



E-AGENDA MANAGER

# Duval County Public Schools

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October 27, 2015, Board Development

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 except Board Member Scott Shine. Dr. Nikolai Vitti, Superintendent, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 12:18 p.m.

Public Comment

Items To Be Discussed

[BOARD DEVELOPMENT](#)

Minutes:

Dr. Cathy Mincberg, CEO, Center For Reform of School Systems, trained the Board Members in the different management styles being used by school districts today. The four different models covered were:

- Traditional
- Managed Instruction
- Performance/Empowerment
- Managed Performance/Empowerment

Pros and cons of all four models were discussed and included in the materials handout (see attached).

Dr. Vitti left at 2:05 p.m.

Board Member Fischer left at 2:26 p.m. and returned at 2:41 p.m.

After training, the Board discussed how this Theory of Action can be applied to Duval County Public Schools. Board Member Becki Couch handed out copies of Chapters 1 and 2 of current Board Policy. It was noted the last time the District's Theory of Action was updated was in 2006.

The District currently uses a Managed Instruction style model but would like to move to the Managed Performance/Empowerment style model by incorporating more of the Performance/Empowerment style principles. The main challenge to this style of management is the perceived favoritism some schools see. The key to overcoming that challenge is in how the reasoning for it is put on paper. Successful execution of this model requires ALL parties involved to support the vision: Board, Superintendent, Principals, and Teachers. The Board is to develop the vision; the Superintendent drafts the plan.

After completing her instruction, Dr. Minckberg answered questions from the Board and offered suggestions that included the following:

- If the Board chooses to incorporate Performance/Empowerment, it should do so, understanding other steps have to be done first
- The way it is presented is important
- Teacher "buy-in" is important to the culture of the school
- Be mindful of who your customer is and what they want
- Everyone needs to know how they fit into the big picture
- Parents (consumers) need to be able to access resources
- In surveys that are taken, how you frame the questions is important
- Try releasing autonomy in small amounts
- The Board may ask questions about the implementation of the action plan but may not become involved in the process
- The Board can request Education Resource Strategies to do a curriculum audit

Next Steps -- feedback to the Superintendent

- Set policy meeting in November to give clear feedback to the Superintendent so he and his staff can draft a plan that will move the District from its current Managed Instruction style to a Managed

- Performance/Empowerment style
- Use Dr. Dana Kriznar as the point person to collect Board Member feedback for the plan

Dr. Mincberg left at 3:57.

The Board reviewed the letter written by Board Member Connie Hall and discussed its role in dealing with lapses of professionalism by the Superintendent. Some feel the Board, as well as the Superintendent, needs to work on professionalism and trust. Some on the Board have discussed the issue with Dr. Vitti on a one-on-one basis on more than one occasion. Some feel it is a perception issue.

Dr. Hall hopes her letter will alert the Superintendent to areas requiring improvement since addressing the issue verbally seems to be ineffective. Everyone agreed the matter cannot be resolved without the Superintendent in the room. The Board needs to meet with Dr. Vitti in a different setting. The letter is viewed as a letter of concern. The Board doesn't expect it to evolve into formal Board action.

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting was adjourned at 5:18 p.m.

LBL

We Agree on this

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Superintendent

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Chairman