$254,029](#)

Attachment: [Instructional Leadership BIA 14-14.pdf](#)

Attachment: [Instructional Leadership Board Summary.pdf](#)

D. Discussion

Item 11

11. [1:30 - 1:35 PM Create new position and Job Description for Director, Writing](#)

Attachment: [Dir Writing JD 11 18 14 WS.pdf](#)

Minutes:

Mrs. LeRoy reported on the need for a Director of Writing to work directly with the Reading staff to improve writing standards. Students should be writing in Pre-K and throughout their school years. The State is moving toward an all electronic standards testing; this year grades 4-7 will be allowed paper and pencil; all other grades will be electronic.

Item 12

12. [1:35 - 1:40 PM New Grant with Positions: Career Technical Education Assessments Grant, \\$4.35 million](#)

Attachment: [Curr Spec Test CTE v2\[1\].pdf](#)

Attachment: [CTE Assessment Grant Budget IMpact.pdf](#)

Attachment: [Tech Budget Acct CTE\[1\].pdf](#)

Attachment: [CTE Assessment Grant board summary.pdf](#)

Attachment: [Nonunion AdminSalRanges201410-16-14.pdf](#)

Attachment: [Visio-Page 7 Teaching and Learning Accountability SY15 WS 11 18 14.pdf](#)

Attachment: [Copy of CTE DOE budget form.pdf](#)

Item 13

13. [1:40 - 3:30 PM Strategic Plan Discussion](#)

Attachment: [Strategic Plan Update 2014 Final .pdf](#)

Attachment: [Reflections of Year One and Goals for Year Two.pdf](#)

Attachment: [Comparison of Outcomes by Priority Area .pdf](#)

Minutes:

Superintendent LeRoy emphasized that the Strategic Plan is a fluid document. Some measurable outcomes may not be pertinent at this time and additions or tweaks may occur but the targets around student achievement should remain the focus.

- Reduced measurable outcomes from 101 to 77 due to redundancy;
- Corrected base-line data in several areas
- Added measurable outcomes to several areas (Food Service - Breakfast; Service Orders, etc)

Outcomes - 19% Red: Declined (needs improvement)

81% Yellow or Green: Maintained, increased, met or exceeded

Black: No data available (i.e. graduation)

Results from the summer initiative:

- 800 grade 3 Level 1 students dropped to 21% (met the target)
- Grade 6 and 9 Level 1 students dropped as well (met the target)
- Algebra 1 Graduation requirement - increased from 56% to 60% (met the target)
- Biology - 4% gain
- 1000 High Risk K-2 Reading students went from 9% to 1% in the Red (huge gain - based on Gr 3 FAIR data)

Jacqueline Byrd, Deputy Superintendent and the Regional Assistant Superintendents provided brief updates on their priority areas for this year:

- Student Achievement
- Professional Development
- Instructional Leadership

Item 14

14. [3:30 - 3:45 PM Executive Session](#)

Minutes:

Work Session adjourned for the Executive Session.

E. Adjournment

Meeting adjourned at 3:50 PM. Minutes were approved and attested this 9th day of December, 2014

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent