



E-AGENDA MANAGER

# Duval County Public Schools

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May 11, 2015, Board Development Meeting

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

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD : All Board Members were present with the exception of Board Member Jason Fischer. Dr. Nikolai Vitti, Superintendent, was also present.

Call Meeting To Order

[Call Meeting To Order](#)

Minutes: The meeting was called to order at 9:10 a.m.

Items To Be Discussed

[SUPERINTENDENT'S PROFESSIONAL DEVELOPMENT PLAN](#)

Minutes:

Dr. Cathy Mincberg, President and CEO, Center for Reform School Systems, reviewed the Core Beliefs. A copy of the Core Beliefs, Superintendent Professional Development Plan for Implementation of Annual Board Goals, Areas of Focus and a draft of the Superintendent's Performance Rating was

provided to the Board. Discussion included the following:

- Goal Area #1 – Analytics
  - Align with the Superintendent's Professional Development Plan.
  - Look at where the trend is going concerning choice, demographics, charter schools, revenue and tax base.
  - Professional Development should be followed up on.
  - Combine 3,4,6, and 8 which can be addressed by the same resources.

Chairman Cheryl Grymes said she felt this plan is more of an individual plan, not a district plan.

- Goal Area #2 – Long range planning

The consensus of the Board was to combine and expand Goal Areas 1 and 2.

Board Member Paula Wright arrived at 9:22 a.m.

- Goal Area #3 - Time Management
  - Understanding priority of being on time.
  - Have staff members attend more meetings versus the Superintendent.
  - Delegate control.
  - Grow the Superintendent's people.
  - Executive coaching to help plan his calendar.
  - Trust staff.

Dr. Vitti, Superintendent, said he is working on maximizing his calendar. He has increased the ability for staff to attend meetings. The Superintendent said he is improving on timeliness.

Board Member Scott Shine felt the Board should hold themselves accountable to the same standards.

- Goal Area #4 - Interpersonal Skills
  - Focus on diplomacy, relationships with staff.
  - Utilize students and a variety of community members to get the flavor of the community.
  - Board Member Constance Hall asked that the coach for the Superintendent be given goals.

Cathy Mincberg explained that coaching is underutilized in the education industry. If you use a coach, your direction needs to be clear before starting into it.

- Goal Area #5 - Governance Relationships
  - CEO/Board relationship is not always going to be parallel to Superintendent/Board relationship.
  - Coaches specialize in Superintendent/Board relationships.
  - Board should also be open to feedback.
  
- Goal Area #6 - Presentation Skills
  - Be transparent.
  - Give the Superintendent feedback all the time.
  - Simplify information for the public to view.
  - Streamline meetings.
  - Concern is long-range planning, timeline goals and objective.
  
- Goal Area #7 - Communication and Goal Area #8 - Survey District morale Combine goal #7 and #8.
  - Morale has been an issue for years.
  - Disconnect between schools and the district.

Dr. Vitti, Superintendent, stated the Board does not acknowledge what we are doing. Morale is owned by myself and the Board.

Board Member Becki Couch stated a one on one with the Superintendent is not productive for her.

Board Member Scott Shine asked that we go back to the beginning and let go of a lot from the past and the "judgement factor". He would like the Superintendent to develop five things he wants from the Board. The Board needs to own the same issues as the Superintendent.

Board Member Paula Wright addressed an e-mail sent by the Superintendent concerning a Bond and Jacksonville Public Education Fund (JPEF). JPEF wants to focus on what a state of the art school would look like. They want to survey the community to find out what the community thinks.

Dr. Vitti said he meets with them so he will know what is going on in the community.

Board Member Scott Shine said JPEF is a political thinker: they will divide and conquer to achieve their means.

Chairman Grymes said JPEF has not contacted her.

Cathy Mincberg suggested the Board invite community groups to present through an open forum. She also suggested the Superintendent give the Board ideas for future Board Development Meetings.

Board Member Becki Couch asked the Superintendent if he would meet with the subcommittee to finish the evaluation plan.

Vice – Chairman Ashley Smith Juarez stated the plan must be completed in June according to Board Policy.

Adjournment

[Adjournment](#)

Minutes:

The meeting was adjourned at 12:00 p.m.

CSM

We Agree on this

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Superintendent

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Chairman