



Duval County Public Schools

March 15, 2016, Board Workshop and Committee Meeting

Ms. Ashley Smith Juarez, Chairman
Ms. Paula D. Wright, Vice-Chairman
Ms. Becki Couch
Mr. Jason Fischer
Ms. Cheryl Grymes
Dr. Constance S. Hall
Mr. Scott Shine
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present with the exception of Chairman Smith Juarez and Board Member Cheryl Grymes. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief Officer of Legal Services, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 9:05 a.m.

Public Comment

[PUBLIC COMMENT](#)

Minutes: There were no comments from the public at this meeting.

Items To Be Discussed

DRAFT AGENDA, APRIL 5, 2016

Minutes:

The Superintendent reviewed the April 5, 2016, Draft agenda with the Board. Discussion included the following:

- K-6 Program at Bayview, George W. Carver, Oceanway, Northshore, and Pinedale Elementary
 - The Superintendent will do a projection on the impact to the middle schools. The analysis will be done hypothetically with caution, not all feeder elementary students will feed into the same middle school.
 - The Superintendent will add an open house orientation to the middle school reform plan for 7th grade students to help them acclimate to middle school.
 - Vice-Chairman Wright will send the Superintendent additional questions of concerns. One concern is how many 5th grade students are at the schools.

Board Member Shine arrived at 9:09 a.m.

- Middle School Reform Plan
 - The Superintendent will change the language "required" to participate in extracurricular activity, to "encouraged" on page 37 of the draft agenda.
 - Marketing for the middle schools will be focused on the schools struggling to retain students, schools with boundary changes and program changes to increase enrollment and gain interest. The Communications department will be working on different marketing strategies.
 - Computer access is available before and after school at the majority of schools.
 - Board Member Couch requested follow-up with the student discipline data on the 15 point demerit system. The Superintendent will follow-up with the Board.
 - The Superintendent will look into team building for professional development.
 - The Superintendent will reach out to community partners about providing internet access outside of the schools.
 - National Alliance for Partnership in Equity (NAPE) was built off of the Common Core Standards.
 - Board Member Hall requested the Social Economic Status (SES) segregated data from NAPE.
 - The Superintendent will research adding additional acceleration programs to middle schools who only offer Advancement Via Individual Determination (AVID).
 - Board Member Wright requested a list of schools that

- participated in NAPE.
- Based on feedback from the Board, the differences between last years Middle School Reform Plan include add cross curriculum work, the bridge process for incoming 6th grade, programming at the middle school level and pre-early college.
- To monitor effectiveness with the Middle School Reform Plan there should be improvement with reading and math from student achievement, improvement with acceleration, enrollment should stay level, reduction with level 3 and 4 infractions, surveys should improve and lower attrition rates for teachers.
- Board Member Couch requested data on infractions without the Level 1 infractions and the repeat student infractions.
- The Communications department has worked closely with individual schools to create the marketing materials to promote targeted schools.
- Vice-Chairman Wright will contact the individual who would like to have trees planted at schools.

Board Member Fischer arrived at 9:34 a.m.

- Approve the purchase of Houghton Mifflin Harcourt Saxon Phonics and Spelling Program
 - The Superintendent will request something in writing from the publisher regarding accuracy.
- Autism Spectrum Disorder add-on Endorsement Master In-Service Components and State Endorsement Plan
 - The endorsement course was written by the Department of Education.
 - Teacher will have two years to complete the endorsement.
- Public Hearing and Vote: Consolidation of Richard L. Brown Elementary School #148 into John Love Elementary School #73; and Long Branch Elementary School #106
 - Board Member Couch requested the turnaround plans the district created for Hyde Park and Hyde Grove at the February Regular Board meeting. She would like to include Richard L. Brown, John Love and Long Branch as well. The Superintendent will send information on the plans now to ensure the schools are improving.
 - The Superintendent will market R. L. Brown by developing the program and creating a focus to make sure it is a school modeled after Jacksonville Beach Elementary.
 - The Superintendent will recommend accelerating students at the elementary level if they are advanced in math and reading based on the iReady and FSA data. He will also build more gifted classrooms or self-contained environments in schools at the elementary and middle school levels to move away from hubs.
 - The Superintendent will incorporate students who are advanced but do not test gifted by using iReady and ACHIEVE that show grade level equivalents.
 - R. L. Brown will continue to have the International Baccalaureate (IB) program.

- After much discussion, R.L. Brown will be a dedicated magnet without a criteria. The Superintendent had concerns about the recruitment and bringing the school to capacity but if the program is marketed correctly it can be overcome.
- Public Hearing and Vote: Proposed Boundary Changes for Andrew Jackson High School
 - The Superintendent will follow-up with the new programs at A. Philip Randolph from an IT point of view so it can be integrated with the new programs at A. Philip Randolph. Students will have access to IT at A. Philip Randolph and complete their experience at A. Philip Randolph.
 - The Superintendent wants to create an IT program at A. Philip Randolph that is unique and meaningful from an IT prospective while creating something unique and distant at Andrew Jackson High School.
 - The proposal for next year at A. Philip Randolph starting with the 9th grade is to offer courses that will lead to certification and dual enrollment as FSCJ in plumbing, carpentry, electrician, air conditioning, fire and rescue, cosmetology and IT. The students will also receive a standard high school diploma.
 - Vice-Chairman Wright expressed concerns regarding the programs at A. Philip Randolph and the demand decreasing in the next three years, and ensuring we are building for the future, and not just now.
 - The Superintendent will include in the agenda item the commitment to marketing to the current attendance zone. The marketing plan will be unique to the urban population.
 - Vice-Chairman Wright expressed concerns with the students who will attend Raines and Ribault if Andrew Jackson High School becomes a dedicated magnet. She is unsure how Raines and Ribault will achieve the success they need with the FSA and grades.
 - Board Members suggested creating a contingency plan for Raines and Ribault if there is an influx of students from Andrew Jackson High School.

Meeting recessed at 11:09 a.m. for lunch

Meeting reconvened at 11:19 a.m.

- Public Hearing and Vote: Proposed Boundary change for John Love Elementary School #73 and Long Branch Elementary School #106
 - There are no ESE programs at John Love or Long Branch.
 - Adding 6th grade to Matthew Gilbert will be an opt in, there is no boundary change.
 - Vice-Chairman Wright expressed concerns about the expressway and the K-2 students attending John Love.
 - The Superintendent will implement a 1 mile limit for transportation instead of the 1.5 mile and a change to bus routes to make them safer for students.

Board Member Fischer returned at 11:24 a.m.

- The Superintendent recommended viewing the map to see the location of the stops. Siblings who will be attending two different schools can ride the same bus.
 - If parents do not want to send siblings to two different schools they can attend Andrew Robinson.
 - The Superintendent will run the numbers of having a school within a school but making them different in the same facility.
- Reapproval of Vice Principal
 - The difference between Vice and Assistant Principal salary is about \$25,000 to \$30,000.
 - The Vice Principal will do evaluations for teachers.
 - There is not a grade accountability for the Early learning Centers but the district would implement a form of accountability.
 - The Vice Principal would report to a principal, executive director or director over the Early Learning Centers. This would be implemented with the current Early Learning Centers as well.
 - There will be a total of 1800-2400 students at the Early Learning Centers but the Vice Principal would be connected to one building of about 600 students.
- Minimum Qualification - Internal Board Auditor
 - Board Member Shine has some reservations about the position. He would like the item to be discussed at a workshop.
 - Vice Chairman Wright will have the agenda item added to the workshop on March 31, 2016.
- Adoption of Budget Resolutions February 29, 2016
 - Board Member Couch requested the total salaries for the 2015-2016 year, including all raises and pay for performance compared to last year for all staff with the teachers broken down.
- Prequalification of Construction Contractors for Educational Projects
 - Board Member Couch will abstain from the vote.
- Refunding Certificates of Participation (COPS) Resolution
 - The largest gain for paying down the debt would be in the beginning.
 - Ms. Chastain will research the policy and if adding the language of paying down future debt has been added.
 - Board Member Shine recommended hiring a firm with expertise in this area to look at the area of paying down debt.
 - The Board came to a consensus to add the recommendation to the agenda for discussion.

Speakers

Ms. Paula Wright, Vice-Chairman
 Ms. Becki Couch, Board Member
 Mr. Jason Fischer, Board Member
 Dr. Constance Hall, Board Member
 Mr. Scott Shine, Board Member
 Dr. Nikolai Vitti, Superintendent
 Ms. Karen Chastain, Chief of Legal Services
 Mr. Paul Soares, Assistant Superintendent, Operations

Mr. Mason Davis, Assistant Superintendent, Curriculum and Instruction
Ms. LaTrell Edwards, Chief Financial Officer

STAFFING PLAN

Minutes:

The Superintendent presented a PowerPoint on the Staffing Plan, which is attached to the minutes. Discussion included the following:

- The attrition rate for Duval Transformation Office (DTO) schools from the prior year is less than that of other schools because of the structure of DTO schools and the three-year commitment from teachers. We know that we need to focus on supporting teachers and retaining good teachers or the cycle will continue. There is a focus on Region Superintendents and Principals using the tools they have through Gallup and the Instructional Cultural Survey to focus on what is going on in their schools with the issue of retention.
- We have a pilot program where we have identified two retention specialists serving under Human Resources, and they are working with 20 schools. These schools were identified based on the percentage of novice teachers that are at the school as well as other indicators. Novice teachers are defined for this purpose as first, second, and third year teachers.
- The district is at a point where we need to go deeper with a support structure for teachers outside of what is happening at the school level. We also looked at universities whose VAM data was higher based on the report done by the state and we targeted those colleges when we went out for the job fairs and recruitment to bring teachers to Duval County. We continue to offer performance incentives for DTO schools, and we are hoping to negotiate for non-DTO schools.
- Human Resource is providing additional certificated courses through professional development so that teachers have the opportunity to satisfy their out-of-field requirements.
- The cost of recruiting trips overtime versus the number of teachers that were recruited has not been effective. On the last recruitment trip we were only able to offer open contracts to ten teachers and only four accepted. We will rethink this investment for the coming year.
- We have less students entering, and less are graduating from teacher programs. The national pool is getting smaller. We have to expand the programs.

Board Member Couch made a Board Member Request (BMR) for District Six information only. She requested a breakdown of the number of teachers hired for 2015-2016, vacancies by subject, and average experience.

Speakers

Ms. Paula Wright, Vice-Chairman

Ms. Becki Couch, Board Member

Dr. Constance Hall, Board Member

Mr. Scott Shine, Board Member

Dr. Nikolai Vitti, Superintendent

Ms. Sonita Young, Assistant Superintendent, Human Resource Services

Adjournment

ADJOURNMENT

Minutes:

The meeting was adjourned at 1:22 p.m.

NS

We Agree on this

Superintendent

Chairman