



Duval County Public Schools

December 5, 2012, Board Development Meeting

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

ATTENDANCE AT THIS BOARD DEVELOPMENT MEETING: 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 Board Development Meeting to order at 8:07 a.m.

Discussion Items

[1. GOALS FOR THE COMING YEAR](#)

Minutes:

The following items were discussed:

- The Chairman asked that each member share their thoughts from the past few

weeks.

- Cheryl Grymes - applauded the Superintendent on his first town meeting; she spoke with Jill Johnson regarding presentations at Board meetings - it would be nice to frame the certificates we hand out - consider venue other than Board meetings.
- Connie Hall - thanked Bonnie and Linda for guidance and support in acclimating the new Board members; a new Board member check list might be a good idea; would like to see us use technology to improve communications - suggested text message blast for board; would like access to the Superintendent's calendar.
- Ashley Smith Juarez - things have been going very well. She feels communications have been good and that everyone has been open and accessible.
- Becki Couch - would appreciate a heads up on something important happens before it hits the press. She appreciates staff's willingness to help with the Charter issues. Ms. Couch shared a concern that the campaign's were over and it is not appropriate for Board members to say negative things about each other, our teachers, or our district. Saying that we are hostile to Charter schools is not appropriate. If members have concerns about something that happened in the past, ask a fellow Board member, or staff. The Chairman commented that he had already addressed this issue with the Board member. The Chairman encouraged Board members to reach out to the Superintendent and Communications for assistance when writing articles and/or responding to the media.
- Paula D. Wright - the entire City is energized with all of the meetings the Superintendent has been conducting. She did ask that the Board remember those who came before us and give them proper credit where it is due. She also shared that she would have preferred that the Superintendent share his 100 day plan with the Board prior to taking it to the community. The Superintendent indicated that if he had known the Board felt that way he would have done so. The Superintendent will share an update on his 100 day plan later in the meeting.
- Fred "Fel" Lee - talked about conflict resolution. If Board members have concerns with a governance issue, either with another Board member or the Superintendent, they should communicate that to the Board or Superintendent. The first hour of our Committee meetings will be governance. The consensus was that is would be acceptable.
- Superintendent's Calendar
 - Access to the Superintendent's calendar was discussed. The Superintendent asked what the role would be of having access to his calendar. His concern is that members would start asking why he was meeting with certain individuals. Board members indicated their only interest was to see what schools and/or functions he would be attending. After discussion, it was agreed that Dr. Vitti would share a list of major functions at least a week ahead of time (more notice if possible) once a week via memorandum or e-mail. He will also send the Board a copy of his calendar for the coming week each Friday. The Superintendent will let the Board know if something goes astray. Board members may reach out to the Superintendent and indicate a desire to attend certain functions with him. He is free to say if it

is not a good time, and will schedule another visit together for a future date.

- Communications - the Board requested that Jill Johnson work on sending them a text blast when important issues occur. They are more likely to see a text than an e-mail or missed phone call.
- Process for Board Meetings
 - Board members can request a resume for those direct appoints if they would like to see them.
 - The Superintendent believes that Principals should be able to select their Assistant Principals.
 - Karen Chastain will review Florida Statutes to determine what HR items need to come before the Board.
 - The Superintendent will share information with the Board on direct reports and Principals prior to the agenda being published and advertised to the community.
 - The Superintendent would like to request an external audit of our financial situation. This is especially important as he would like to have complete transparency. The Board would like for their Board Auditor, Michelle Begley, to be involved in the process.
 - The consensus was to hold the Committee meeting two and a half weeks prior to the final agenda being published. It was agreed to schedule the meetings for a Thursday morning.
 - Board members will let the Superintendent know which items they wish to discuss at Committee meetings. It is not necessary to discuss an item if no one has questions.
- Organizational chart - the Superintendent will share an updated Organizational chart at the December 18, 2012, Committee meeting.
- Board Auditor
 - The Chairman normally evaluates this position each year.
 - The Chairman had asked Board member Grymes to review the information for this position and provide feedback to the Board. Ms. Grymes indicated that she had a conversation with Ms. Begley and feels she is a valuable asset and that we need to make sure her time is used effectively.
 - The Superintendent will help to ensure that staff is cooperative and that it is a partnership.
 - Ms. Begley indicated she would rather be proactive than reactive and is willing to assist staff when they have questions.
 - Ms. Begley will bring back the top 5 areas she thinks would be helpful for her to look at for the coming year and the Board will decide as a team how to proceed.
 - Projects that take a large amount of time should be agreed on by the Board. Board members are free to ask for help with tasks that would only take a few days. For those larger items, all Board members should be copied on the response.
- Superintendent's 100 Day Plan
 - The Superintendent shared his next steps calendar which covers the time span of November 2012 - the Summer of 2013.
 - He will discuss upcoming organizational changes at the December 18, 2012,

Committee meeting. His second realignment of staff will come in July 2013.

- **Wrap-Up Items**

- Another Development meeting will be scheduled for mid-January 2013.
- Superintendent Vitti shared the Value Added data that came out this morning. The Board discussed concerns with this data and questioned its accuracy. All agreed we should share the impact of this data on teachers and students.
- Board Member Wright discussed her concerns with an upcoming community meeting that is being hosted by First Baptist of Oakland's Pastor Dailey. She feels this meeting will be in conflict with the Superintendent's planned meeting for her district. She further shared that she had originally planned a community meeting in her district and had agreed to cancel so that it would not conflict with the Superintendent's meeting. Dr. Vitti indicated that he had met Pastor Dailey during the interview process and that he understood this was a visitation with his congregation during a scheduled worship service. He indicated that he would handle the matter.

Speakers:

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

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Development Meeting at 12:14 p.m.

BSC

Superintendent

Chairman