



Duval County Public Schools

August 5, 2013, Board Workshop

Mr. Fred "Fel" Lee, Chairman
Ms. Becki Couch, Vice-Chairman
Mr. Jacon Fischer
Ms. Cheryl Grymes
Dr. Constance S. Hall
Ms. Ashley Smith Juarez
Mr. Ms. Paula D. Wright
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present, with the exception of Ms. Ashley Smith Juarez and Mr. Jason Fischer. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief of Legal Services, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 2:07 p.m.

Items To Be Discussed

[1. SUSPENSION DATA](#)

Minutes:

The Chairman, Superintendent, and Board Members Wright and Hall commented on the meeting with the State Attorney, Angela Corey, earlier in the day regarding Civil Citations. Ms. Corey does not want to include any battery cases in this category.

The Superintendent provided the Board with a presentation on suspension data. A copy of the handout is attached to the Minutes. Discussion included the following:

- Board Member Wright requested that the Superintendent provide the Board with a breakdown on the "non-white" category.
- The Jacksonville Journey is talking about reducing funding for ATOSS. This program has helped reduce the number of out of school suspensions. Chairman Lee will keep the Board updated on this topic.
- Board Member Wright requested that the Superintendent provide the Board with a breakdown on the Class II's which result in a Class III.
- Board Member Hall asked about cultural relevance training for Deans. Superintendent Vitti is looking into this type of training. Board Member Wright suggested that Ms. Josephine Jackson, Office of Equity and Inclusion, would be a good resource.
- The Superintendent will provide the Board with data each quarter.
- Superintendent Vitti indicated that we need to distinguish between bullying and battery, as they are very different.
- Board Member Hall asked that the Superintendent consider staggering the bullying hotline hours.
- Board Member Wright asked that the Superintendent provide the Board with a list of meetings for this topic.

Speakers:

Mr. Fred "Fel" Lee, Board Chairman
Dr. Nikolai Vitti, Superintendent
Ms. Paula D. Wright, Board Member
Dr. Constance S. Hall, Board Member
Ms. Becki Couch, Board Vice-Chairman
Ms. Cheryl Grymes, Board Member

[2. STRATEGIC PLAN TARGETS](#)

Minutes:

The Superintendent reviewed the handouts with the Board, a copy of which is attached to the Minutes. Discussion included the following:

- Chairman Lee asked how the Board would know during the year if we are making progress. The Superintendent shared that we can look at the assessments each quarter, but cannot predict how students will perform on the FCAT or EOC.
- Vice-Chairman Couch asked that on Strategy 2.2 that we include Open House; on Goal 3 - include building utilization; Strategy 4.3 - safe environment should be

- beefed up - include student voice; and, have goal for Civil Citation.
- Chairman Lee asked if there would be a mystery shopper for Strategy 2.1.
 - Board Member Grymes asked about attendance. The Superintendent indicated that next year teachers would take attendance every period.
 - Board Member Grymes asked what is being done to make sure Open House is more user friendly at all schools. The Superintendent indicated there was not a plan yet, but they would start working on one.
 - Board Member Wright asked about Appendix C - 1.2.6 - and the TFA reference. Superintendent Vitti indicated that TFA had paid for their members to shadow Cabinet members for a couple of weeks. Board Member Wright asked why it was limited to TFA. The Superintendent said because they paid the stipends, but it could be open to anyone that would fund the program.
 - Board Member Wright asked about Strategy 1.2.8 and having more than one TFA teacher in a school. The Superintendent shared that if you have 3-4 in a school, they are more likely to stay. Otherwise, they feel isolated. Board Member Wright expressed concerns that the more TFA teachers that are placed in a school, the more impact on that school. One school had 9 TFA teachers out of their 27 teachers, and they dropped this year. Board Member Wright requested a list of schools with the number of teachers and how many are TFA. She asked that this be a BMR.
 - Board Member Wright asked about Strategy 1.2.9 and why KIPP training was included. The Superintendent said that staff had attended the program and the feedback was positive. Board Member Hall asked that we remove "KIPP" and say "summer institutes." Vice-Chairman Couch said there were several programs like this that could be included.
 - Board Member Wright asked about Strategy 2.1.3, and asked that we look at a survey of employees that is coming from the Board itself.
 - Board Member Wright asked that we add an explanation of the purpose of the tours in Strategy 2.3.4.
 - Board Member Wright asked about Strategy 3.3.5 relating to school websites. Communications Chief Marsha Oliver stated that the goal was to have all new school websites on line by August 12, 2013.
 - Vice-Chairman Couch asked to see data on TFA effectiveness.
 - Vice-Chairman Couch asked about principals becoming mentors. The Superintendent indicated that it was embedded in 1.2.5. Ms. Couch asked if there would be additional pay and the Dr. Vitti indicated yes.
 - Vice-Chairman Couch shared that she had been approached twice by military liaisons from NAS and was told both times that there is an issue on processing military status form, and that as a result, we are missing out on grant funds. The Superintendent has asked Doug Ayars to follow up on this area.
 - Vice-Chairman Couch expressed concern with setting targets using data where we fell short of previously set targets. She asked for a graph showing the State average and where we are and where the lines intersect. The Superintendent will provide. Ms. Couch asked that we do a base target and include on the same graph how we have progressed over time.
 - Board Member Wright asked about a goal for Early College. Superintendent Vitti said there was one for Dual Enrollment, but he will add Early College.
 - Board Member Wright asked about 4.2.8 and indicated the Board would need more information on how we will take this to the community before it is

implemented. The Superintendent shared that this was a planning year and that Stilwell would be the first school. Chairman Lee said this would be added to a Workshop.

- Vice-Chairman Couch asked that 4.1.A be broken out so that it does not look like we want to retain students.
- Vice-Chairman Couch asked that we add a target for the Career Academies to obtain Model status.
- Chairman Lee asked the Superintendent to add Bonnie Susan Cole, Linda DeAbreu, and Michelle Begley to the SharePoint page for the Strategic Plan.
- The Chairman will set another Workshop date with the Board to review the Strategic Plan targets one last time, and to decide how the documents fits into the Superintendent's Evaluation.
- Board Member Wright expressed concerns that the targets are still too low.
- Board Member Hall is close to accepting, but is also concerned about the numbers. She also feels that all employees need to feel that we are in this together and that they are part of the vision.
- Vice-Chairman Couch would like to see that there is a sense of urgency to catch up, and that we should be expecting bigger gains.
- The Strategic Plan targets will be added to the September agenda for approval. The Workshop will be set before that date.
- The Superintendent will prepare a document with one year targets and aspirational targets, and a document for three years with targets only.

Speakers:

Mr. Fred "Fel" Lee, Board Chairman
Dr. Nikolai Vitti, Superintendent
Ms. Marsha Oliver
Ms. Paula D. Wright, Board Member
Dr. Constance S. Hall, Board Member
Ms. Becki Couch, Board Vice-Chairman
Ms. Cheryl Grymes, Board Member

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Workshop at 5:25 p.m.

BSC

We Agree on this

Superintendent

Chairman