

July 26 2016 Work Session 12 30 PM

NEW BUSINESS

1. [12:30 - 12:45 PM School Board Comments](#)

Minutes:

Mr. Wilson commented on the school scores that were received from the State. The community is concerned the state is dictating and raising the bar which makes it difficult to be successful. Increasing school grades is important but there should be alternate methods of assessment that would allow Polk County a measure of control and accountability to stakeholders.

Mrs. Sellers discussed the frustration with grades and the need for there to be actions that positively effect students. She commented on the significant decrease in "A" grades that were awarded by the state this year.

Mr. Mullenax commented on a survey conducted by Orange Co. of parents in regards to their feelings about the legislative influence on education. He also discussed different venues that can be used to present positive messages about Polk students including but not limited to social media.

Mr. Berryman discussed improving scores. He also commented on the need to develop a marketing and public relations plan.

Mr. Harris asked Deputy Superintendent John Small about "follow up surveys". Mr. Small will return additional information to Mr. Harris after some investigation.

Mrs. Fields commented on the high level of accountability and the challenge of going before the State Board of Education to address the turn around schools. If the changes mandated by the state are not implemented, those schools will be closed. The schools effected are Denison Middle, Kathleen Middle, Lake Alfred-Addair Middle, Shelley Boone Middle, and Westwood Middle. Superintendent Byrd also discussed the revised corrective action plans for those five schools including the possible change in leadership at these facilities. The report must be received by the State Board of Education by August 15, 2016.

Various means of assisting with additional financial support to these schools were discussed:

- Mrs. Sellers commented on the \$200,000 that was allocated to each of these schools.
- Mr. Wilson suggested using BP funds.
- Mr. Mullenax suggested the fund balance be consulted to assist these five schools.

Mr. Berryman asked if the turnaround schools are part of the lowest 300. Jacqueline Bowen, Chief Academic Officer, commented the original number was 23 schools but has been reduced to 15. Ms. Bowen explained the calculation is over a three year period. Michelle Townley, Senior Director of K-12 Reading

and Writing, will forward the updated list. Some of the schools designated as turnaround are on that list. Mr. Berryman commented housing starts having increased and that could result in a positive effect on impact fees. Mike Perrone, Chief Financial Officer, commented Business Services has a spreadsheet with this information that he will provide.

BOARD AGENDA REVIEW

2. [12:45 - 1:00 PM Review the Agenda for the July 26, 2016 School Board Meeting](#)

Attachment: [07 26 2016 School Board Meeting as REVISED on 07 25 2016.pdf](#)

Minutes:

Consent Agenda

Item C-8 Technical Revisions to School Board Policies

Mr. Berryman commented that Good Friday and Christmas Holidays are not listed as such on the Polk County School Calendar.

Item C-9 Accounts Receivable Write-Off for FY 11-12, Ridge and Traviss

Mr. Berryman discussed the length of time the finance department waits to perform the write-offs and commented three years does not seem like good business practice.

Item C-11 Resolutions to Amend District School Budget 2015-2016 (April 2016)

Mr. Berryman discussed Florida School Recognition funds and the associated increase to \$95 per student.

Mr. Pitts, Director of Budget, commented that impact fees reported by the Board of County Commissioners have been estimated as \$12-\$13 million for the year.

Regular Agenda

Item R-46 Beth Ingram Therapy Services, Inc. Private School Contract, \$475,000.00

Item R-47 ESE Educational Based Services, Inc. (EBS), \$549,780.00

Mr. Berryman asked why there has been an increase in these services. Jacqueline Bowen, Chief Academic Officer, explained the increase is due to heightened need for services. Ms. Bowen also commented the gap in personnel in this field is statewide.

Item E-49 Dual Enrollment - 2016-17 Polk State College Articulation Agreement and Addendum

Item E-50 Dual Enrollment - 2016-17 Articulation Agreements with Post Secondary Institutions

Mrs. Sellers would like additional information on dual enrollment. John Small, Deputy Superintendent, will make a presentation at a later work session.

Item R-53 Bullying and Anti-Harassment Policy Update

Mr. Wilson asked if this was the policy that was referenced in the Department of Justice letter. Mr. Bridges commented this was one of the policies.

Mr. Harris discussed his concerns about the policy language. Wes Bridges, Counsel for the Board, stated the areas of concern are part of the provided North East Ohio Learning Associates (NEOLA) template language. Mr. Harris commented the parenthetical section may paint the Board into a corner as to what bathroom individuals can use. Mr. Bridges commented this policy is not designed to determine who uses what bathroom and if the

Board is interested in this being stricken and brought back that is possible. To that same end, Mr. Berryman asked when the funding previously withheld by the State was released. Mr. Bridges and Jacqueline Bowen, Chief Academic Officer, commented it was in the last few weeks.

Item R-55 Tentative Budget 2016-2017

Mr. Berryman commented he would like to have additional conversation regarding the tentative budget.

Mr. Wilson asked what the approximate dollar amount will be to provide enhancements to the five turnaround schools. It will be approximately \$1.6-\$3 million.

Mr. Mullenax discussed the Memorandum of Understanding being negotiated with the Polk Education Association. The Superintendent will make sure the Board is notified when the agreement has been reached and the financial specifics will also be addressed.

DISCUSSION ITEMS

Item 3

3. [1:00 - 1:15 PM Review and Update Strategic Goals](#)

Attachment: [PCSB 2016 Strategic Planning Report - Final \(002\).pdf](#)

Attachment: [PCSB REVISED 2016-17 and 2020-21 Tentative Goals.pdf](#)

Attachment: [PCSB School Board Mtg 7-26-16.pdf](#)

Attachment: [STRATEGIC GOALS REVISED.pdf](#)

Minutes:

Superintendent Byrd and Dr. Tom Freijo, Consultant, presented the review and update of strategic goals. Dr. Freijo discussed the comparison to areas that do not have the same challenges Polk has including minority population and financial underprivileged.

Mr. Harris commented it appeared resources were overlooked when the three challenge criteria were addressed. Polk should not be compared to higher cost of living counties that have more money, therefore more resources. Mr. Berryman added the ad valorem base and compression are also factors.

Additional areas the Board would like to have revisited:

- Per pupil expenditure
- School demographics instead of county demographics

Mr. Harris discussed challenges that might occur if the financial piece is added.

Mr. Berryman would like to see the state academic averages added. He would also like to know how the dropout rate is figured and reported. Jacqueline Bowen, Chief Academic Officer, discussed the criteria used to determine the dropout rate. Mrs. Sellers commented this information is deceptive.

Mrs. Fields would like to know what is included in the data for the black population (example are Haitians represented in this area).

Mr. Mullenax discussed the additional time that Dr. Freijo is putting in to assist with this project and how that might effect his current contract.

Item 4

4. [1:15 - 1:30 PM Policy Updates](#)

Attachment: [Staff Policy Recs Summary.pdf](#)
Attachment: [Neola Recommended Updates Docs.pdf](#)

Minutes:

Wendy Dodge, Government Liaison, discussed the policy updates.

Mr. Berryman asked which policies are going to be voted on at this evening's Board Meeting. Policy 5517, Bullying and Anti-Harassment Policy, will be voted on during the Public Hearing phase of the meeting. Mr. Harris reiterated he is against specific language being added to this policy.

Item 5

5. [1:30 - 1:45 PM Student Code of Conduct](#)

Attachment: [FINAL VERSION - CODE - PDF.pdf](#)
Attachment: [Itemized List of Changes.pdf](#)
Attachment: [2016-17 ENGLISH CODE OF CONDUCT - BOARD MEETING.pdf](#)
Attachment: [COMMITTEE LIST.pdf](#)

Minutes:

Mr. Harris asked about the language added pertaining to uniforms. Mr. Butler explained the District must add this language as part of the guidelines in the Student Attire Incentive Fund that was awarded to the District last year. Mr. Bridges discussed past instances including students having manifestations of reactions to cloth, etc.

Mrs. Fields commented on the policy of senior students not being able to return to their previous school from alternative education in order to be able to walk with other students to graduate. Mr. Butler explained there will now be a statement that must be signed by parents at the beginning of the school year that informs them the student will not be able to walk with their graduating class if they are assigned to an alternative education facility. Historically it has been a case by case basis.

Item 6

6. [1:45 - 2:00 PM BREAK](#)

Item 7

7. [2:00 - 2:30 PM Annual Equity Update](#)

Attachment: [Equity Update 7-26-16WS.pdf](#)

Minutes:

Carol Wynn-Green, Analyst for Equity and Diversity Management, presented the information contained in the Annual Equity Update.

Mrs. Sellers pointed out an error in calculation for Bartow High Junior Varsity Percentages. She and Ms. Wynn-Green also discussed acceptable ranges.

Mr. Wilson stated the District appears to be on target with black administrators but lacking in black teachers. He discussed methods of recruiting black teachers.

Item 8

8. [2:30 - 2:45 PM Leadership for Educational Achievement and Development \(LEAD\) Plan](#)

Attachment: [7-11-16 LEAD Plan Part 1 Executive Summary - Board Meeting Approval.pdf](#)

Attachment: [7-11-16 LEAD Plan Part 1 Revisions Recommendations -Abbreviated.pdf](#)

Attachment: [2016 LEAD Plan Part 1.pdf](#)

Attachment: [2016 LEAD Plan Part II.pdf](#)

Minutes:

Deneece Sharp, Director of Leadership Development, discussed the Leadership for Educational Achievement and Development (LEAD) Plan. She has contacted all departments to implement this part of the program and is working with the Wallace Foundation (shared vision).

Mr. Wilson commented one of the ways to avoid micromanagement is to put systems in place to encourage the mastery of soft skills (common courtesy responses). He stated he is an advocate for the Harry Wong approach not only for educators but administrators as well. He and Ms. Sharp further discussed various types of leadership skills that are addressed.

- Implementation of instruction
- Data analysis
- Compliance with culture and environment
- Protocol of staffing

Mrs. Fields commented that candidates must fill out separate applications for each position they are interested in and she feels that is a deterrent and can be very discouraging. Superintendent Byrd explained Human Resources is currently in the process of creating a pool of qualified applicants so that this is no longer the norm.

Mr. Mullenax commented on the amount of work that school based administrators do that is not business related. He asked if there is financial and problem solving skills included in this plan.

Mr. Harris commented on methods of performing interviews (example "gang" interviews). Superintendent Byrd commented the candidates are interviewed individually, but a pool would return to this group style of interview in an effort to streamline things.

Mr. Berryman commented this template is too broadbased and more of a Tallahassee product. The Polk County School District should think outside of the box and create a program that is more locally centered. He would like to see the data associated with this program. Mr. Small will orchestrate an update.

Item 9

9. ~~2:45 - 3:00 PM Charter Review Committee Recommendation to Superintendent: Our Children's Prep School, Inc.~~

Attachment: ~~Appendix C-Capacity Interview & Response OCP Evaluation.pdf~~

Attachment: ~~WS Summary CRC Recommendation to Superintendent for Charter App-Our Children's Prep.pdf~~

Attachment: ~~Appendix A-Budget Comparison Chart REVISED.pdf~~

Attachment: ~~Our Children's Evaluation POLK 6-1-16 Submission.pdf~~

Attachment: ~~Appendix B-Supporting Documentation.pdf~~

INFORMATION ITEMS

Item 10

10. [Financial Statements for Period ending May 31, 2016](#)

Attachment: [May 2016 Board Fin Packet.pdf](#)

Item 11

11. [Quarterly Report- Bid Recommendations](#)

Attachment: [Quarterly Report-Bid Recommendations Approved by the Superintendent 2015-2016 \(July 13,2016\).pdf](#)

Item 12

12. [2016-17 Dual Enrollment Articulation Agreements with post-secondary institutions \(Polk State College included in previous eAgenda\)](#)

Attachment: [2016-17 South Florida State College Dual Enrollment Articulation Agreement.pdf](#)

Attachment: [2016-17 Warner University Agriculture Program Completion Agreement.pdf](#)

Attachment: [2016-17 Keiser University Dual Enrollment Articulation Agreement.pdf](#)

Attachment: [2016-17 Warner University Dual Enrollment Articulation Agreement.pdf](#)

Attachment: [2016-17 Southeastern University Dual Enrollment Articulation Agreement.pdf](#)

Attachment: [2016-17 Warner University Dual Enrollment Addendum.pdf](#)

Item 13

13. [Contract Appendices for Discovery High School](#)

Attachment: [WS Summary Contract Appendices-Discovery High School.pdf](#)

Attachment: [Discovery High School Appendix 3 DHS Enrollment Plan.pdf](#)

Attachment: [Discovery High School Appendix 4 DHS Family Contract.pdf](#)

Attachment: [Discovery High School Appendix 5 DHS By Laws signed 4.23.15.pdf](#)

Attachment: [Discovery High School Appendix 6 DHS Teacher and Staff Handbook.pdf](#)

Item 14

14. [Contract Appendices for Cypress Junction Montessori](#)

Attachment: [WS Summary Contract Appendices-Cypress Junction Montessori.pdf](#)

Attachment: [Cypress Junction-Appendix 6 EnrollmentPlan_Final.pdf](#)

Attachment: [Cypress Junction-Appendix 9 CJM By Laws.pdf](#)

Attachment: [Cypress Junction Appendix 10 Employee Handbook 2016_FINAL.pdf](#)

Meeting adjourned at 3:30 PM. Minutes were approved and attested this 23rd day of August, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent