



Duval County Public Schools

October 23, 2014, Board Workshop

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

ATTENDANCE AT THIS WORKSHOP MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present with the exception of Board Member Paula D. Wright. Dr. Nikolai Vitti, Superintendent, and Ms. Sonita Young, Assistant Superintendent of Human Resources, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 12:33 p.m.

Items To Be Discussed

[1. CHANGES TO THE HUMAN RESOURCE SERVICES DEPARTMENT](#)

Minutes:

Superintendent Vitti wants to use the workshop to explain the changes in the Human Resources Department (HR) he would like to see done and in place before the start of the 2015-2016 school year.

Ms. Young gave an overview of HR responsibilities and explained how the department is currently set up using five directors:

- School Based Staffing--responsible for staffing of schools
- District Staffing--responsible for staffing of all district positions
- Office of Equity/Inclusion/Professional Standards
- Employee Benefits/Risk Management
- Support Services/Certification

HR Strengths

- Compliance with state reporting mandates
- Ability to operate well in crisis situations
- Strong data warehouse
- Collaborative relationship with the Union
- Professional Development Training/Code of Ethics

HR Weaknesses

- Struggling to get beyond compliance. Forward thinking hiring/recruiting for QEA/DTO schools should be applied district wide
- Applicant system is very antiquated compared to systems used by other large districts due to lack of functionality for both applicants and district personnel using the system. New system, NEOGOV, should be in place by January
- Requirement to place surplussed employees prevents us from anticipating openings
- Inability to tap into our data enough to make better HR decisions
- Lack clear HR data targets; i.e. how long does a position go without being filled
- Lack of a shared responsibility balance between district HR and schools
- Hiring process takes longer than it should
- Exit surveys need to be more precise in data gathering
- Pay incentives are not paid out strategically
- No system in place to deal with long term absences for teachers
- School budgets take too long to get approved. If approved in January, it solidifies teacher allocation for principals. Difficult decisions would be made at the district level. When we offer an Intent to Hire, those candidates continue to look for other work and are hesitant to relocate families without a firm commitment to hire.

Recommended Changes

- Perform a national search to find higher talent to assist Assistant Superintendent. This person would focus on talent acquisition and be data driven.
- Reorganize to recruit people with school based experience and high-level interpersonal skills. Use retired administrators parttime during peak season
- Use the new NEOGOV system

- Return to pre-screening at the district level
- Use non-traditional recruitment strategies; use a hybrid of local and out of area recruiting in a strategic way
- Work more with colleges/universities with the Jacksonville Teacher Residency Program and RFP with joint charter application
- Train new principals on interviewing protocols
- Continue work with DTU on contract language regarding surplus
- Make hiring timeline more efficient
- Establish pool of teachers so we are ready for extended absences
- Strengthen contract language so we have mutual consent of surplus placement

School Allocation Plan

- Reduce allocation ratio by either 0.5 or 1 at the elementary level
- Increase allocation of guidance counselors at large elementary schools (> 750 students)
- Take another look at instructional coach allocation based on each school's needs
- Revamp media positions to include technology
- Commit to establish the budget early and make any needed reductions later at the district level

Chairman Couch--look at Strategic Abandonment. Some districts prefer this type of structure.

Board Member Fel Lee left at 1:30 p.m.

Superintendent Vitti recapped additional information he would send to Chairman Couch.

Adjournment

ADJOURNMENT

Minutes:

The meeting was adjourned at 1:44 p.m.

LBL

We Agree on this

Superintendent

Chairman