



E-AGENDA MANAGER

Duval County Public Schools

August 5, 2014, Regular Board Meeting

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

ATTENDANCE AT THIS REGULAR MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. 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 meeting to order at 6:00 pm.

Invocation

[INVOCATION](#)

Minutes: Pastor Ben Goldsmith gave the invocation.

Pledge of Allegiance

[PLEDGE OF ALLEGIANCE](#)

Minutes:

Presentations

Board Members

1. SCHOOL RECOGNITION - DISTRICT 1 - SAN MATEO ELEMENTARY SCHOOL

Minutes: Deidra Johnson, Principal
San Mateo Elementary School

Good evening. Tonight we'd like to share just a few spots from our school. I'm the very proud principal of San Mateo Elementary. Tonight, we also have with me my Assistant Principals Toni Horn and Deitra Demp and also Erin Erickson, a second grade teacher.

Our theme this year is "Team Work Makes the Dream Work." Ready...Set...Go! and so we plan to use this theme all year long to evoke our students and teachers and excite them about the work ahead.

In working to motivate our staff and to engage our students with hands-on activities and centers prove to be a success as we gain 110 points on the FCAT this school year.

We're also focused on our team work with our safety patrols, our T.O.T.s, our PTA volunteers and also our student book club. We had that in grades 3, 4 and 5 where we each involved ourselves in guiding a group of students with novels.

During the FCAT this year, the school and community banded together to show our support for all of our students. Our primary classes each adopted and supported the intermediate classrooms by writing positive letters, cards and special treats. My own class created a song and we went down before the FCAT and sang it to our upper class.

We also decided to expand that beyond the 180 days with our students. In the summer we had some team building where we had teacher book club where we met at Mimi's Cafe for a chat or two.

We also had an opportunity to go to Build A Bear Workshop to extend our team building activities and each participant had the opportunity to create a school mascot that would tie into our theme "Team Work Makes the Dream Work."

Our most recent adventure was kayaking at Kayak Amelia with our P.E. coach as our tour guide. We took a four mile (I still think it was about 10 mile) trek over to Kingsley Plantation. This activity has sparked an interest in doing more outdoor team building adventures in the coming school year. Thank you for allowing us to spotlight San Mateo Elementary.

Cheryl Grymes, Board Vice Chairman

I wanted to thank you all very much for what you do every day. San Mateo is a great neighborhood school. I think it's great because evidently Ms. Couch went there 1st -- 5th grade. I'm sure all of you were there when she was there, right? Look what a San Mateo graduate can become. I want to congratulate you on what you've done this year. Certainly a 110-point increase is huge. We know you worked very hard and obviously team work must have played a big role in that. I wish you all could have brought your bears. Maybe we could have decided which one was the best or are you just going to just use one?

Deidra Johnson, Principal

The teachers are going to keep them in their classrooms and they talked about sending them home with students to write a journal overnight or weekend.

Cheryl Grymes, Board Vice Chairman

Very cool. Kind of like sending hamsters over Spring break. Well thank you very much. I appreciate all that you do and I wish you the best in the incoming school year.

Communications

1. EMPLOYEE CUSTOMER SERVICE AWARD

Minutes: Starting this May, the district began recognizing an employee who provides outstanding customer service during the monthly Board meeting with the Employee Excellence Award. This month's award recipient is no exception.

- Katrina Eunice is a dedicated counselor who has made an impact on students at both the school and district level.
- Customers who have worked with Katrina mention her professionalism, caring attitude, and kind spirit.
- Nan Worsowicz, Supervisor of School Counseling, described Katrina as passionate, collaborative, and committed to growing professionally and personally. She added that Katrina is an astute learner whose willingness to take on any task is an asset to the School Counseling Department. She has a passion for addressing the needs of the whole child and has represented DCPS and school counselors on several committees and discussion panels focusing on children's mental health issues.
- Katrina indeed is growing professionally and is taking the final step to becoming a licensed Mental Health Counselor by the state of Florida to serve more in her community.
- Here tonight to help us recognize Katrina with a special presentation are Pat and Michele McManamon of Sandler Training.

2. RECOGNITION OF SCHOOLS EARNING FIVE STAR SCHOOL AWARD

Minutes: Five Star School Award

- The night's second award presentation is for the highest recognition a school can receive from the state for its community involvement efforts, the Five Star School Award.
- To earn a Five Star School Award, a school must meet nearly 30 requirements in the categories of Business Partnerships, Family Involvement, Volunteers, Student Community Service, and School Advisory Councils. They must demonstrate the positive impact its community involvement activities had on students, and include extensive evidence in a submitted portfolio.
- There are 10 schools in Duval County that achieved this remarkable designation. I am pleased to honor them tonight.
- Join us in congratulating the following schools:

- 1) Mandarin Oaks Elementary represented by Principal Patricia Carson and the Five Star Coordinator Stephanie Stripling-Mitchell, and SAC Chairman Christopher Johnson (pause)
- 2) Sabal Palm Elementary represented by (Principal Linda Graham and) Five Star Coordinator Kathleen Herlihy
- 3) Atlantic Beach Elementary represented by Principal Kimberley Wright (and Five Star Coordinator Christy Gray)
- 4) Alimacani Elementary represented by Principal Kathy Stalls, Five Star Coordinator Alandrea Turner, and SAC Chairman Kenyatta Register
- 5) Neptune Beach Elementary represented by Principal Elizabeth Kavanaugh and Five Star Coordinator Jean Aikens
- 6) Abess Park Elementary represented by Principal and Five Star Coordinator Kristen Shore
- 7) Loretto Elementary represented by former principal Chris Begley and current principal Kristie Kemp, (and Five Star School Coordinator L. Johnson)
- 8) Jacksonville Beach Elementary represented by Principal Jill Leinhauser and Five Star School Coordinator Christy Wenger

And unable to attend are:

- 9) Seabreeze Elementary (represented by former principal LaShawn Streater, current principal Tina Bennett, and the Five Star Coordinator Richard Crook),and
- 10) Baldwin Middle/High School (represented by Principal Denise Hall and Five Star Coordinator Jacqueline Jones)

3. DATA TEACHER OF THE YEAR AWARD

Minutes: DATA Teacher of the Year Award

- The final presentation is being made to a principal who has exceeded expectations with the amount of consistent support he has given to his school's arts department.
- In his four years at Landmark Middle School, David Gilmore has changed the culture of the fine, performing, and visual arts with the addition of a third art teacher and a new art class.
- Julia Beliles, the newest art teacher at Landmark, said that Mr. Gilmore has made her experience as an art teacher an effective and enriching one.
- Julie Orvin, also an art teacher at the middle school, noted the welcoming atmosphere and inclusion she feels while working under Mr. Gilmore's leadership.
- Landmark's Assistant Principal, Kimberly Fileger, added to the laurels by mentioning Mr. Gilmore's attention to detail when creating a school budget. She stated, "Mr. Gilmore allocates a portion of school funds to the art department every year for additional supplies. The art teachers have access to multiple display cases to showcase student artwork around the school and are encouraged to attend workshops and conferences when available. Overall, Mr. Gilmore considers our art teachers and our art department an integral part of the school and

its success.”

- Mr. Gilmore said he believes that it is his duty as a principal to support teachers and the various programs that are offered to students in any way he can, which include providing the necessary materials, properly managing schedules to allow for a better student-to-teacher ratio, and continually adding to the programs.
- For his efforts the Duval Art Teachers Association, also known as D.A.T.A., has named Mr. Gilmore the 2014 Principal of the Year. Joining us tonight to honor him are Anthony Sznakowski, DATA President; Sherry Sharp, DATA President-Elect; Jack Matthews DATA Administrative Liason; Paula Thornton, DCPS Director of Arts; and Landmark’s three visual arts teachers, Julie Orvin, Nicole Defeo, and Julia Beliles.
- Help us congratulate David Gilmore, the 2014 Duval Art Teachers Association Principal of the Year.

Comments From Audience

[COMMENTS FROM AUDIENCE](#)

Minutes:

Lawrence Du Bow:

I am here on behalf of the donors who support the Quality Education for All (QEA) Fund. I had the privilege and pleasure to be on the panel discussion at the QEA community information meeting at Andrew Jackson High School on Monday, July 28th. The enthusiasm and energy expressed by the over 200 students, parents and teachers who attended that meeting is a testament to what we are all working to achieve. The best teachers in our schools, the best resources in our classrooms and the best education for our children in our community. This same QEA community information meeting was held on Thursday, July 31st at William Raines High School and again, just yesterday Monday, August 4 at Jean Ribault High School all with the same meaningful outcomes as I experienced at Andrew Jackson. I am here tonight to tell you that those of us involved in philanthropy and arts have confidence in Superintendent Vitti and in all of you as an elected school board and we have faith in the fact that the work you are doing and the decisions you are making will benefit the children in our public schools. For those reasons we continue to raise money in support of the QEA fund and are close to reaching our goal of 50 million dollars. Our support of what you are doing as a board of education is further evidence by the fact that we in the private sector have helped bring to our city and continue to fund KIPP, City Year, Teach For America and the Jacksonville Public Education Fund. The contract that I am asking you to approve tonight represents the most significant investment of the QEA fund. We find ourselves at an unprecedented moment of momentum for public education in Duval County; all thanks to your leadership and dedication to insuring that every student in our city receives a quality education. You have set high goals and standards for our children and for this district which I appreciate. Speaking on behalf of the donors, I want you to know that we are pleased to partner with you in making certain that quality education for all will become a reality for every student in our district. Like you, I believe that it's all about the children. It always has been, it is now; it always will be. Thank you very much.

Michelle Braun--CEO, United Way of Northeast Florida

As we prepare for the beginning of another school year (hard to believe) we have 25 three-year-olds that will be getting Success by Six scholarships and starting their education experience at RV Daniels Elementary School and West Jacksonville Elementary School. That brings our partnership in these scholarships to a total of 50 which is an investment from United Way and our deference donors of almost \$280,000. Full Service Schools is stronger today than any time in the past

through some generous donations. We've eliminated the waiting list and we are excited to expand that program.

The past year of Achievers For Life (AFL) has enjoyed success in the 10 middle schools that it serves. Working in the areas of school attendance, behavior, math and reading grades, we've seen increases in these GPA and learning gains and decreases in school absences. In fact, one highlight is the AFL working together with families. One of our goals is to identify the non-cognitive barriers to academic success. So over the past year, 99% of AFL families maintain stability in their schools and AFL program. Obviously, we know that mobility has such a terrible affect on student academic performance and we're focused on doing whatever it takes to help our families avoid changing schools. Tonight, I'm going to ask Sara Ley, one of our volunteer mentors to speak with one of her mentees but I also encourage and want to thank you for your support for AFL and ask you to favorable look on our contract.

Sara Ley, Volunteer Mentor

I'm Sara Ley and this is my mentee Gina Settle. We began our relationship as a mentor/mentee six years ago at Matthew Gilbert Middle School through the AFL program. So we were matched. I met her early on in 6th grade. We worked on grades and school involvement and just day to day things that go on in life. Since then, Gina is now about to be a Senior at Raines High School. She's maintained an A/B Honor Roll throughout middle school and high school. I'm a proud mentor and we have moved on from the school setting. We volunteer together, we went on a trip to Florida State to visit the campus, did a tour. We've gone to the zoo, Jaguar game, shopping, movies, normal fun stuff that you do with your friends 'cause Gina really is a friend of mine now. I can't thank the AFL program for first matching us and seeing her grow throughout her high school career. She's thinking about her future, thinking about planning for college. It's very exciting and the program really helps set students up for success. I'll turn it over to Gina.

Gina Settles, Senior at Raines High School

Hi. I'm Gina Settles. I attend William Raines High School. I was introduced to the program years ago in 2008 at Mathew W. Gilbert Middle School. That's when I met Miss Sara and ever since then we've been a match. I remember the AFL program helping us with homework and doing small extra needs. Ever since then Sara has been very good. I love her and I thank this program.

Reddrick Wilson

I'm here tonight to read a letter sent by Steve Hite in support of the promotion of Mason Davis.

Good evening Board Members, Dr. Vitti and Staff

I am unable to attend in person; however, I want to express my support for the promotion of Mason Davis to Assistant Superintendent of Curriculum and Instruction. I have had the pleasure of working with Mason while he was at the Florida Department of Education (FDOE) as a Regional Executive Director of Differentiated Accountability. At the time, Duval County had four schools in danger of closing if the school did not improve from their continual "F" grade. In an emergent effort to move these schools, DCPS decided to partner with Ed Directions to assist with the curriculum and in instructional management in lieu of their curriculum team. Mason contacted us immediately to begin the ground work to establish a way of work that met the needs of each school while maximizing available resources; human and fiscal. There was immediate change in the way of work for the state team and intentional support and progress monitoring at the schools. Mason was able to collaborate with multiple community organizations, us the district and his team to coordinate efforts that would ultimately lead to school improvement. Mason's region had seven schools in four districts facing the same fate as Ribault, Raines, Jackson and North Shore. At the end of 2011/2012 school year, all those schools improved significantly and none of them were forced to close. Most schools improved at least two letter grades. Central Hamilton Elementary School was recognized by the Florida House Choice of Innovation Subcommittee as the number one elementary school in the region to making the highest gains in accountability. As their merge from intervening status imposed upon them by the FDOE for scoring an "F" grade three years in a row, and then bringing their grade up to a "C." Principal Lee Worthinton Zamaro was one of only two principals

called to testify in front of the Florida House Choice and Innovation Subcommittee in response to successful exit in the intervening status for the 2011/2012 school year. Mason is the right choice for the school district. I am confident he will be able to bridge the gap between support and accountability while building capacity of all the staff and ensure a successful transition to the new standards. His knowledge and accountability system and--
--buzzer--what...Sorry

Board Chairman Couch
You can finish your sentence

OK--He pays close attention to what students are producing and demonstrate how to collaborate with teacher, staff, leadership and partnerships to make certain we provide students what they need for success.

Sincerely,
Steven Hite
Education Directions

Patty Wimmer

I have two sons that go to Duval County Public Schools. One of the two has cancer. This is August. September is Childhood Cancer Awareness Month. Prior to May 22, 2012 I was not aware of that. Last year Luke was in the hospital so I couldn't come to tell you about wearing a gold ribbon for September. The year before that he was sick as a dog and we had just started cancer. It was called consolidation; a very very difficult time. Luke is one of 46 children that was diagnosed with cancer. Seven children will die today and every day from cancer. Right now it's one out of 285 children will be diagnosed with cancer. In your schools, one out of every four elementary schools has a child with cancer. Two in every one of your high schools has cancer, or fought cancer or has a brother or sister that buried their brother or sister. I'm asking you nicely, please in September, lets have auto dialer just like you have in October for the pink ribbon and the pink t-shirt. Let's go gold; let's show these children that are in your schools earning good grades. You can ask the teachers at Lee, you can talk to the principal about Luke's FCAT scores or his EOC's. They'll all tell you the same thing. For the amount of time he gets to go, he does incredibly well. Your hospital home bound staff is amazing! They support these children. They get these children through school. Luke is not behind one day and he was diagnosed two weeks before the end of 8th grade. I'd like to thank you all. I'd like to invite you all to September 27th for the CureSearch Walk. Come see the children in your schools that are fighting cancer. Come meet their brothers and sisters that support them; their aunts, their uncles, their parents, their cousins. Cancer is not one person; it is an entire family. My son is lucky enough to go to Lee. He's got a family at Lee that support him from Denise Hall, Vicki Schultz, and Dean Ledford. I know I'm not suppose to say their names but these people have done an amazing job. Amy Bolinokis is the ESE liason. Not support to say her name either. She works with Helen Miller who is Luke's hospital home bound teacher. Sorry--I'm not know for following rules when it comes to supporting children in the fight for their lives. Please--you have brochures, you have information, look at American cancer, childhood cancer, organization on the web, talk to people at the J fund. They'll tell you the same information I did. Talk to Child Cancer Fund. These are all local. Dreams Come True support our children that have life threatening illnesses. I'd like to see everyone on the Board and our Superintendent support our children that are in the fight for their life.

Eunice Barnum

I am here to say I'm tired of the lies, the promises, the violations. We've had Duval Partners. That was a flop. We've had Education Directions. Where are they? We even had way back, The Six Steps To Excellence. That too was a bunch of promises and lies that were not kept. Now, I know that the majority of the people last evening applaud and were happy. Fine--but for me I feel like I've been lied to for so long; I have a problem. I need somebody at some point to tell the truth. It still exists. Now, when I talked about the National Model, I did not lie again. I have a copy of the Duval County tape

where a lady said, out of her own mouth, 78% of the children in her school cannot master 6th and 7th grade. That means only 22% can? How did that get to be a National Model? How does that get to be what we celebrate? What happened to celebrating 100% success? I just need somebody to help me understand. When are you going to stop playing games with our children? These are our children's lives. They're entitled to a high quality education and I depend on you, each of you. I entrust my children to you. I didn't run for the hills. I tried to stay through it all but I need you to be successful. My children are deserving of a high quality education so that one day they may choose to do what you are doing. Please, please, I cannot, will not accept failure.

Bradford Hall

I don't really have the opportunity to come here much and give compliments but I give credit where it is due. Over the past two weeks I've had the opportunity to witness a great leader and the region superintendent for DTO is Iranetta Wright. Reverend Iranetta Wright, you would have had to be at Ribault last night to understand that. But I was just reminding Ms. Barnum that she came and she helped some no flat students who were having some concerns and she took care of their issues as she promised that she would do. So on behalf of those students, thank you Mrs. Wright. Pursuing this further, I have not questions about the DTO office, but as far as the Quality Education for All (QEA) initiative, I attended the meetings at Jackson, Raines and Ribault and I'm glad that we had well over 1,000 people that attended to learn about the initiative. My take away from the meeting is that firstly, I am sure that the QEA advisory board is committed to transparency. By opening its meetings to the public, the community can continue its involvement of beyond the auditorium of three public high schools. Secondly, I think we also have to remember that we come from a community--I think Ms. Barnum has expressed that--where we have been lied to before, we've been burned and we've been disappointed. So I understand there is an effort to dispel the rumors that there are no conditions attached to certain funds but I guess using a rather trite phrase, "It's better to show us than to tell us." Transparency is definitely a solution to that. Finally turning away from QEA, Madame Chairwoman Couch, thank you for ensuring that the district is providing in depth details about all of its grants. The purpose of those grants, the targets of those grants and the expected outcomes of those grants. In short, the work in this system is definitely plentiful. I do believe that children are the greatest gift to the world, yes--every child deserves a quality teacher and yes--every parent deserves to know they can send their children to a quality neighborhood school which their taxes go to support. I support our traditional public schools and I advocate for the right to elect school board members who hold accountable our Superintendent and his staff for the decisions they make every day regarding children.

Pervalia Gaines-McIntosh

I've been a public education advocate for over 10 years which is why I'm here tonight. I had the opportunity to attend a QEA meeting at Ribault High School and ask questions for clarification during the Q & A segment. However, after asking my questions I felt attacked and berated by the Superintendent for simply asking questions. Let me first say that I have never done anything in my whole life and entire career for politics sake. As a matter of fact, even when I ran for the Board back in 2012 alongside several of you that was not for politics' sake either. It was for the sake of the children. So to say that I was deeply offended by the Superintendent's attack against my character is an understatement. I am and have always been solution driven. I try to work as best as possible to find solutions to problems that exist or could exist which is why I ask questions specifically about the QEA Fund advisory board last night. I asked, "Are the meetings open to the public? What authority does the board have over our schools? How do you get on or become a part of the board? and What happens when the 50 million dollars runs out in five years?" Simple questions which should have yielded simple answers but answers came with degradation and insults. You can't expect a community that has been disenfranchised like ours to just all of a sudden trust. Trust is earned and I, for one, can't trust a leader that says one thing today and does a different thing tomorrow. Our community was promised several things under the current administration that has not been delivered upon. George Mack was being brought back to the district, for one and a bevy of other things. So trust has not been earned and I, for one, even if I trust you will ask questions and expect answers delivered with integrity, knowledge and expertise. I have been an advocate for too long and am asking for certain guarantees to ensure that we are not done in as we have been in the past. We have too much to lose. I don't feel comfortable with an advisory board that is only for district four and district five schools that don't include our elected representatives. I don't feel

comfortable with a board that is strictly for traditional public schools, that the meetings are not open to the public or by our Sunshine Laws. I don't feel comfortable with a board where the only requirement to be a part of the board is to be a millionaire. I ask of my elected representatives and the board as a whole to please re-examine and define the parameters of the QEA advisory board for your constituency. Thank you.

Edward Exson

In response to Ready For Tomorrow Public Request Records:

Before addressing the above caption, the Board should have in place a policy procedure capping dollar amounts in awarding contracts without a Request for Proposal (RFP). It is totally irresponsible having no accountability that leads to collusion, corruption, fraud and prostitution in government, among other things. With no oversight, that will never change without policy restraints.

In replying to my Public records Request, much of which was withheld, albeit much surfaced that demonstrated it was a Sub Rosa contract. The proposal by Ready For Tomorrow was propelled into deceptiveness to employ connivance and conspire with others for personal gain while a candidate for a School Board seat. In the scheme by Ready For Tomorrow filed a Florida Profit Corporation on August 3, 2011 and shortly thereafter signed a contract worth \$270,400 with no experience from January 1 through June 30, 2012. With the project manager earning \$100,000 parttime severing up to 210 students in four schools. With the other contract that vanished that was approved for \$459,400, would be over half the Superintendent's earnings, that defied logic. Moreover who lobbied for these contracts? I hereby allege there were some criminal activities that took place in the relationship of Ready For Tomorrow and others. Accordingly, I request the Board call for an investigation by Florida Ethic Laws, IRS service and Federal authorities. Pursuant to the Federal Regulatory Compliance, records will affirm my allegation.

I shudder to think the contract agreement was a Quid Pro Quo for Board members silent on issues involving involving the unitary status of Duval County Schools and other funding disparities in improvised schools.

Seventy-five years ago I was a student, unlike the student who spoke where all students were treated equal. My school did what's very bad. I regret it but I keep trying to improve myself.

Frank Ancayan

As a resident and educator and a product of Duval County I want to offer my support to Mason Davis as District Assistant Superintendent. I worked along side him as a teacher at Robert E. Lee. Also, as a science specialist for Differentiated Accountability when he was the Region Executive Director. His record of school improvement speaks for itself. Every year from 2011/2012 most of the schools in our region, which is region 2, which also includes Duval County improved. For example, during his tenure, increases in learning gains and reading went to 86%. Increases in learning gains in math was at 69%. Increases in learning gains with the bottom quartile in reading was at 89%. Increases in learning gains with the bottom quartile in math were are 86%; 97% of the schools increased in total points and 80% increased a letter grade or maintained their letter grade. Mr. Davis did this by changing the DA format from a compliance based organization which was going to schools and checking to see if they had compliance with word walls, board configurations to working with all stakeholders which included schools, districts, community groups, education management organization towards school improvement which DA would use as a means of support, not as in compliance. Providing PD, problem solving, coaching; these are the things we did as a DA team. As a matter of fact, during his tenure we finally saw Raines, Ribault and Jackson improve out of their inner being status. I want to conclude that Mason Davis is not only a resident of Duval County, but he is also a product of Duval County Schools: Nathan B. Forrest. Like me, he wants to see all schools in Duval succeed and in closing, Mason Davis has the tools, the skills to improve schools but most important his heart, soul and passion is in this community and this is the reason why he should be District Assistant Superintendent.

Comments From Parent Organizations

COMMENTS FROM PARENT ORGANIZATIONS

Minutes:

Before we turn to the new school year, DCCPTA would like to submit to each of you a recap of our work for the 2013-2014 school year. (Report attached)

On behalf of Duval County Council of PTAs, we are looking forward to working alongside the superintendent, school board, principals, teachers, parents and students during the upcoming school year.

Over the summer Duval County Council has been conducting training for local unit PTA presidents and treasurers. Ensuring that our leaders are equipped to lead their membership and take on the financial responsibilities of leading a 501(c) 3. The final summer session is next week at the Highland branch of the Jacksonville Public Library. Training will continue in September and October.

At this time Florida PTA requires all local units to submit their 2013-2014 officer information form to receive their membership cards; the PTA Kit of Materials and be on record as an active PTA. Also all PTAs' End of Year Audit Reports should be on file with each PTA's school's bookkeeper, Florida PTA and the DCCPTA Treasurer. For assistance visit our website at dccpta.org.

Over 25 local unit leaders attended the Florida PTA Leadership and Convention in July. Congratulations to the many DUVAL winners of Florida PTA Awards; of special note are: Sandalwood High PTSA - President's Achievement Award – Secondary division; San Pablo Elementary PTA Advocacy Award – Elementary division; Stanton College Prep PTSA - Membership - PTA with more than 1000 members and Hendricks Ave Elem with 43 years of 100% membership. Our first General Meeting of the year is Tuesday, August 19 at 9:30 AM in the Cline Auditorium. The meeting is full of support and resources for our local unit leaders. The meeting is open to all.

Finally, DCCPTA is proud to be partner with other nonprofit, non-partisan organizations from around the community that formed the School Board 2014 Coalition to help you understand the issues and the candidates at candidate forums on Thursday, August 7 in District 2 (Beaches and Intracoastal) and on Tuesday, August 12 in District 4 (Northside and Northwest) elections. Remember to vote August 26.

Juanita Franklin-Banton, Chairman
District Advisory Council (DAC)

DAC met in June and July. Attendees were Addison Davis, Chief of Schools; Wendy LeHockey, Chief of

Staff and also Board Member Paula Wright, who did an amazing job. She had a wealth of knowledge for our members of the DAC. In July our Superintendent Vitti, Honorable Becki Couch was there and we thank you so much for your support and participating and also sharing in addressing the concerns of our members of DAC.

Real quick, there were four meetings of the QEA. I know they were saying three but there were four because there was one held at Bethel Church. I just want to say thank you to Superintendent Vitti and staff, board members of DCPS and also a special thank you to Iranetta Wright for accepting the call to spearhead the Duval Transformation Office (DTO) so we think it's a positive thing. I spoke with a few people from the community and they're going to support the people from the education arena. They're going to support because it's something new and it's something that we're going to rally around and try to make sure that what is said is done and also that it is the best for our children. That being said, we're going to have a meeting at the DAC here on the fourth Monday of August.

Comments From Employee Organizations

[COMMENTS FROM EMPLOYEE ORGANIZATIONS](#)

Minutes:

Chairman's Report

[CHAIRMAN'S REPORT](#)

Minutes:

Becki Couch, Chairman
Duval County School Board

The Board has been working over the last few months to revise and review our policies. Each month a sub-committee of board members Smith-Juarez, Wright, Hall, and I meet with district staff led by the Chief of Strategic Planning, Ms. Dana Kriznar, to update our policies according to state statute, audit finding recommendations, and program changes that have occurred. As you will see this evening we have quite a few policy revisions from chapter seven. I would like to thank the district staff and my fellow board members for their commitment to the process. We also had our quarterly audit committee meeting in July. A large part of the meeting was dedicated to the auditor general audit findings and an update from staff on the progress we have made. We are committed to ensuring the district is fiscally sound and follows best practice where the budget is concerned.

Superintendent's Report

[SUPERINTENDENT'S REPORT](#)

Minutes:

Nickolai Vitti, Superintendent
Duval County Public Schools

I want to spend my Superintendent's Report on the Quality Education For All (QEA) initiatives and just provide a review of how we came to this point and exactly how we plan to use those funds and then to use the latter part of my presentation to discuss the new standards and what those look like and the challenges that we will face with those new standards.

As was mentioned by some of the speakers, I'm proud to say that we had over a thousand teachers, principals, parents and community members in general at the three QEA meetings held at Ribault, Raines and Jackson. When we think about QEA, it's to address historical barriers in the Ribault, Raines, Jackson feeder pattern. The Ribault, Raines, Jackson feeder pattern was not selected randomly. We looked at reading proficiency and math proficiency on a grade level and we tier schools in bottom third, middle third and top third. In looking at those two data points, 86% of schools in the Ribault, Raines Jackson feeder pattern were in the bottom third. So when we look at where should we put our resources? We decided to put resources where the need was greatest. When we talk about initiatives, we have never talked district wide or very specifically in these three feeder patterns about human capital. Human capital are people. We know that children bring challenges with them to school every day but at the same time, those challenges can be overcome with the great leaders and great teachers across the curriculum from pre-K to 12th grade. We knew we needed to focus on recruiting and retaining the best leaders and teachers for these schools. We also had to think about transformation not as an individualized school effort. We know that the challenge that exists in the Ribault, Raines Jackson feeder pattern are not school specific; we cannot transform the educational process by just continuing to focus on individual schools. It's a continuum of learning that often is disconnected. So the initiatives focus on the entire feeder pattern, not just individual schools. So just to give you clarity on the QEA fund; QEA is not something new. The donors have been contributing to public education over a decade, mainly through the community foundation and there has been talk of trying to raise a large amount of dollars in order to support traditional public education. On the heels of conducting a study through Bain Capital which looked at larger districts throughout the country over a decade of what were the best practices that led to sustained improvement. All those initiative went back to human capital. In researching what was being done throughout the country and then looking specifically at Jacksonville through mainly my lens. It's not just a research project. If you look at the initiatives that were created and you look at what has been stated through various community meetings when I started as superintendent, the Strategic Planning Development Process, we knew that our main goal was developing great teachers and leaders; that's probably the number one goal in our strategic plan and over and over again in engaging the Raines, Ribault Jackson feeder pattern, it always came back to human capital. We had to do something differently about recruiting and retaining our best principals and our best teachers to work with our children that are most fragile at scale. That's what this fund does. It does what we've wanted to do for a long time, what the community said needed to be done over a long time. The funding is at the community foundation and the Jacksonville Public Education Fund oversees the funding and looks at not only programmatic implementation and quality but continues to push us with best practice and insures the proper financial oversight of the funds.

When we talk about transparency, right now we are at about \$40 million raised and our goal is to reach \$50 million. How we are going to spend \$50 million is clearly outlined on this pie chart. There's no guessing, there's no hidden agendas. Everything is clearly outlined on this pie chart; no more, no less. Now, throughout the course of three years, the donors could decide to shift dollars from one area focus to another based on actual expenditures but this is the outline of how we plan to spend the \$50 million over the course of three years. Now our goal is to sustain some of these projects. For example, the data based system is one time funds. That's not necessarily reoccurring funds. Other funds are more reoccurring and that would require us to either decide to use district funds differently after three years, continue to raise money locally to sustain the initiative or different initiative and to lever more federal and national grants that are aligned to the work of the QEA. What major foundations are looking for are local philanthropists that support public education so that dollars can be leveraged and there's accountability support at the local level. They're looking at unions that are reform minded. They're looking for

superintendents that are bold and visionary; boards that are supportive of that vision and also reform minded and a public education fund that is able to recruit and engage philanthropists in the work of transforming public education. Aside from the initiatives you need an infrastructure to support those initiatives. That's how we designed the Duval Transformation Office (DTO) led by Region Superintendent Wright who reports directly to me. Now some people have asked why report directly to the superintendent. We did that in order to cut down on the red tape and bureaucracy that happens in every large district. Ms. Wright needs things done right away, the principals need things right away and instead of going through layers of questions and people to get things done, you can go directly to the superintendent. We've identified individuals in every department to serve these 36 schools specifically. We also created an academic team to support these schools in reading, math, science and writing and in social studies and technology. I've already talked about how the schools were developed. When we look at why human capital; as I said earlier, we know children bring challenges with them. We know that there are barriers to learning but the number one factor to overcome those challenges is teacher quality. Then whether you look at race, social-economic background, language or a single parent home, the reality is that learning gains are best contributed or linked to teacher effectiveness. We know that we have great teachers in the Jackson, Ribault, Raines feeder pattern, but they're not at scale. We have great teachers that begin working in our schools, and then leave. Then they go to the more suburban districts, they go to St. Johns or they leave the profession and go into administrative positions. We had to think critically about retaining and recruiting the best to work with our most fragile students at scale. That starts with continuing our Teach For America partnership which is funded partially through the QEA, also funded by national donors at the TFA level and at the district level. We know that although this has really transformed the staffing process for these 36 schools, gaps still continue to exist despite the retention initiative and the recruit initiative. There's still gaps that exist and principals this year have had a new found pool of candidates to pick from. I would say beyond anything else that we talked about with QEA at this point, the most encouraging fact is that right now, two weeks before school starts 95% of our instructional positions in these schools are filled. We've never had that high of a level of positions filled and principals for the first time at scale in these 36 schools feel like they have options with high quality candidates. Now that's usually a process reserved for the Fletcher feeder pattern, the Mandarin feeder patterns because teachers want to stay in those schools and teachers want to move to those schools, so there's always a long list of top quality candidates. Now for the first time this year, principals actually felt that they had a pool to select from. They could go through an interview process of internal candidates and external candidates to select teachers with the skill and the will to work with their students. But this isn't only about the now. It's also thinking about the future. That's why we have the Jacksonville Teacher Residency Program (JTRP). It's interesting because when you talk about what came from the donors, what came from the district, the (JTRP) came from myself. That is something that I offered as a solution long term. It was something that I knew was successful and actually, I came through a master teacher fellowship program where I had a traditional bachelor's degree but was recruited to be a part of a master's program to receive a free master degree and commit to teaching in the urban core. I went through the traditional education route but through a fellowship similar to the (JTRP). So this recruits undergraduates who are majoring in science, technology and math who would normally be going to the private sector to work in our schools. These individuals commit to one year of a master's degree at UNF, their master's degree is fully paid, they work with a master teacher at Ribault, Raines or Jackson or a middle school that feeds into those schools and the first year they learn by doing. They facilitate labs in science, they work with students in small groups in manipulatives, or students that are below grade level to build a relationship with children and understand the reality of teaching in the urban core. After that first year they have to teach three years in those schools. If they leave early, then they have to repay the master's degree that was paid. The most attention has come with the incentive for performance and again, to be clear, this is not a silver bullet. You are not going to transform schools simply by offering additional pay for teachers. But it is time that we recognize that being significantly above the district average in a fair and consistent way to the value added model which is a state wide algorithm, it is not dependent on district assessment, there is nothing subjective about that value added model (VAM) data for reading and math is that it is time to recognize teachers that go above and beyond as far as creating student achievement with our toughest students. At the end of the day, being 20% above the district average in VAM in Ribault, Raines and Jackson feeder pattern is harder in the Ribault Raines Jackson feeder pattern than the rest of the district and I'm not afraid to say that as superintendent and it's time that we recognize our teachers that are able to do that so that we can retain them in these schools. Again, we have great teachers in Ribault, Raines Jackson feeder pattern but they're not consistently staying and they're not consistently recognized for the work that they do. We have to change

the paradigm on that level and that's what these incentives do. It also offers a way to recruit teachers that have already proven at other schools that normally would not transfer to these schools. Again, principals now have a pool of candidates to select from. In years past, that was limited. You were starting the school years with open positions. You sometimes had to accept a teacher that you maybe felt was not the best person to put in front of children, but there was not a line of people waiting to come to your school. That has changed because of this new way of work with these incentives. They had to commit to three years of teaching in our schools after receiving the incentive and that incentive is a sliding scale. If you are 24-11% above the district average after receiving the incentive you'll receive \$10,000 and then after that point, as long as you're above you'll receive 5% at the \$20,000 level and then after the first year of the 17 you can go up to 20 if you're at the school about 25% of the district average. We'll continue to use our master teachers to work with our JRT and I have to say and I have been saying publicly--thank you to Duval Teacher's Union and Terrie Brady for being willing to think out of the box for these schools. We cannot do the same thing and expect different results. Especially as we move into the new assessments and standards and Terry Brady recognizes that it is time to do things differently and we would not be able to do this work without her partnership. In addition to that we need our best leaders in these schools. \$20,000 to those principals that have moved the school from an "F" to a "C," a "C" to an "A" or taken a Title I school to at least an "A." If you've been in a non-Title I school two years in a row having an "A" then you receive the \$20,000. You can maintain the \$20,000 by having an "A" or a "B." After that point if you drop to a "C," \$10,000 and you do not receive any incentive after the first year if your school drops to a "D" or an "F" and again, we have to think long term. That long term is building a bench through a partnership with Columbia where aspiring assistant principals (AP) or principals can receive a masters degree by going to Columbia. We pay for the master's program. The first year is pure internship where we pay for the district position for that person to be in a position to learn by job shadowing, journal reflection, case studies that for aspiring AP's and principals so we develop a bench of future leaders so we're not scrambling to find the right leaders for our schools. We also have to do something about technology. Half of these schools by the end of this year will have full wireless. They'll have 1:1 or 2:1 devices also teachers in the core will have AV carts and interactive white boards. We are continuing to pursue the quality zone academic bond. We do have good news in this area that we will be sharing so that all of these schools will be wireless by the end of two years. All of these schools will have 1:1 devices or 2:1 devices. All teachers in the core will have an AV cart and all teachers will have response clickers in these classrooms. In addition all middle schools outside of the QEA initiative will also have wireless, they also will have 1:1 or 2:1 devices and AV cart. All schools district wide will also have wireless within the next two years. We have partners with the new teacher project because aside from the work in the QEA schools, we also have to think about maturing and advancing and evolving from an HR perspective. A lot of these strategies that are being used to identify our high performing teachers have to be replicated district wide. We have to think differently about recruiting and retaining our top quality teachers. We're losing them too frequently. A lot of that is about not identifying them, we're not engaging them at the school level and we have to think differently about incentives for them district wide as well. The New Teacher Project audit has allowed us to reflect on that. So what is the desired outcome? All of this investment--what do we want to see happen? We want our children performing at a higher level in reading, math and science. We want school grades to improve despite the new standards that are forth coming. We also want to be able to see that all our students in the Ribault, Raines, Jackson feeder pattern are outperforming similar types of feeder patterns throughout Florida so we're having an apples to apples comparison regarding progress. We want to see more teachers that are high performing staying in these schools. We also want to see that we're strategic in staffing, that our schools now are fully staffed and there's a high quality pool available for teachers and that we're developing a pipeline of leaders. The days of wondering who is the next principals at Raines should be eliminated. We should know who the next principal of Raines is or the next principal at Matthew Gilbert if we do this right. The board and I will have a workshop on August 12 where we will begin to look at targets and metrics linked to QEA schools and the QEA initiative.

I would be remiss if I didn't talk about the new standards and I'm going to skip through most of these slides and go to something that I think the community needs to start to understand and see when it comes to our new assessments. I will talk more about this at a later date but it is important to note that three years ago we implemented in Florida what was called the next generation of Sunshine State Standards. When we did that, we saw a significant decline in reading proficiency and math proficiency.

It's not that the teachers didn't work as hard, it's not as if the students didn't work as hard. The standards were more rigorous. We are about to embark on a new age with these new assessments. These new assessment require our students to analyze, synthesize and evaluate information. The days of basic skills is actually assumed and embedded into this new standards and into the new assessments. Our students will have to write on a whole new level. They will have to analyze text and they'll have to provide arguments by quoting text. They also will have to do mathematics which is more aligned and deeper and more application based. So the best way to think about this is we all remember the days when we were in math classes and we hated word problems because it was application based. You couldn't just memorize a formula. Today's mathematics is going to require students to apply what they're learning. The days in reading, instead of just simply reading a passage and picking A-B-C or D, students will have to read a passage and then justify whether the answer is A-B-C or D in written form. The multiple choice questions will not just have one answer any longer. They may have two right answers, not just one in multiple choice. Students who have fill in the blank where they'll read a passage and have to pick a word that fits in properly into the sentence. A lot of drop and plug in as far as the computer is concerned and every student from 4th grade to 11th grade will now have to take an essay and not just a prompt essay but have to analyze information and synthesize it in order to receive the right score. In New York, the standards were implemented a year ago and you will see that they had a tremendous drop with the new standards and assessments. I do believe as an educator that the standards are the right direction for our children. I think it's time nationally that we have common standards so that whether you're growing up in Mississippi, Arkansas, California or Florida, you're exposed to high level standards. I also know and we know that our children are moving rapidly nowadays because their parents are trying to find the right fit or the right job. We can't be a nation that's competitively internationally if we don't have high level standards that force children to apply what they've learned. Today's standards are no different than what we expected gifted students to do every day, honor students and those in AP, IB and AICE type classes. That's the right thing for all children and it prepares them for college and the world of work. My concern with the standards is implementation and the way the state has thought through implementation. These standards have not been field tested in Florida. They've been tested in Utah. We only learned recently what the new standards actually look like or I should say, what the assessments look like. We're just now seeing the items specifications regarding having the end in mind and how our students will be administered. I'm concerned that these assessments will be used to evaluate teachers on 50% of their evaluation. I'm concerned that 3rd graders will be retained because of the new standards. I'm concerned that students may not graduate because they don't have a passing score at the high school level. I'm concerned that school grades will be based on standards or rather assessments that have not been properly field tested. Any special matrician will tell you, you do not implement a new assessment unless you field test it first. We are embarking on uncharted waters and our schools are already fragile because of the next generation Sunshine State Standards, the change in cut scores and the mass poverty that we see in our school system and our community. I believe in the standards, but the state has gotten it wrong regarding the implementation. This year should be a baseline year where we test, we publish our scores but we have a year of hold harmless on sanctions, but not evaluations; not on judging students and judging teachers. We work too hard in public education for all of this to come to fruition in one year. We need time, not a lot of time. I think one year is appropriate but our public school system is too fragile nationally to go and embark in this area without proper field testing.

Reports

Approval of Agenda

[APPROVAL OF THE AUGUST 5, 2014, AGENDA](#)

Motions:

That the Duval County School Board approve the August 5, 2014, Agenda as submitted on July 29, 2014, with the following changes:

1. Presentations - Communications - Item 3 - DATA Teacher of the Year - Item Added
2. Human Resource Services - Staffing - Item 9 - Human Resource Services Transactions - Revised Attachment
3. Human Resource Services - Compensation - - PASS
Item 11 - Approval of Salary Schedules for 2014-2015 - Attachment Added
4. General - Item 29 - Agreement Between the School Board of Duval County and the United Negro College Fund - Attachment Revised
5. General - Item 30 - Duval Transformation Schools Incentive Grant - Attachment Added

Vote Results

Motion: Fred Lee

Second: Cheryl Grymes

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Approval of Minutes

[APPROVAL OF MINUTES](#)

Motions:

That the Duval County School Board approve the Minutes for the Meetings listed in the Agenda Item.

- July 1, 2014 - Regular Board Meeting
- July 1, 2014 - Special Board Meeting - Leasing Corporation
- July 15, 2014 - Committee Meeting - Board Workshop - Audit Committee Meeting - PASS
- July 22, 2014 - Policy Handbook Review Committee Meeting
- July 24, 2014 - Special Board Meeting
- July 29, 2014 - Special Board Meeting

Vote Results

Motion: Fred Lee

Second: Cheryl Grymes

Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye
Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye

Approval of Consent Agenda

[APPROVAL OF CONSENT AGENDA](#)

Minutes:

Chairman Becki Couch returned Item #9--Human Resource Services Transactions to the Consent agenda with Comments.

Vice Chairman Cheryl Grymes requested that Item #3--Continuation Agreement with United Way for Achievers For Life Program be placed on the Discussion agenda.

Motions:

That the Duval County School Board approve the Consent Agenda. - PASS

Vote Results

Motion: Fred Lee

Second: Jason Fischer

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye

Consent Agenda

Academic Services

1. [COURSE RECOMMENDATIONS FOR APPROVAL TO THE DISTRICT TITLE FILE](#)Attachment: [2014-2015 August Course Adoptions.pdf](#)2. [PRE K-12 SACS/AdvancED DISTRICT ACCREDITATION](#)Attachment: [Accreditation 2014.pdf](#)4. [CITY YEAR PARTNERSHIP 2014-2015](#)Attachment: [City Year 2014-2015v3.pdf](#)5. [DISTRICT WIDE PURCHASE OF ONLINE WRITING LITERACY PROGRAM, WRITE TO LEARN, FOR GRADES 5-11 FOR THE 2014-2015 SCHOOL YEAR](#)Attachment: [NCS Pearson \(Write to Learn\) Addendumv2.pdf](#)Attachment: [NCS Pearson \(Write to Learn\) contract vfinal.pdf](#)6. [APPROVAL OF THE DUVAL COUNTY SCHOOL BOARD PROFESSIONAL DEVELOPMENT PLAN FOR THE 2014-2015 SCHOOL YEAR](#)Attachment: [2014-15 DCPS Professional Development Plan.pdf](#)

School Choice and Pupil Assignment

7. [FIRST AMENDMENT TO THE ACCLAIM ACADEMY DUVAL NORTH CONTRACT](#)Attachment: [Acclaim First Amend Duval North.pdf](#)8. [FIRST AMENDMENT TO THE ACCLAIM ACADEMY DUVAL CENTER CONTRACT](#)Attachment: [Acclaim First Amend Duval Center.pdf](#)

Human Resource Services - Staffing

9. [HUMAN RESOURCE SERVICES TRANSACTIONS](#)Attachment: [HRS Attach 08-05-14 TRANS.pdf](#)

Minutes:

Chairman Becki Couch to Superintendent Vitti,

One of the positions is a position that recently became vacant, now being filled and the title of that is Associate Superintendent of Curriculum and Instruction. What are the differences between the two positions?

Superintendent Vitti,

The Associate Superintendent is broader as far as responsibility and the minimum qualifications are different.

Chairman Becki Couch,

Was this position upgraded at any time or changed into another position meaning in previous years, was it converted or changed to be upgraded to something else?

Superintendent Vitti,

I'm not quite sure of the history of the actual position. It was a dormant position meaning that at some point a superintendent before I brought the position to the Board it was approved as an actual position and it was dormant meaning it was not currently filled so I used that position to place Mason Davis in that position.

Board Member Connie Hall noted the difference between the Associate Superintendent position mentioned by Dr. Vitti and the Assistant Superintendent position listed on the agenda.

Superintendent Vitti,

In order to align with the cabinet level title, which is now Assistant Superintendent, the position itself was originally was Associate Superintendent, but in order to align as far as the Nomen Clature is concerned, it was revised to Assistant Superintendent. There is discretion to do that and we have done that with other positions at the cabinet letter for the sake of consistency, but the position itself, in it's originality was Associate Superintendent.

Board Member Hall,

What is he gong to be called?

Superintendent Vitti,

Assistant Superintendent

Board Member Hall,

Did the minimum qualifications change for whether it's an Assistant Superintendent vs. as Associate?

Superintendent Vitti,

No it did not.

Board Member Hall to Chairman Couch,

I think we've had a couple of conversations in reference to positions that are open or closed or domant positions and it was never conclusive as to what we were going to do with those positions that are out there. I did know that the Superintendent provided us with a long list of positions. I also remember Board Member Wright bringing that up a couple of times. I would like for us to schedule a time that we can make a decision on whether it's going to be open, closed, dormant on positions.

Chairman Couch,

Perhaps we could review it during the policy review committee meeting. That's HR section-- Chapter 6. Ms. Young, when we get to that section, if you could be prepared with a draft, you and I could get together or you could get with Dr. Hall and come up with what the concern is

and then when we go to the review committee, have something available and the Board can do the language.

Board member Paula Wright to the Superintendent,

Does Mr. Davis meet the minimum qualifications for both?

Superintendent Vitti,

Mr. Davis meets the minimum qualifications for the position that is in front of the Board right now. I had sent the analysis to the Board through an e-mail comparing the job descriptions and the minimum qualifications with his current experience and he does meet the minimum qualifications for the position that's coming in front of the board tonight.

Board Member Paula Wright,

Would you share, for the public's sake, would you share some of that information in terms of ...

Superintendent Vitti,

I don't have the actual job description in front of me. Ms. Young, I don't know if you have it in front of you but if you could just describe the minimum qualifications for the position that Mr. Davis is going into and then how his experience meets those minimum qualifications.

Ms. Young, Chief of Human Resources

There are several sections of minimum qualifications in each job description and includes education and training, experience as well as job specifications in this position. The certification requirement is FDOE certification and administration and supervision or S leadership which Mr. Davis possesses. It also requires 10 years of experience, combined experience, in teaching and administration. Mr. Davis has over 10 years of teaching experience and he also served as the regional executive director for the Florida Department of Education overseeing some of our most challenged schools. Following that experience he has served in a leadership role in his current position of Executive Director over Special Education Services. So through a combination of both teaching and administration, meets the minimum requirements for this position.

Board Member Paula Wright,

The reason I posed that questions is because academic performance of our district is why we're here. We are here to ensure that our students progress academically. I know that strategically we're talking about the whole child, the emotional, the environmental areas as well, so I wanted to make certain that the public has the opportunity to hear that Mr. Davis meets these minimum requirements; especially in light of the fact that unfortunately the recent grades show that we're going to need someone who is strong academically, who understands the needs of our district from a contextual point and who is prepared to help our students move academically using leadership. So that's why I wanted the opportunity for the public to hear. The Board receives information all the time but it's not just for us to know. It is an opportunity for us to make certain that the information is shared with the public.

Board Member Hall

We know where we stand as a district and we've had conversations in reference to where we need to go and how we need to improve. The Superintendent has already shared with us a couple meetings ago in reference to our self reflection as a district that we must have as a Board and ask school based employees and our students as well of the direction we need to

move in as far as improvement is concerned. As a former principal, I value having someone in the position of curriculum instruction because that's a very key roll in driving curriculum and instruction in our schools from day to day. Yesterday the Superintendent and I had the opportunity to sit down and have a lengthy chat and shared with me why he made this choice and I think we need to let the public know why he made the choice and how we're going to move forward.

Superintendent Vitti

In looking at last years work from the curriculum and instruction point of view, I think we've made strides as a district to shift and preempt the requirement of the common core or of the Florida standards and we changed materials and curriculum almost a year in advance anticipating what will be happening this year. But with that came challenges of implementation. Challenges of consistently understanding how to implement that new curriculum and with a degree of comfort beyond compliance. I also feel that we have built a good infrastructure at the school level for common planning, the work of coaches to support teachers but there were doubts in looking at last year and one of those gaps was, although we built a team to directly support schools, especially those that were low performing, I thought that the connection between that team and schools could be strengthened. When you look at Mr. Davis' track record at the state level and problem solving with districts and schools to coordinate services and coordinate support, I think he has the right experience and track record to better knit and integrate the work at the district level at the school level. In talking to principals about who to put in this position--when Mr. Davis' name came up, Mr. Davis had built a reputation among principals as being a problem solver, as being a collaborator and being someone who knew how to use limited resources in a constructed and targeted way. He also has a reputation as being someone who is very good at analyzing data. I think one thing we didn't do well at scale last year was interventions; especially at the elementary level. We look at what we need to do next year. We have to be more data driven, but we have to be stronger in our interventions and I think the work that Mr. Davis had done with school improvement will allow that to facilitate itself a little bit better and then beyond Mr. Davis I thought we needed to do a better job of working with our principals directly as instructional leaders. Aside from Mr. Davis, this year with our principal institute, we had a lot of training on the new standards and assessments. We also partnered with the Lasenger Center from the University of Florida to work with our principals on being instructional coaches. All of them by the end of this year will be certified as instructional coaches so they learn how to give feedback to teachers constructively and positively to build their capacity to be better teachers and we spent a lot of time this summer reviewing our new Teacher Project data and our Gallup data to be reflective of what's working, what's not and what needs to be done differently at each school. As I said earlier, incentives alone does not create a culture where teachers want to stay in particular schools. It has to be led by a leader that listens and problem solves and gives voice to teachers. I think the Gallup data and the New Teacher Project data will lead us to create a better instructional culture at each school where we go beyond compliance and more problem solving as a team at the school level. I think Mr. Davis in the end will strengthen the relationship and the connection between district and school with the focus on implementation and creating ultimately an "all hands on deck" approach to the work. Our specialists, our district coaches, our directors have to be directly in schools more, working directly with children. We have to create an "all hands on deck" mentality and I think Mr. Davis' passion, his sense of urgency and his track record with working with struggling schools leads me to know that that will happen differently from an implementation point of view next year.

Chairman Couch,

There are a couple of items that say new positions; Executive Director of Secondary School Programs and Executive Director of Plant Services. Are these going to be upgrades to positions or just new positions?

Superintendent Vitti.

They're not new positions as far as a position that hadn't been previously approved by the Board. They are all funded positions in this year's budget. They could have been positions that were vacant or dormant positions that were resurrected in order to fit the need of that particular area.

Human Resource Services - Compensation

11. [APPROVAL OF SALARY SCHEDULES FOR 2014-2015](#)

Attachment: [HRS Attach SalarySchedule CE 2014-2015 rev.pdf](#)

Attachment: [HRS Attach SalarySchedule PN 2014-2015 rev.pdf](#)

Human Resource Services - Labor Relations

12. [CONTRACT AND SETTLEMENT WITH THE JACKSONVILLE SUPERVISORS ASSOCIATION, INC.](#)

Attachment: [HRS Attach 08-05-14 JSA Contract part 1.pdf](#)

Attachment: [HRS Attach 08-05-14 JSA Contract part 2.pdf](#)

Human Resource Services - Professional Standards

13. [EMPLOYEE SUSPENSION WITHOUT PAY - JANIE RODGERS](#)

Administration and Business Services - Budget and Financial

14. [Adoption of Qualified Zone Academy Bonds \(QZABs\)](#)

Attachment: [211-00021 B2 Reimbursement Resolution \(2\).pdf](#)

15. [REQUEST FOR BIDS RELATED TO SERIES 2014 QZAB II BONDS](#)

16. [TITLE I INSTRUCTIONAL SERVICES FOR NON-PUBLIC SCHOOL STUDENTS](#)

Attachment: [2014-15 Catapult Learning LLC Contract Complete - 7-22-2014.pdf](#)

17. [MONTHLY FINANCIAL STATEMENTS](#)

Attachment: [May 2014 Board Statement Worksheet.pdf](#)

Attachment: [May 2014 Monthly Financial Statement Narrative.pdf](#)

Attachment: [May 2014 Cash and Investment Report.pdf](#)

Operations - Facilities Project Design, Construction and Maintenance

18. [ROOF REPLACEMENT AT KIRBY-SMITH MIDDLE SCHOOL NO. 25/DCSB PROJECT NO. M-83800 STAGE IV: CHANGE ORDER NOS. THREE, FOUR, FIVE, AND SIX APPROVAL TO CONSTRUCTION CONTRACT WITH BARBER & ASSOCIATES, INC.](#)

19. [EGRESS COMPLIANCE UPGRADES: SPRINKLER SYSTEM AND EGRESS UPGRADES FOR BUILDINGS 1 AND 2 AT KIRBY-SMITH MIDDLE SCHOOL NO. 25: PHASE III DOCUMENT APPROVAL/DCSB PROJECT NO. M-83680](#)

20. [EGRESS COMPLIANCE UPGRADES: FIRE SPRINKLER SYSTEM AND EGRESS UPGRADES FOR BUILDINGS 1, 2 AND 9 AT WILLIAM RAINES HIGH SCHOOL NO. 165: PHASE III DOCUMENT APPROVAL/DCSB PROJECT NO. M-83680](#)

21. [BUILDING ADDITION AT DOUGLAS ANDERSON SCHOOL OF THE ARTS NO. 107: AMENDMENT NO. TWO TO CONTRACT FOR CONSTRUCTION MANAGEMENT AT RISK SERVICES AND GUARANTEED MAXIMUM PRICE/DCSB PROJECT NO. C-91590/OFDC-RFO-005-13](#)

Attachment: [C-91590 Amendment No Two to AJAX Contract for DASOTA No 107 w EX 6-3-14.pdf](#)

22. [DISTRICTWIDE ROOF REPLACEMENT AT VARIOUS SCHOOLS - ROOF REPLACEMENT AT STILWELL MIDDLE SCHOOL NO. 219/DCSB PROJECT NO. M-83660: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [M-83660 Contract for Roof Replacement at Stilwell Middle School No 219.pdf](#)

23. [PRE-QUALIFICATION OF CONSTRUCTION CONTRACTORS FOR EDUCATIONAL PROJECTS](#)

Attachment: [Board Approval - Renewals 08-2014.pdf](#)

Operations - Purchasing and Logistics

24. [SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [06 Retired Items Aug..pdf](#)

Attachment: [05 Retired Items Aug.pdf](#)

Attachment: [Copy of ROSUMAUGFY15 Agenda.pdf](#)

Attachment: [Copy of AUG FY15 RETIREMENT Agenda.pdf](#)

Attachment: [04 Retired Items Aug.pdf](#)

Attachment: [Retirement Order Highlight outlinE AUG 2014 Agenda.pdf](#)

Attachment: [07Retired Items Aug..pdf](#)

General

25. [EMPLOYEE HEALTH INSURANCE BENEFITS](#)

Attachment: [HRS Attach 08-05-14 Union Sign-off DCPS Annual Health Plan Premiums 2015.pdf](#)

26. [2013-2014 DUVAL COUNTY PUBLIC SCHOOLS COMPREHENSIVE REPORTS \(INCLUDES: SAFETY, CASUALTY AND SANITATION\)](#)

27. [GROUP TERM LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE](#)

Attachment: [HRS Attach 08-05-14 Group Term Life and Accidental Death and Dismemberment Insurance Tab Sheet.pdf](#)

29. [AGREEMENT BETWEEN THE SCHOOL BOARD OF DUVAL COUNTY AND THE UNITED NEGRO COLLEGE FUND](#)

Attachment: [First Coast Scholarsip Program MOU-7-31-14.pdf](#)

30. [DUVAL TRANSFORMATION SCHOOLS INCENTIVE GRANT](#)

Attachment: [Grant Contract with Exhibits - 08-05-14 OEA Agenda Item.pdf](#)

Minutes:

Chairman Couch thanked partners; QEA Board, the Jacksonville Public Education Fund, for their contribution to the Duval Transformation Schools Incentive Grant.

Discussion

Academic Services

3. [CONTINUATION AGREEMENT WITH UNITED WAY FOR ACHIEVERS FOR LIFE PROGRAM](#)

Attachment: [United Way Achievers For Lifevvfinal.pdf](#)

Minutes:

Vice Chairman Grymes,

Disclosed she wishes to abstain from this vote and will file the appropriate paperwork to be filed with the minutes of this meeting.

Motions:

1. That the Duval County School Board approve an agreement with United Way to continue to provide support services for students in the Achievers for Life Program in an amount not to exceed \$500,000.
2. That the Duval County School Board authorize the School Board Chairperson or Vice Chairperson when he/she is required to assume the duties of chairperson, and the Superintendent of Schools to affix their signatures to the agreements upon approval as to form and to approve any technical and non-substantive amendments needed to fully execute the agreement. - PASS

Vote Results

Motion: Jason Fischer

Second: Fred Lee

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Abstain
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Human Resource Services - Staffing

10. [MINIMUM QUALIFICATIONS FOR ASSISTANT SUPERINTENDENT, SCHOOL CHOICE](#)

Attachment: [HRS Min Quals Assistant Superintendent School Choice 08-05-14 R.pdf](#)

Minutes:

Chairman Couch,

There is no policy in place for closing up positions when we upgrade them. This one in the agenda item was mentioned as an upgrade. With that, that means that it's moving the pay scale and the qualifications in a different direction so I would like to make a recommendation to amend the item. I'd like to make the recommendation to say that the Duval County School Board approve the minimum qualifications for Assistant Superintendent of School Choice and that once approved, the former position for Executive Director of School Choice be closed, removed from the system once the existing employee vacates the position.

Board Member Smith Juarez,

Is it your intention to fill the Executive Director of School Choice position?

Superintendent Vitti,

No, it's not.

Board Member Hall,

If, in the event that a few years from now, what would happen if there is a need to fill that position. What would happen?

Superintendent Vitti,

This is a great discussion that has been brought up originally by Ms. Wright regarding dormant positions. Normally what would happen is obviously my intent as I said clearly to the Board is to put Ms. Roziere in the Assistant Superintendent position. Normally what would happen is, from a budgetary perspective, the Executive Director position is no longer funded and it becomes dormant. It's on a list of HR positions that were at one point either filled or approved by the Board and they could be resurrected by myself or a future Superintendent with it being dormant. I think the conversation tonight is leading to a path of if there is a dormant position and it's not the intent to use it, then it cannot be resurrected; it cannot be used again to fill a position. The only challenge with that is a couple of things. Sometimes when you are going about a reorganization or let's say Ms. Roziere will retire at some point. When she retires, do we find someone that is of high quality that just doesn't meet these new minimum qualifications where on the old position, the individual would or the way of work would change for whatever reason that the principals would not report to that person. In other words, having that dormant position available, provides the Superintendent and HR with flexibility with finding a position that was previously approved to match the skill set or the work related to that position. I think, if I could, I think the Board's concern is that positions are approved a decade ago and maybe things advance as far as what the minimum qualifications should look like and those positions could be resurrected and it may not be in line with what the current Board's standards are regarding minimum qualifications. I don't want to speak to the Board but that's what I've heard in conversations so in the long run I can see both sides of the situation and I'm open to the Board's recommendation. The only thing that it could cause is these additional hoops that need to be jumped in the future. If you go through an interview process and you have an outstanding candidate that just doesn't meet these qualifications, then hypothetically what would have to happen is I would have to go to the Board and ask the Board to amend the existing minimum qualifications. My only concern for that is for the individual that has been targeted to going into that position, it sometimes can be overwhelming to see yourself go through a process of a position changing as far as minimum qualifications for that person to go in. I've tried to give the entire background and

scope of what has been discussed in previous public meetings or in one-on-one meetings.

Chairman Couch,

I think because of the conversation we've had and the fact that there isn't a policy for this; when we start to upgrade or revise positions; if we don't have a policy, it will just continue in that manner and that's the reason for the recommendation.

Board Member Hall,

I can understand having a policy. I think what I'm not really convinced is do you immediately close it when you upgrade a position? Should there be a span of time when positions will close if they are vacant? We're talking about positions, we're not talking about the people that may fill the position. So if there are positions that are there that have been dormant for 10 years, close them; that makes sense but to immediately close a position, I would not be comfortable with that right now. I think there needs to be a span of time because you may eventually get a landfall of money. Then you can really utilize that position over 3-5 years or whatever. I think there needs to be a span of time in order to close a position.

Board Member Smith Juarez to Superintendent Vitti,

So under the scenario that you described, the Superintendent who had a need for staffing, in particular skill sets, could always bring a position to the Board to reopen it, were it closed, correct? If it were closed, could bring a mirrored position to the Board to open a position that mirrored a position that formerly existed but was closed.

Superintendent Vitti,

I think I understand the position; just to verbalize it. If there is a dormant position that in order to activate that position, you would go to the Board to ask permission to activate it and then advertise it and fill it?

Board Member Smith Juarez,

In the absence of having a policy, and this is something we have discussed as a Board several times but we haven't necessarily crafted exactly the language that the Board has agreed upon. I do think that the policy review is the appropriate place to do that but given that there is time between our current situation and the ability to thoroughly vet and revise the policy, my question is with this particular upgrade of a position, if the motion on the floor passes and the Executive Director position is closed when it is vacated. Then, were there a need to have an Executive Director of School Choice, the Superintendent could make recommendation to open a position of Executive Director of School Choice that had equivalent description, qualification, etc.

Superintendent Vitti,

Previously the Superintendent could fill that position because it was previously approved by the Board. I think in the conversation with Ms. Couch that that Executive Director position would now be eliminated and it could not be filled. In its previous standing, I would have to take it back to the Board as a separate item and say I would like to create an Executive Director position for School Choice that had previously been on the positions list and use. And that position itself would have to be reapproved, if you will.

Board Member Smith Juarez,

Right--so that's my question. Right now we have need for an Assistant Superintendent of School Choice. There is some elevated responsibilities that go with that. There are additional expectations and requirements of that individual and so it warrants the upgrade but if we were

to close the Executive Director position because it's not currently needed as you've stated and we don't currently have a policy about timing and dormant positions. Were situations in the district to change, a reorganization that you mentioned, or upon the retirement of someone who might fill the Assistant Superintendent position upon vacancy, then it could be evaluated as to whether that same scope of work was still needed and if it were not, then the Executive Director position could be open in order to fill the needed scope of work.

Superintendent Vitti,

With Board approval

Board Member Smith Juarez,

Correct.

Superintendent Vitti

Whereas now, that would not be required. To Dr. Hall's point, I think there's also a logistical and operational facts which have to be considered. Does the Board want to go through evaluating each of these positions every time? I'm not opposed to it but it would mean more agenda items based on the individuality or the scope of the work that would have to come forward so I think as we look at the Board policy, I think looking at a time span is most appropriate; whether that's a year, two years, whatever that may be. But I think that would be best because if not, we would constantly need to bring positions back to the Board and that would also slow the hiring process or doing a new way to work because we would have to bring a position back.

Board Member Smith Juarez,

I don't necessarily disagree. I think the appropriate conversation will happen at the appropriate time when we vet that as a policy but given the amendment on the floor, needing to evaluate what the opportunity is to appropriately staff for this particular budget year in which you have said, and I guess I should phrase it in the form of a question, do you plan to add to the number of district administrators this year?

Superintendent Vitti,

No--that was already solidified through the budget process.

Board Member Grymes,

Help me understand why instead of going through the policy process, you're asking that the Board do this now with this particular position.

Board Member Couch,

The reason for bringing it forward is because as this goes forward without a policy, this particular one would not fall under that policy. So anything that gets passed between now and that time would not fall under that policy unless it was discussed that we did and we draft a policy that says that after so many years it's not used, then that would but if we did a policy that addresses just this issue, then any item that's approved prior to that policy being approved does not fall under that policy until after. The other concern--really what generated this was looking at another item on the HR transaction list--I guess it's the language that we use--and I'm trying to open the document and I can't on here--but I think it's referred to as an upgrade. So in my opinion, upgrade is a position that is either being upgraded with salary, commitment, minimum qualifications are being upgraded vs. an altogether new position. If this is an upgrade to a new position, why would you have the old minimum qualifications still

existing on top of the upgraded minimum qualifications? It's the language that's being used to describe the item, it's being described, I believe it said upgrade. Even if it said upgrade or revision, those two terms mean that the particular position minimum qualifications are being extended, increased, the pay scale; something has changed with that position, so why would you keep the old minimum qualifications if this position is being upgraded or revised. It seems like it should say it's just a new position, it's not really an upgrade, it's just a new position.

Board Member Hall,

We know that we need to do this and we don't know how many other positions are out there that we need to address so to me it doesn't make sense to shut this down when there may be a plethora of other positions out there that we need to whittle away or actually address. That still leaves the issue out there.

Board Member Lee,

Could I make the suggestion to pull the amendment with the consensus of the Board to workshop and get all the information. I think there is some merit to this but I don't want to do some unintended consequences.

Motions:

That the Duval County School Board approve the Minimum Qualifications for Assistant Superintendent, School Choice. - PASS

Vote Results

Motion: Cheryl Grymes

Second: Connie Hall

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

Motions:

That the Duval County School Board approve the Minimum Qualifications for Assistant Superintendent, School Choice, and that once approved, the former position for Executive Director, School Choice, be closed and removed from the system once the existing employee vacates the position. - FAIL

Vote Results

Motion: Rebecca Couch

Second: Fred Lee

Rebecca Couch	- Aye
Jason Fischer	- Nay
Cheryl Grymes	- Nay
Connie Hall	- Nay
Ashley Juarez	- Nay
Fred Lee	- Nay
Paula Wright	- Nay

General

28. [PUBLIC HEARING AND VOTE: REVISIONS TO CHAPTER 7 BOARD POLICIES](#)

Attachment: [7.36 Invest Temporarily Idle Funds vfinal.pdf](#)

Attachment: [7.31 Food Service Funds.pdf](#)

Attachment: [7.40 Facsimile Signature, Warrants, and EFTsvfinal.pdf](#)

Attachment: [7.29 Debt Management vfinal.pdf](#)

Attachment: [7.64 Internal Controlsvfinal.pdf](#)

Attachment: [7.76 Payments to Contractors During Construction vfinal.pdf](#)

Minutes: Chairman Couch thanked staff for their hard work in bringing about these policy updates and Vice Chairman Grymes thanked Chairman Couch for making policy updates a priority.

Motions:

1. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 7.29, Debt Management.
2. That the Duval County School Board conduct a Public Hearing and approve the attached revisions to Board Policy 7.31, School Food Service Funds.
3. That the Duval County School Board conduct a Public Hearing and repeal Board Policy 7.36, Investment of Temporarily Idle Funds.
4. That the Duval County School Board conduct a Public Hearing and approve the attached revisions to Board Policy 7.40, Facsimile Signature, Warrants, and Electronic Funds Transfer. - PASS

5. That the Duval County School Board conduct a Public Hearing and approve the attached revisions to Board Policy 7.64, Internal Controls.
6. That the Duval County School Board conduct a Public Hearing and approve the attached revisions to Board Policy 7.76, Payments to Contractors During Construction.

Vote Results

Motion: Cheryl Grymes

Second: Fred Lee

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Board Member Travel

[BOARD MEMBERS TRAVEL](#)

Motions:

That the Duval County School Board approve the following Board Members Travel:

- September 3-4, 2014 - FSBA Board of Directors Leadership Development Training and Meeting - Paid for by FSBA - Vero Beach, FL - Couch, Wright - PASS
- October 22-26, 2014 - Council of Great City Schools Council Meeting - Milwaukee, WI - Wright

Vote Results

Motion: Cheryl Grymes

Second: Connie Hall

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye

Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Superintendent's Travel

[SUPERINTENDENT'S TRAVEL](#)

For The Record

[FOR THE RECORD](#)

Minutes:

Board Member Lee,

Since the start of school will actually occur before our next official meeting, I want to wish each school, staff, administration, teachers a great start to a new year.

Second, I don't know if you noticed but I'm going to point out, I want to say thank you again to Sabal Palm, Atlantic Beach, Alimacani, Neptune Beach, Abyss Park, Jacksonville Beach, Seabreeze which are all in District 2 for achieving the Five Star School Award and also to Principal David Gilmore for being selected as Principal of the Year by the Duval Art Teacher Association. As a board member, you're always proud. We all do it and I've got to jump in here every once in a while but I'm very proud of those schools; all the schools in our county we are definitely proud of.

Really, the last is just, several of you mentioned earlier and I want to publicly mention an appreciation to the donors in our community and really the stakeholders who are really getting behind the QEA and really for the Transformation School Incentive Grant. We've had a lot of discussion about it and as the Superintendent mentioned during his comments, we're getting a lot of attention right now. We're getting a lot of attention because of the Board, the collaboration with the Superintendent, with stakeholders and it's important. I think people are starting to take notice and we looking forward to many more grants coming our way and more exciting things happening. So just a public acknowledgement to those donors. Thank you for getting in the game.

Board Member Fischer,

Mr. DuBow said something that stuck with me and he said that what we do should always be about the children and I think this Board is constantly focused on that. I think we have our eye on the ball. When we strengthen our relationships with great programs like Achievers For Life or City Year like we did tonight, our children have more opportunities and their chances of succeeding are much higher. I'm proud that we moved forward with the Quality Education For All initiative. This will give us the resources and the flexibility necessary to recruit and retain higher performing teachers in the district's lowest performing schools. I firmly believe that all children deserve a great teacher. Finally this evening I want to say that I'm excited about the start of the new school year. I know that there are a lot of challenges ahead but our staff has worked really hard to prepare for all of those changes. Let's make it a great year.

Board Member Wright,

As we approach the beginning of a new school year, one of the things that we do sometimes is we reflect

on the highlights of the past year. Just in listening to some of the speakers tonight, I just want to mention a couple things. The United Way CEO shared with us that the Full Service Schools have eliminated the waiting list. That's huge. That's important in particular in the schools in District 4. Ninety-nine percents of the families in the Achievers For Life maintained stability. That goes to the testament of the ability of the family to be more productive in terms of education. More supportive more, more encouraging in terms of helping their students grow, and helping the family progress as well. A parent tonight applauded our hospital home bound staff. That goes to the testament of all the great things that are happening in Duval County Public Schools that oftentimes people don't hear, don't know and some, quite frankly, don't care. But we care because we know it's important that everything we do in terms of how we touch the lives of our students is so very important. Our district has earned the highest single year in terms of best Advanced Placement score gains in a decade by increasing the passage rate by 37%. That's magnificent. We are all looking forward to 2014/2015 to be not just a productive year to overcome but an opportunity to overcome challenges. I, too, am extremely appreciative of the QEA donors. I've said from the very beginning that this is not about money, it's about community. It's about an opportunity, in particular for me who grew up in Jacksonville, who was visible and understood the power and commitment to excellence, that came from Raines and Ribault and Jackson and I know that we're in the new technology age, but I look forward to this community looking backwards and then seeing some of the great things that happened twenty years ago when those schools stood proud, where Raines was a national model for academic excellence. Those are the types of opportunities, I believe, with the QEA. Do I have questions? A whole lot of them. Do I have concerns? Definitely. But I think this is an opportunity that we do what we heard from the San Mateo staff tonight and what they said. "Team Work Makes the Dream Work." That's what we have to do. We are going to have to, all of us, teachers, students, board members, superintendent, staff, community members. We've got to come, 2014/2015, we have to not bring our A game. We have to bring our A+ game and we have to come differently. Everybody has to do something different based upon your role. So yes, I have questions and I have questions about the lack of transparency not being at the table when we're discussing what's going to happen to schools in our community. But this is an opportunity to work with our partners and simply focus on moving our students forward. How do we take that partnership because I don't have millions to sit at the table but how do we work with them. Take that opportunity for people who love our community so much and for people who, for the most part, would never see these students. They would never lay eyes on the student they are helping. I think that's pure love for community, pure love for mankind. Let's not leave our questions. I think we do our community a disservice when they believe that you don't want to respond to their questions, you don't want to hear their questions. Let's always remember that perception is everything. So let's respond to the questions, write them down so we don't forget them and every now and then when they have their questions, have the information to share with them as best we can. So I look forward to utilizing the QEA in the spirit that it was given that we take it and we move our students forward. I also think this is an opportunity in particular with the Council of Great City Schools hosting their conference here in January that we showcase. That we take an opportunity of their excitement about coming earlier than the conference and looking at our schools. I am excited because not only can we showcase our schools; we can showcase our city. This is an opportunity to look at how we position ourselves, not just as a district, but as a city. I'm excited about all the possibilities that's coming forward in 2014. I'm going to steal that model "Team Work Makes the Dream Work." I was just so moved by that theme tonight by the San Mateo Principal and her staff. I'm saying to all the teachers and all the students and all the parents--Let's have a great year. Let's have an even greater year because this is an opportunity. I also want to be a realist. I think that we have challenges. In particular since our grades did not come as we had hoped. We also have the additional challenge of new Florida standards. So let's take an opportunity to listen, to monitor to work together. It's about team work and I believe regardless of the Florida standards, regardless of where we are with additional D's and F's in terms of our district because we have to face that in order to move it and improve it. If we work together, we can overcome those challenges.

Vice Chairman Grymes,

It's always hard to follow Ms. Wright but to tag on to San Mateo that you were very complimentary in. It was a great motto as their theme for the year. I also was remiss in mentioning that they actually are an A school now! That was not done without a lot of work and certainly going from a C to an A; that took a lot of team work so I applaud them for that. I feel like tonight there's been a lot of -- and I too am a Jacksonville native and grew up in Jacksonville and appreciate the changes that have happened, serving

on the Board 20 years ago things are very, very different. We didn't have partnerships like we have. We didn't have a private sector that was supportive and wanted to do what they can to move public education; it was a different day. There was a lot of criticism, a lot of rocks thrown but not many hands extended so I think this is about visionaries in our community. I'm not going to steal Ms. Smith Juarez's thunder, but she will tell you about the incredible partnership that we have with Vistakon but I will say that Tim Ryan who is head of Vistakon is a visionary. Mr. Post is a visionary, Dr. Vitti is a visionary and there are other visionaries in the city and the one I want to recognize is Nina Waters with the Community Foundation. They started this work in 2005 and I was part of the work when they started it. She convinced her board it was a totally new way of work for them, new way of thinking about instead of just funding, what are we going to do and she convinced her board to do a 10-year initiative focusing on public education that included several different things. Initially it was bringing a very diverse group of people together to learn about public education and what's happening around the country. There were some other things that grew out of it. Learning To Finish actually started with that group also. JPEF certainly was a great asset that came out of the 10 years of communication. It will be done next year; 2015 will be the 10 years. I don't think anyone ever thought it would actually get to this point. That we have moved our community and through the work JPEF and One to One it was part of moving our community in this direction of becoming a true community of partners; a community of vision, a community where we are really saying this is what we want for our children. Make no mistake that every board member who sits at this table, that children is what we're all about. So I applaud the funders who have come forth. I know that these donors are not donors that invest their money in something that they don't truly believe in; something that they have passion for and something that they know is truly going to make a difference. I'm so proud of our city, I'm proud of our board, I'm proud of our superintendent, I'm proud of our partners and everyone in the district that makes this work, and I'm proud of our non-profit sector, incredible non-profit sector that we're actually working together. We're not mired in competition and we're partnering together so I'm just very very proud tonight that we've gotten to this point. I know we've got a long way to go when someone asks about what happens when the \$50 million dollars goes away. Well I think what happens is we build it such that it is sustainable. It's always easy to create something but to actually create something that is sustainable is what we need to do and I believe that we're going to do that. I think we have everybody moving in the same direction and I just have a lot of faith and appreciate everybody's involvement as we go down this journey. I also want to just mention that I think all of us have probably had this question thrown at us sometime recently about our skills centers. Where are they? What's happened to them? What are we doing about our kids? I actually was fortunate enough to have Bob Sanders who is with the North Florida Air Conditioning Contractors Association contact me and say, "What are we doing about our trades?" We need skilled workers in our trades. That's kind of been a missing piece so I'm very grateful that Mr. Post, Dr. Vitti and I met with these representative from these different associations that included plumbing, electrical, air conditioning, those skills that we know can provide our students future jobs that are going to be great careers and are going to have substantial opportunity living for their family. The wages are great. I think it's an area that we are certainly going to explore. Dr. Vitti has charged Mr. Post to come up with another creative idea on exploring a program that will involve our trade. There again another partnership with the trade association, they are very very excited about having this opportunity at creating a quality program that the kids, again, will earn industry certifications and potentially dual enrollment. We do have a target date of 15/16 school year to get it up and running so I appreciate that. I too want to wish everybody a great school year coming forward. It's going to be a good year.

Board Member Smith Juarez,

I know that you all have been on the edge of your seats since Ms. Grymes mentioned the Vistakon partnership so I will jump right in. We really are thrilled to have what I believe will become not just a model opportunity for business partners within the district, but also a national model for how to truly look at workforce needs and build a supply of interested students who have both a skill set, enthusiasm and a soft skilled preparation for what will make them successful as the exit Duval County Public Schools diploma and associates degree in hand. Vistakon, led by Tim Ryan who I am going to adopt his motto of "bigger, bolder, better," was not satisfied with the relationship that they had with Englewood which was already very strong in terms of mentoring leadership development and wanted to brainstorm, "How could we make that bigger, bolder, better?" With the help of Andrew Post who truly is a visionary along with Tim Ryan and FSCJ, a partnership has been developed to allow a cohort of students, beginning in 9th

grade, to move through 12th grade and as I mentioned to receive both their diploma and associate's degree in manufacturing engineering within four years as well as some deep mentoring experiences and internships over the summer with Vistakon. So Vistakon will be hand in hand with these students all the way. I can tell you that I spoke with Corey Wright, the principal of Englewood and he has more applications than he has spots for the program so any business partners who might wonder--we can envision these things but will there really be the response to fill the opportunity that was presented? I can tell you there will be. While Vistakon has been intentional about recruiting those students I was with many of them with Ms. Grymes, the superintendent, Mr. Post and other representatives from the district at the students and their parents. To see them introduced to the manufacturing line, to stem education to the robotics and automation that has become a part of manufacturing and then to hear about the opportunity which Dr. Vitti described will be tough but will open doors for them if they are able to persevere and stick with it and use the supports that will be wrapped around them to ensure that they are successful. So I am thrilled about this partnership and about its launch and I know it is the first of many that will be built throughout Duval County Public Schools and I just want to applaud Vistakon for being the first and being willing to come forward. We have many robust opportunities with our business partners and with those opportunities like Vistakon had at Englewood and the opportunity to really blow those up and expand upon them I think is tremendous and enormous and I want to thank the Chamber for their work in helping to coordinate these partnerships and to look at where are those jobs of tomorrow and how can we as Duval County Public Schools respond by providing opportunities for our students that will make them ready when they arrive with that diploma and in this case, associate's degree in hand so I'm thrilled to see that grow and those cohorts will start as 9th graders, go through as 12th graders but cohorts will come in behind them so this will be a ready pipeline for manufacturing engineering which has an incredible growing demand nationwide and public school systems across the country are not -- and universities even -- are not preparing the number of students that are needed to fill the positions so we know that these students will be in high demand, which is an exciting thing. I also want to highlight some of the other partnerships that were part of our consent agenda tonight and some consent with comments but we don't necessarily have a chance to acknowledge and applaud these partners as part of that process. Achievers For Life has done incredible work and this is a national model program. This is based on evidence. It is an early warning and response system that we have folks talking about in places well beyond Duval. The success that they have seen, the data that they have shown, and the opportunity for those students to make sure that they successfully move through middle school where we know that while many of our students do not drop out, that's where they start to drift out. If we are not alert and cognizant to what their needs are and how we can make learning relevant and important to them amidst many of the challenges they face. So I really want to applaud United Way and the partners involved and Achievers for the support they give to our students. Also, with our Team Up programs, our after school programs, the dollars that the district contributes to this program are exponentially multiplied by the dollars that the Children's Commission brings. These programs allow our students extended learning and enrichment, a safe place and as we've talked about in our workshop, growing academic opportunities as well. City Year is going into their third year of implementation and so they are growing in their presence here and those near peers are in the classrooms working with students, connecting with them. Again, in that continuum of making sure that they are connected to their schools, that they see learning as relevant to them and that someone catches it early when there's an issue that is keeping them from achieving their highest potential. None of these programs would be possible without outside support. We simply don't have the dollars in our own budget to provide all the services to students and so we really want to thank and applaud those who work hand in hand with the district to provide for those needs. To the QEA initiative, it has been described and explained. The growth of this initiative, the opportunity that it has provided for the district, the team work that has happened over time, the learning the relationships that have been built, the generosity and the graciousness and the trust of the donors with their intent to see our children succeed and with their focus on impact, knowing that their dollars will move us toward that goal; I want to applaud them for keeping us responsible to that ultimate goal. It is not something that any of us take our eyes off of when we talk about our students. They truly are our focus but to have partners who compliment and reinforce and won't let us do any different--those are the types of partners that we really appreciate in terms of synergy and alignment and the dollars that have been invested cannot be understated. But the time and the commitment and the ongoing learning and support that these donors have put into the initiative is also absolutely valuable to it's success. So I appreciate their willingness to continue to work with this Board and to be thoughtful and to vet and to walk alongside us in this journey. I do want to congratulate Sandalwood PTA on their recognition. I can tell you Amy and I work very well together. She is

committed to the school as are all of their members and I am just thrilled that they have been recognized. We have so many PTA's that put in untold hours and resources and supports in our schools and it's great to see Sandalwood recognized. I know we have a lot of other PTA's that don't do it for the recognition. They do it for all students, not just their own. With that I did also want to thank all our partners for the Back to School Fair. That happened last weekend, it was another huge success. Those students will show up on the first day of school more confident because they have the supplies that they need. The haircuts that they may have wanted, the physicals they may not have had access to, thank you to Baptist to have prior to that first day of school. So being ready on the first day, showing up on the first day, if you're not sure of your school you have a new student or a young student, please contact the district prior to the first day of school so we can ensure that your child's only concern on the first day is learn. We do intend to start learning on the first day and to work with our students all year long. While there are always challenges, there are opportunities for us to find ways over, around, under and through; whatever we need to do; in order to make sure that our students graduate, prepared for college or career and life. So very excited to be a part of that work this year.

Board Member Hall,

I certainly want wish our staff, our teachers, our administrators, everyone a great start to a new school year. To our students and our parents that are preparing for the start of another school year, I certainly wish you much much success and I look forward to all of us digging our heels in and working extra, extra hard to move this district forward because we know that it can happen. We know that it will happen. We have to be focused and we have to be focused on children because that's what our work is about; doing what's best for children and moving them forward academically. I would certainly be remiss if I didn't take the time to express appreciation to the donors, with our QEA. As I attended conferences across the nation, schools are grappling with ideas of how to get their businesses in their communities involved in public education. I think we are, and I know we are on the cusp of really doing great things and strengthening that partnership with business and public education and it's certainly evident in QEA. Words cannot express that for someone who doesn't even know how to drive through the neighborhoods of where our children live and where those schools are located, that will make the donations that they are making. So thanks to them and thanks to the donors to come as well to meet our \$50 million goal. I'd like to equate it to the Habijax project. When people build a Habijax house, then there are donors that can provide all the building materials because they can afford it. Then there are donors that can build the plans to build those houses, then there are other people that go in to do the sweat equity, the actual building; the erection of the house and those that are going to own the house are committed and obligated to give sweat equity. Once you give that sweat equity, you really feel the pride and the ownership when you step back and you see a project completed. I'd like to tell the community, let's just take that design and step up as a community. Take advantage of this opportunity at this point in time to help our children in those QEA schools to be successful. I can understand, being the number of years I've been connected with this district, we've had programs to come and go. We've had programs to come back under the guise of a different name but what I believe in and truly believe in--whatever it is--if it works for children, you make it work. You make lemonade out of lemons or whatever you want to call it. We saw groups of people in the community that were very enthusiastic about it. We saw those that will stand back and just watch. Then we have those that are going to criticize and those that truly feel that the trust level isn't there yet. I do understand that, but lets take that energy, rally together and support the schools in those DTO schools. Whether you can volunteer, whether you can do landscaping, you may not be able to write a million dollar check but you may be able to write a check to support a child going on a field trip. You may be able to support a child's graduation fees. You may be able to serve lunch duty. There is something that everybody can do. So find your niche, utilize your energy. So let's work together and make this a success. We use the word "model" so loosely but we can change and we can make a difference if we all work together if we all bring our gifts and talents together. Community, let's join hands, let's come together and make a difference at this point in time because this is an opportunity that I can say with my 40 years connected to Duval County, this hasn't existed. So let's take advantage of that and we're doing it for children and the success of children and as they're successful, our communities and our city become successful.

Board Member Couch,

I do want to reiterate to our partners for the Back to School event. There were over 15,000 estimated number of attendees so that's significant. They break that heat and that is amazing. We really appreciate the support from our partners as well as our parents who bring their children to get the supplies. We had over 1,000 participants in the QEA meetings. That's pretty impressive. We've had some pretty low turnouts for community meetings in the past. That's exciting. That means that there's interest. There's maybe a little curiosity which is a good thing when we have these community meetings. I do want to again thank the Community Foundation. I don't think I mentioned them earlier--JPEF and also the QEA board and I'm looking forward to even more collaboration between the Duval County School Board and the QEA board on this initiative. I want to remind those that are watching that we have two new programs. Stilwell Military Leadership Academy. If you are still interested, call the district, call the school. Principal Bloom would be happy to speak to you about that. You can sign up and Eugene Butler single gender schools in both. Mr. Superintendent, I know I didn't prepare you for this, but I wanted to ask. Is there a way that you can introduce your staff to us. I see a lot of new faces and I'd like to get a name.

Dr. Vitti instructed the staff members to state their names and titles.

With all that being said, I want to wish everyone a great school year. Kids, start going to bed earlier. Keep in mind, I'm preaching to the choir here. My kids will have to start going to bed earlier. Get your rest, get ready, get your school supplies and we look forward to seeing you Day 1 with big smiles on our faces. It's an exciting time for public education. Have a great evening.

Adjournment

ADJOURNMENT

Minutes:

The meeting was adjourned at 8:48 p.m.

LBL

Superintendent

Chairman