



Duval County Public Schools

April 5, 2012, Board Workshop

Ms. Betty Burney, Chairman
Mr. Fred "Fel" Lee, Vice-Chairman
Ms. Martha Barrett
Ms. Ms. Becki Couch
Mr. W. C. Gentry
Ms. Mr. Tommy Hazouri
Mr. Ms. Paula D. Wright
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 10:14 a.m.

Items To Be Discussed

[CRSS TRAINING](#)

Minutes:

Ms. Cathy Minsberg, Center for Reform of School Systems, led a training session for the Board regarding selecting a Superintendent. The following areas were addressed:

- Goals for the Superintendent
- The challenge of selecting a Superintendent from a small pool.
- Before the Search Begins - Succession Plan, Core Beliefs, Change Agent

Discussion included the following:

- Is the District headed in the right direction - consensus was yes.
- Sustainability - consensus was the need for a transformational Superintendent.
- Where do you see the District in five years:
 - Higher graduation rate
 - Lower dropout rate
 - Value employees on talent and skills only
 - Equity for all schools - all schools offer equitable courses.
- Goals:
 - Graduation rate
 - Closing achievement gap
 - Teaching all children to their potential
 - Reading at grade level
 - Succession planning
- Key Challenges:
 - Funding & Legislative mandates
 - Communications
 - Technology
 - Morale and lack of qualified applicants due to morale
- How Others Perceive Us - What is Attractive
 - The City & weather
 - Engaged business community
 - Broad/CRSS trained Board
 - Jaguars
 - Beaches
 - Small town feeling
- How Others Perceive Us - Why be Wary
 - Negative headlines - Times-Union
 - Coming in as Superintendent mid-year
 - Sunshine Law
- Ways to conduct Search
 - Do it yourself
 - Hire a search firm
 - Discuss traditional vs non-traditional candidates
- Change - decide what changes you would like to see prior to interviewing the candidates
- Hiring a search firm - questions to ask the firms; what to expect from a search firm

Speakers:

Ms. Betty Burney, Board Chairman
 Ms. Cathy Minsberg, CRSS

Mr. Tommy Hazouri, Board Member
Ms. Paula D. Wright, Board Member
Mr. Fred "Fel" Lee, Board Vice-Chairman
Ms. Becki Couch, Board Member
Ms. Martha Barrett, Board Member
Mr. W. C. Gentry, Board Member

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Workshop at 3:01 p.m.

BSC

We Agree on this

Superintendent

Chairman