



E-AGENDA MANAGER

Duval County Public Schools

March 8, 2016, Board Development

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. Dr. Nikolai Vitti, Superintendent, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 9:07 a.m.

Items To Be Discussed

[BOARD SELF-ASSESSMENT](#)

Minutes:

Dr. Cathy Minberg, President and CEO of the Center for Reform of School Systems (CRSS), provided a summary of the Board Self-Evaluations. All questions will not have 8 responses since all questions were not answered. Dr. Minberg began with the Board Self-Evaluation to show where the Board stands and to give a baseline for a more free flowing

discussion. Board Members made the following comments:

- Ashley Smith Juarez, Chairman
 - Reminded the Board that the Policy Handbook Committee is rotating Board Members.
 - Board Members can bring forward a policy that they feel needs to be discussed.
 - Need to do more to apply data and be more strategic.
 - Develop a deeper understanding of each other. Conflict is not necessary.
 - Set aside personal agendas.
 - Programs have been put in place to address the achievement gap.
- Paula Wright, Vice-Chairman
 - Information needs to be provided in a timely manner.
 - The entire Board does not take advantage of opportunities for professional development.
 - The Board and the Superintendent are a team but he reports to the Board.
- Becki Couch, Board Member
 - Information needs to be consistently broken down.
 - Any Board Member can ask for a policy to be added to the agenda.
 - Follow-up from staff has been a big problem.
 - Budget meetings do not provide an analysis of how things work. More examination needed.
 - Need to build a relationship with each other.
 - When issues arise between individuals, we all need to go to the individual, not the press or other people.
 - Not enough long-range planning.
 - Need to create a document for the public to gain a better understanding of the budget.
 - We have a population of schools that are invisible.
- Constance Hall, Board Member
 - Not enough detail in the agendas.
 - When going through the budget, we do not have current data.
- Jason Fischer, Board Member
 - Should be less involved with the operation side.
 - The best work we do is when we have conversations with each other instead of just talking to the Superintendent at meetings.
 - Meetings are not as productive as possible.
 - Not enough time to receive answers from the Superintendent concerning the Draft Agenda before the Board Workshop.
 - Trust issues.
 - Some things are out of bounds. Stick to the issues.
 - He would like the Board to work together and not be divided.
 - Budget information is not communicated to the public in a useful

- way.
- Cheryl Grymes, Board Member
 - Thanked the Policy Handbook Committee members for all their hard work.
 - Workshops are too long.
 - We do not always know that we have pushed someone's buttons.
 - Suggested we just say ouch when anyone says something hurtful.
 - The Board needs healing. We have all been hurt.
 - Scott Shine, Board Member
 - New Policies should come to the whole Board for review.
 - Sees good ideas in the workshops but no action is taken.
 - Was not aware that the Policy Handbook Committee was rotating members.
 - Board Policy documents need to be pared down.
 - Concern with Regular Board Meeting where we do a lot of talking to build a consensus.
 - Everything we are supposed to do connects to student achievement.
 - Not all Governance items are addressed at the workshops due to time limits.
 - How the Chair uses authority can cause conflicts.
 - A lot of debate but no action is taken.
 - Minutes should be action taken and some discussion.
 - There is not a deliberative process. Sometimes we waive the public comment rule.
 - The Board is more of an activity-driven Board not an action-driven Board.
 - The problems go back to who supports the Superintendent and who does not.
 - There is a misunderstanding of the Superintendent's role.
 - The Superintendent could be more effective if we manage our relationships better.
 - When he disagrees with the Superintendent, he has to take a step back.
 - Trust means different things to different people.
 - The Superintendent is an asset to the Board.
 - Our relationship with the Superintendent needs to change.
 - Wants to make a difference and wants this job to be meaningful.
 - Use Roberts Rules of Order in workshops.
 - At times we get caught up in statistics. The letter grade does not reflect accordingly.
 - Would like to have a management company come in to evaluate the Board Office.
 - Dr. Vitti, Superintendent
 - It is every one's responsibility to read the material that is sent out.

- o If a Board Member is passionate about a policy, they should attend the meeting.
- o There has been tension on policies that have not gone to the entire board.
- o Need to decide to agree to disagree.
- o Allows too many outside influences.
- o He struggles to put judgment aside when we go about doing the work.
- o When a vote has been finalized we need to move on.
- o We all have a responsibility to listen to the Board and the Community.
- o An apology from Board Member Hall was accepted by the Superintendent concerning previous text messages.
- o Difficult to empower with the changing of the Chairs.

BOARD NORMS, ROLES AND RESPONSIBILITIES AND BOARD RELATIONSHIP WITH THE SUPERINTENDENT

Minutes:

Cathy Mincberg asked each Board Member what their most satisfying tenure on the Board was. Board Members made the following comments.

- Board Member Couch indicated it was when some of our schools slipped into intervene status. The Board and the Superintendent came up with a different option from the State. We were able to get the State to do a hybrid that is now on the list of options.
- Board Member Fischer felt each time we have embraced a School Choice initiative he was effective.
- Vice-Chairman Wright stated standing beside the community when they said we do not want our schools closed. It was just as powerful to go against the grain as to go along the same path as others.
- Board Member Shine went to the City Council Meeting with a resolution which exempted us from legislation concerning legal services.
- Board Member Hall felt a win when the Board engaged the community to change the name of Nathan B. Forrest High School to Westside High School.
- Board Member Grymes felt the creation of Guiding, Accelerating, and Accelerating Student Performance (GRASP) was very rewarding.
- Dr. Vitti, Superintendent, stated a lot of things have been named already but he sees every item from the beginning to the end. It is not always in the public and the Board does not always see them. The body of the work has been expansive.
- Chairman Smith Juarez felt the work with over-age students and the creation of The Bridge which has now been expanded has been very rewarding. Thinking differently has increased the graduation

rate.

All of these things worked because of good communication with the Board and the Superintendent. The Board stayed the course, had an understanding of diversity, and had a focused mission.

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting was adjourned at 2:47 p.m.

CSM

Superintendent

Chairman