

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – February 21, 2017

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, February 21, 2017, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Peggy L. O'Shea, Chairperson; Ms. Rene Flowers, Vice-Chairperson; Mrs. Carol J. Cook, Mrs. Terry Krassner, Ms. Joanne Lentino, Mrs. Linda Lerner, Mrs. Eileen Long, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Review of Agenda: There were no changes to the agenda.

The following topics were discussed:

- **Health Care Update:** Ms. April Paul, director, risk management & insurance; Mr. Ray Hodorski, Director of Account Management, Humana; Ms. Kim Thai, Client Executive, Humana; and Dr. John Montgomery, VP & Market Officer Florida Commercial Markets, Humana, reviewed the following document: *PCS 2016 Health Insurance Executive Summary Plan Compass 01/01/2016-12/31/2016*. Ms. Paul shared that about 95% of the 2015-2016 claims have been received in risk management. Mr. Hodorski said the move to self-funding of our insurance ran very well and it was a smart move on the part of the District. Dr. Montgomery pointed out that 23.2% of membership had no claims; this means they are not accessing preventive services. Prevention is key; individuals using preventive services to screen for potential health issues have the opportunity to be made aware of any concerns early on. Diseases that are caught early have better treatment options. It was also shared that there was a decrease in emergency room (ER) services and higher use of urgent care facilities. Dr. Montgomery said members can call the 800# listed on the back of their membership card to discuss with a nurse the appropriate treatment facility; we want to eliminate the inappropriate use of ER services. He also spoke about the increased incidence of diabetes and the importance of educating people on controlling the disease. Clinical program participation improves the individuals' quality of life. Ms. Paul said the district offers a pre-diabetic program through the YMCA which has been very successful. The increased cost of prescriptions was discussed. Dr. Montgomery stated that the United States bears the bulk of the cost for pharmacy development. Mrs. O'Shea suggested that Humana educate doctors to write maintenance prescriptions for 90 days' supply to reduce cost. The Humana Vitality program was replaced with Go365, January 1, 2017. The engagement level is high; this program is more user friendly. Ms. Paul stated that one of the district goals is to promote a healthier lifestyle.
- **Governor's Budget Update:** Mr. Kevin Smith, chief financial officer, reviewed the following documents: *January 31, 2017 Memorandum, RE: Highlights of Governor's LBR from Joy Frank; Florida Education Finance Program, 2017-18-Governor's Recommended Calculation; and Pinellas County Public Schools State Required Capital Outlay Funding for Charter Schools*. Mr. Smith stated that Governor Scott's Legislative Budget Request (LBR) is positive overall. Dr. Grego noted the recommended increase in

Supplemental Academic Instruction (SAI) funds which are utilized for Summer Bridge; and, the recommended reformatting of Best and Brightest teacher bonus. Mr. Smith said SB604 would raise the authorized limit on the rate for the local discretionary capital improvement millage. Dr. Grego shared that SB604 and SB376 are both scheduled to be heard today in the Senate Education Committee; these bills will affect all districts and we need to watch this closely. Mrs. Lerner asked if this proposed budget is good. Both Kevin Smith and Dr. Grego agreed that it is a doable budget and would be moving us in the right direction. Dr. Grego shared that he called the Governor's Office to say thank you for his budget request.

- **Legislative Update:** Dr. Grego reviewed the following documents: *Legislative Update, SB964-Common Sense in Testing and Accountability-Legislative Summary, Common Sense in Testing and Accountability-Q&A, SB964 by Senator Montford, Section by Section Summary; Florida Senate-2017-SB964, and High Stakes Testing Relief-A Return to Common Sense*. Mr. Steve Swartzel, legislative liaison, is working in Tallahassee and unable to be at the workshop. Dr. Dan Evans, executive director, assessment, accountability and research, was available to discuss SB926, HB773 and SB964. He shared that school districts want to reduce the testing window and number of tests for students. SB964 is more comprehensive in addressing this goal. Dr. Grego stated that the FCAT was administered during a few weeks of the school year; the current FSA is quarterly. The push is to eliminate tests that are used to evaluate teacher/administrator performance. Districts also want the return of paper and pencil testing because the timeframe is more manageable. Mrs. Krassner noted that students' skill levels for computer use varies widely. Dr. Grego encouraged calling local delegations to support these changes. Ms. Linda Kearschner, vice president leadership development, Florida PTA, was present at the workshop. Dr. Grego noted her support of SB964. Ms. Flowers shared that colleges look at a variety of criteria on student applications, not just test scores. Mrs. Cook said that SB964 addresses our needs more accurately. She also shared that legislative contact information is on the FSBA website.
- **Elevate A.R.T.S. Grant:** Ms. Jeanne Reynolds, PK-12 performing arts specialist, and Ms. Sue Castleman, PK-12 visual arts specialist, reviewed the following document: *Elevate A.R.T.S. Arts Relationships Technology STEAM*. Ms. Castleman shared that she and Ms. Reynolds reviewed data in March 2014 and saw evidence of high turnover rates among performing arts and visual arts teachers. They felt that part of this reason is the isolation experienced by these educators because they are the only one on staff teaching their specific curriculum, so at the worksite, there is no curriculum team component. They applied for a federal professional development art in education grant-Elevate A.R.T.S., and received it. The grant coordinator is Lisa Lehmann. There are eleven schools participating. Ms. Castleman said she was invited to visit Stanford University in 2008. During the visit she went to the IDEO Company, a global design firm. They developed a training book, "Design Thinking for Educators". The teachers working in the Elevate A.R.T.S. grant are using "Design Thinking for Educators" to create new and innovative ideas for their classrooms. Ms. Reynolds said a mentoring program was started and teacher empowerment encouraged; she used the method of asking teachers what is it that is going well for you? And, how can you do more of that. They also added

peer to peer guided instruction. The participating educators agreed that this model is working. In addition to the positive outcomes from the grant, they also began utilizing an advanced placement rubric to score artwork, which allows for more objectivity and guides educators as to what quality artwork looks like; it developed a better understanding of what art judges look for in a piece. A professional development opportunity was held at the Museum of Fine Arts. Ms. Castleman noted that in schools with good art/music programs there is not an achievement gap among its students. The Elevate A.R.T.S. (Arts Relationship Technology STEAM) video is online under their department headings. Mrs. Lerner said this is great work.

- **Emergency Management and Storm Readiness:** Mr. Clint Herbic, associate superintendent, operational services, shared information about the processes for emergency situations. He stated that Pinellas County Emergency Management takes the lead. Pinellas County Schools, first responders, and community services are also involved in this effort. They comprise the ROC-Response Operations Coordination group. In April/May the group meets to begin the discussion about hurricane preparedness; the hurricane season is from June 1 to November 30. Pinellas County Schools provides a transportation department staff member and two area superintendents that staff desks at the “nerve center” to help coordinate evacuation and shelter needs. The district has 31 schools that can serve as shelters. Lakewood High School students developed a website for emergency deployment. Mr. Herbic sends the alerts; school board members are on the distribution list. In the event of a tropical storm or category 1 hurricane, the first four school shelters open. They are Tarpon Springs Middle School, Dunedin Highland Middle School, John Hopkins Middle School, and Gibbs High School. Each year supplies are renewed; water and food sent to locations that can house them; and back up supplies are kept at Walter Pownall Service Center. Each year PC Emergency Management conducts a training simulation to review and prepare. Pinellas County Schools’ aspiring administrators and first year administrators are trained for shelter duties. Staff assignments are made to specific shelters. The first step, should a threat develop, is a conference call conducted by PCEM and partial activation; this does not mean that schools close. Three community center shelters open first for people in low lying areas or in special circumstances; this is handled with the assistance of the Red Cross. Dr. Grego, Dr. Corbett and our strategic communications department are apprised of the situation. As the threat assessment continues, should the need arise, PCEM controls the process. If schools are called to open as shelters, then staff is called out to the “nerve center”, personnel who serve in the opened shelters are contacted, supply pallets are delivered, and schools police are notified. A question was asked about firearms. Mr. Koperski stated that schools police are on site at the shelters to instruct those with firearms that the firearms are not permitted in the shelter. Once the threat has passed and shelters are closed; then our maintenance department goes to each school property to assess potential damage that would interfere with a school re-opening.
- **Career Academies of Seminole Update:** Mr. Mark Hunt, executive director, career, technical and adult education, reviewed the plan to make Career Academies of Seminole into a full time vocational high school. He shared that the board approved this

plan in the fall of 2015. The school will ultimately accommodate 600-700 students and offer one of seven programs: marine service technology, practical nursing, veterinary assistance, building and construction technology, computer programming, electrical & solar electricity, and digital & graphic design. Students attending this school will have the opportunity to be dual-enrolled in St. Petersburg College and Pinellas Technical College. This will be a school of choice program and will be in the district's brochure for the 2018-19 school year. The existing building will be renovated; a new two-story building for classroom space will be added along with a bus circle and parking space. A construction management company will be selected March 8, 2017. When the program opens, there is a goal to enroll 150 freshman and 150 sophomores. Mr. Hunt communicated that he understands this will impact the local community due to construction and the increase in student body; beginning in May/June 2017 they will begin community meetings and notifications about the changes. Mrs. O'Shea asked about the plans previously discussed concerning traffic issues in that area and suggested they reach out to the county to ask about their progress and the upcoming planned changes. Ms. Flowers mentioned the business community and their desire to partner with us and share their needs for skilled labor. Mr. Hunt said information was used from those conversations to determine program offerings.

- **Pinellas Park Middle School Update:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following document: *Pinellas Park Middle Concept*. Mr. Herbic shared that Harvard Jolly is the architectural firm for this project and Walbridge Construction Company is the construction management company. This project is being funded through bonding. The expected completion date is January 2019. Some of the concerns to be remedied with this new construction, remodel and renovation project are congestion in the bus circle, difficulty accessing the administration building, lack of parking, need for a track. The gymnasium, science building and classroom buildings will not be demolished. He shared the plan to work clockwise around the property from the administration building. During construction, ESE students will be housed in portables owned by the district for least student disruption. There will be a lot of dual use areas built into this innovative design.
 - **Norwood Property Update:** Mr. Herbic shared that there are currently five buyers interested in purchasing the Norwood property. It is 1.6 acres, zoned residential, with difficult access, and surrounded by industrial property. The recommendation is to sell the property. Dr. Grego stated that if there is no objection from the board, they will move forward with this plan. No one raised any objection.
- **Transformation Zone Update:** Dr. Antonio Burt, director, school transformation, spoke about the work happening at the transformation zone schools. There are eight schools in the transformation zone: Campbell Park Elementary, Fairmount Park Elementary, High Point Elementary, Lakewood Elementary, Maximo Elementary, Melrose Elementary, Midtown Academy, and Sandy Lane Elementary. Five started as Scale Up for Success Schools-Campbell Park, Fairmount Park, Lakewood, Maximo and Melrose. He spoke about the MAPP assessments being used. This program gives data quickly for each student which is very helpful for the teacher. Paraprofessionals are used to reinforce

lessons with students who need it. There are currently fourteen paraprofessionals at each school. Ms. Lentino asked about paraprofessionals being placed in each classroom. Dr. Burt said that the principal can assign the paraprofessionals to different classrooms based on teacher need; it varies from day to day. Ms. Flowers shared that we want to be sure those we hire for the paraprofessional position are qualified to assist the classroom teacher appropriately. Dr. Burt has instituted a ten-day instructional focus window which is helping teachers plan. He understands that there is a strong commitment from teachers who work at these schools. Great lesson planning is time consuming, but is a key component. The culture and climate at the schools have improved. There has been a 50% reduction in referrals and a 50-75% reduction in suspensions. The schools are working to better support the students. Five of the schools have a twenty minute morning meeting which sets the tone for the day and allows the students to socialize and transition into the school day. There are also instructional coaches. Mrs. Lerner asked how the coaches work with the instructors. Dr. Burt shared that they model the lesson, debrief with the teacher, and then the coach returns to see the teacher deliver; they also work side-by-side. Mrs. Lerner said we should consider the morning meeting for all schools. She also asked about some of our most at risk fifth grade students; how are we helping them? Dr. Burt said the MAPP assessments give detailed reports and shows the course of action needed to help individual students; then remediation can be done in small groups. There was some discussion about retaining these teachers at these schools to build consistency. Dr. Burt suggests asking for a minimum two year commitment when they are hired because the district is making an investment in them and the skills they are learning makes it easy for them to hire out elsewhere. Mrs. Krassner believes continuity of staff is very important.

- **Fifteen Year Charter Renewal for Plato Academy St. Petersburg Charter School:** Ms. Lori Matway, associate superintendent, student and community services, and Mr. Rick Wolfe, director, charter schools and home education, reviewed the following document: *Request Approval of a Fifteen-Year Charter Renewal for Plato Academy St. Petersburg Charter School*. Mr. Wolfe shared that as a result of the school receiving a school grade of A for two consecutive years and no grade below a B for the last three years, the school earns a high performing status. Once they achieve that status, they are eligible to renew their charter for fifteen years.
- **Job Descriptions:** Ms. Paula Texel, director, human resources services, reviewed the following job descriptions: *Gifted Education Specialist; Registered Nurse, Charge; Registered Nurse*. Ms. Texel stated that the Gifted Education Specialist job description is new; it was rewritten due to the retirement of Jenny Klimis, who currently serves in this capacity, but under a different job description. The RN Charge work at center schools with high populations of medically fragile students and there are other nurses that report to them. The RN job description was updated.
- **Leadership Discussion:**
 - Dr. Grego: 1) He shared information about the upcoming Ford NGL winter conference the district and Pinellas Education Foundation are hosting at the TradeWinds on St. Pete Beach. It will take place February 21-23. On Thursday, visiting superintendents will be meeting at Largo High School. 2) He said he met

with representatives of the Hispanic Outreach Center on Friday, February 3, to discuss collaborative ways to improve services to the Hispanic community in Pinellas County and increase the academic achievement of Hispanic students. He gave board members a copy of the Spanish version of the Pathways to Graduation flyer. 3) He spoke about the District Strategic Plan and how it is a working document. He distributed copies of the plan. In reviewing the plan, they are determining which action goals will result in the greatest outcome and earmarking them strategic projects. For example, the district's goal (strategic goal 1, action goal 19) to improve student attendance has a far reaching impact. The district launched the "Attend Today, Achieve Tomorrow" attendance campaign with JWB. This has become a strategic planning oversight committee project.

- Ms. Lentino: 1) She shared that she purchased a table for the 23rd Annual Cooperman Bogue Awards Luncheon. If anyone is interest in purchasing a ticket from her they are \$25.00. The event is March 10th. 2) She asked if there had been an increase of teachers participating on the appraisal advisory committee for the teacher evaluation system. Dr. Grego said he would ask Paula Texel to respond. (Note: On February 23rd, Ms. Texel sent an email and shared that of the 23 member committee, 9 are selected by PCTA, and the district had 3 teachers that have experience with the pilot program participating.)
- Mrs. Lerner: 1) She spoke about the conflict with the School Board Student Recognition Event and the FAST assembly scheduled for April 24, 2017. (Note: It was stated that graduations begin May 5th this year, so the School Board Student Recognition Event had to be earlier in the year. Often there are event conflicts on the board calendar.) 2) She asked if there is any opportunity to reduce paperwork placed on student services personnel, including guidance counselors. If other staff could assist with these tasks, then these staff will have more time to spend with the students. Dr. Grego said he can bring a group together to discuss the issue and speak with Donna Sicilian as to what can be done to make it easier for her staff.
- Ms. Flowers: 1) She attended a listening session at St. Petersburg College, Midtown campus, to find out who may be coming in to fill the vacancy created by Dr. William Law's retirement coming up this July 2017. 2) She shared a personal invitation for a community event on Thursday, February 23rd. She told board members she put it in their mailboxes. 3) She attended a meeting with R 'Club to discuss the situation with the Happy Worker's Learning Center; they are addressing the licensing violations. The community is in support of this center and will work toward re-opening it.
- Mrs. O'Shea: 1) She distributed the graduation ceremonies schedule for 2017. She said it is not yet completed, but for board members to review it and determine which graduations they may be interested in attending. It will be discussed at a future workshop when all schools have dates and venues.

- Mrs. Cook: She shared that Senator Montford's bill does not currently have a sponsor. Florida School Board Association will continue to update members on legislative issues.

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 2:50 p.m.

Chairperson
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Secretary