

## SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA WORKSHOP – October 4, 2011

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, October 4, 2011, at 10:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4<sup>th</sup> Street S.W., Largo, Florida.

Present: Mrs. Carol J. Cook, Chairperson; Mrs. Robin L. Wikle, Vice Chairperson; Ms. Janet R. Clark, Mrs. Terry Krassner, Mrs. Linda S. Lerner, Mrs. Peggy L. O’Shea, Mr. Lew Williams, Members; Dr. John A. Stewart, Interim Superintendent, Mr. James F. Madden, Deputy Superintendent; and, Mr. James A. Robinson, General Counsel.

Dr. Stewart stated that the agenda item, New Job Classification for Coordinator, Attendance, is being removed from the agenda and will not be brought back to the Board.

Mrs. Cook announced that Dr. Stewart has asked that Dr. MaryBeth Corace facilitate the Board’s discussion of the topics listed on the agenda.

The following topics were discussed:

- **Professional Development System Draft** – Ms. Lisa Grant presented an overview of the Professional Development System Draft for discussion. The direction will be to have a systematic approach to professional development; to have opportunities for district principals to develop leadership skills; to have our efforts benchmarked with those of other districts; to have a timeline for the 2012/13, draft of that to be brought to the Board in January; and, to have an update on Targeted Selection – Level 2 interview process.
- **Student Assignment** – Mr. Madden, Ms. Dee Burns, Assistant Superintendent for Student Assignment, and Mr. Marshall Touchton, Demographer, presented an update on the student assignment plans for the 2012/13 school year.
- **Amendments to the Various Student Progression Plan Policy** - Mr. Madden and Dr. Allen Mortimer presented the proposed amendments to the policy for discussion by the Board Members.
- **Subcommittee Report – Superintendent Search** – The subcommittee of the Board comprised of Mrs. Lerner, Mrs. O’Shea and Mr. Williams presented an update on their efforts, i.e., a possible timeline, process to be used, etc. Discussion followed by the Board Members and Dr. Stewart and the following was the consensus reached regarding next steps: The Board will back off the proposed timeline; that Dr. Stewart, at the request of the Board, will remain as the district’s interim superintendent for up to eighteen months; that the Board and Dr. Stewart will spend the next year addressing the concerns existing in the district in order to hand over a “healthier” district to the next superintendent; that the Board will use this time with Dr. Stewart to truly identify what is needed in a leader for the district; that consideration will be given as to the best time of the school year to bring on the new superintendent, taking into consideration the election cycle; that the role of superintendents is evolving and the Board will look at what

they define as the qualifications for the new person, including the size of district from which the person comes; and, that the timeframe will be designed to allow for an overlap between Dr. Stewart and the newly selected superintendent. Mrs. Cook also suggested that since Mr. Madden will be leaving the district in October 2012 that the Board give consideration to having their selection serve as a deputy, or superintendent-elect, from the time Mr. Madden leaves to the end of Dr. Stewart's tenure. The Board's subcommittee agreed to meet immediately following the Board meeting of October 11 to adjust the timeline to reflect today's conversation with the search processes being determined in June 2012.

### ➤ **Leadership Discussion**

- Dr. Stewart provided the Board Members with an update regarding the following:
  - Data Dashboard - Stated that he has changed the name of the monthly superintendent's meeting to the Pinellas County Leadership Team meeting and invited the Board Members to the one scheduled for Thursday, October 5, to receive information regarding the dashboard that will be rolled out in the district on November 6th. Board Members have received the agenda for that meeting.
  - Middle School Reform – Stated that many issues raised by overage students in middle school cause the problems that high schools are experiencing. Dr. Stewart shared that he has challenged Bill Lawrence to put together a committee to study such issues and respond with their recommendations; and invited the Board to appoint a representative to this committee. Ms. Clark and Mrs. Krassner became members of this committee. Dr. Stewart stated that we have over 3000 students overage in middle school; that an economical program needs to be developed that is age and curriculum appropriate; and, that programs such as the Star Academy will be looked at in order to accomplish the task.
  - Additional Duty Days – Stated that he has spoken with staff regarding some concerns expressed by the Board on this topic; that those days are worked during the summer; and, that a process for assigning those days and a recommendation will be brought to the Board before May.
  - Payout for Sick and Vacation – Shared that the district in which he previously served capped what was allowed to be paid out for unused sick days and that he feels something similar should be considered for this district. Dr. Stewart stated that the dollars saved by implementing a cap could be used to better benefit all employees; and, that the effort, whatever it is, will have to be negotiated with the bargaining teams
  - Healthcare – Reported that he has met with those from Human Resources and AON regarding the need to reduce the district's healthcare costs. Dr. Stewart stated that savings in this area could also be used to benefit our employees.
  - Southside Fundamental Lease/Option Proposal with The Learning Village of Pinellas County, Florida – Reported that he has spoken with Goliath Davis and Guy Burns regarding their request for use of the Southside Fundamental facility. Dr. Stewart stated that he is not willing to give buildings away; and, that he has asked these gentlemen to seek out appraisals and to look at possible methods of paying a specified amount to the district per year for use of that site. Dr. Stewart shared that the district will move forward with identifying a value for the building; and, once a value is mutually agreed upon, that amount will be amortized over a period of time. Dr. Stewart also shared that this group has not begun writing their charter application at this time and that he has challenged them to begin doing so.

- David Figlio – Stated that he has given Mr. Bill Lawrence the direction to get this project started. Dr. Stewart shared that, at the same time, he has received an e-mail from a doctoral student at USF who has offered to provide the same service at no cost; and, that he plans to meet with the student to discuss this opportunity further.
- Professional Development – Stated that he has challenged Lisa Grant to deliver inservice through our staff development and find ways to pay stipends to our people to attend training sessions. Dr. Stewart stated that training is going to be tied to student achievement.
- Homework Requiring Internet Access – Stated that he shared with his cabinet the concern brought forward by the Board regarding homework assignments that require use of the internet. Dr. Stewart stated that he will be asking principals at the leadership meeting to be cognitive of students' economic status and to ensure that they have availability to the internet, if the homework requires such. Dr. Stewart shared that Mr. John Just is researching possible methods of providing internet to economically-challenged families, i.e., Comcast, Brighthouse, etc.
- Student Member to the Board – Shared that he was requested to look into the possibility of adding a student to the Board table; and, that the Hernando Board of Education has elected a student to serve on their board as a non-voting representative of the student body. Discussion followed by the Board Members who indicated that they believe the involvement they presently enjoy with the Students Rights & Responsibilities Committee, as well as the upcoming opportunities to interact with students through our t.v. production of What's Up Doc, provides a method of receiving input and that it needs to be strengthened. Concern was expressed by the Board regarding the commitment of time for the students, whether it be a day or evening meeting. Dr. Stewart will have this researched further. Mrs. Cook suggested that student input or participation might be increased during the Board's student recognition meetings that are going to be scheduled.
- Mr. Williams clarified that his concern regarding overage students begins with those who are 14 years old and above and are still in middle school. Mrs. Cook stated that this issue will come back to the Board within the discussion of middle school reform. Mr. Williams stated that effort was made to raise the achievement but that the achievement gap has not diminished; and, encouraged administration to look at different ways to attack this issue, i.e., seeking out best practices, etc.
- Mrs. Wikle shared that those involved in CPPW (Community Putting Prevention to Work) are doing some wonderful things and that this group will be providing an update to the Board soon.
- Mrs. Wikle clarified that she had completed her evaluation of Mr. Robinson with highlighting that may not have come through in the electronic version provided to the press. Mrs. Lerner requested that the evaluation be scheduled for a workshop discussion.
- Mrs. Lerner requested that the Board and Dr. Stewart discuss the scheduling of quality training for the leadership team.
- Ms. Clark requested an update on the scheduling for the Board to participate in FSBA Master Board training.
- Mrs. Lerner will complete a Workshop Topic Request Form to ask that the Board schedule a discussion regarding truancy and other related topics.

- Mrs. Krassner shared that she and Mr. Madden attended a “Shut Off School to Prison Pipeline” event; and, that Mr. Madden has handouts that will be shared regarding that event.
- Mrs. Cook stated that the district’s Calendar Committee will meet on October 10; that any Board Member interested in serving should indicate so; and, that Board Members should relay any specific issue or date they want considered by the committee. Mrs. Krassner will represent the Board on this committee.
- Mrs. Cook requested direction from the Board regarding the FSBA Master Board training that is required of them. Discussion followed. Mrs. Cook will inquire whether the Board’s quality training will meet some of the requirements; she will bring the topics forth for the Board Members to determine their preferences; and, she will make contact with FSBA to schedule required training.
- Mrs. Cook questioned whether the Board Members were interested in having a demonstration of BoardDocs. Mrs. Lerner suggested that Dr. Stewart work with Mrs. Beaty, as well as the other major users of the electronic agenda program and return to the Board with a recommendation.
- Topics for the next workshop – SRO - roles & responsibilities, disciplines for students possessing guns and/or brass knuckles, need for consistency in disciplines, arrest data for campuses, etc.; Progressive Discipline – the length of time it takes to get to suspension or dismissal level, etc.; Climate Survey - Dr. Stewart, Dr. Ahmadi and others will bring their recommendation and plan to perform a needs assesment; Budget Update; Student Assignment; Alternative Funding Sources for Capital Outlay; Subcommittee report on Performance Auditor; and, Evaluation on General Counsel. Mrs. Cook with work with Mrs. Beaty to set tentative workshop dates.
- Mrs. Cook shared that the Board had agreed to take Mrs. Beaty and Mrs. Capps to lunch for assistants’ day and to thank them for what they do for the Board. This will be scheduled on a workshop date.
- Mrs. Cook stated that the topic of redistricting was brought up prior; that her suggestion was not conveyed accurately by Mr. Koperski; and, that she would like to talk about her concerns regarding the location of the at-large seats while taking a look at how the County Commissioners have their at-large seats arranged. This will be scheduled for the next workshop.

No official actions were taken by the Board at this workshop. An audio recording of this workshop is filed in the Board Office archives. This workshop adjourned at 2:00 p.m.

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Chairperson

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Secretary

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