



E-AGENDA MANAGER

## Duval County Public Schools

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September 8, 2016, Special Board Meeting - Superintendent's Evaluation

Ms. Ashley Smith Juarez, Chairman  
Ms. Paula D. Wright, Vice-Chairman  
Ms. Becki Couch  
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, 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 2:17 p.m.

Items To Be Discussed

[PUBLIC COMMENT](#)

Minutes: There were no public comments at this meeting.

[FORMER BOARD MEMBER JASON FISCHER'S EVALUTATION FOR THE SUPERINTENDENT](#)

Minutes:

Board Member Shine made a motion to include former Board Member Jason Fischer's evaluation for the Superintendent. His reasoning for making the motion was because former Board Member Fischer was on the Board most of the school year. The consensus of the Board was since he is not currently a Board Member, his evaluation of the Superintendent should not be included.

Motions:

Motion to include former Board Member Jason Fischer's Superintendent's evaluation in the summary results. - FAIL

Vote Results

Motion: Scott Shine

Second: Cheryl Grymes

Rebecca Couch - Nay

Cheryl Grymes - Aye

Connie Hall - Nay

Ashley Juarez - Nay

Scott Shine - Aye

Paula Wright - Nay

[SUPERINTENDENTS EVALUATION](#)

Minutes:

Commendations/Recommendations:

Board Member Hall provided the following general comments on the Superintendent's evaluation:

- Training should be built in as far as using the Evaluation Tool and the evaluation process
- Need to look at weighting the item

Commendations:

- Accelerated programs - Opportunities for middle school students, electives increased, 87% of students participating in Early College.

- Leveraging of external stakeholders - Partnership with the Jaguars - Athletic training training for Assistant Principals and Principals through the Lastinger Center for Learning, the progress that has been made in the Quality Education for All (QEA) schools.
- Development and expansion of the performing arts.
- Expansion of the Secret Shopper program.
- Managing of district resources.
- Strengthening of the alternative programs through resources and support.
- Helpful to have all the plans.
- Use of the Council of Great City Schools by bringing them into view a more global look at district facilities and financial operations.
- Gains in Biology.
- Improvement of "D" and "F" schools.

#### Recommendations:

- Fine tuning of long range plans. Having them align financially and aligning them to measurable goals.
- Marketing Plans - How can we adjust with the expansion of so many programs? They need a theme and a reason.
- Communication with the Board before communicating with external stakeholders.
- Need for Professional Development topics that are brief and provide learning opportunities. Information could be added to the weekly briefing to strengthen the Board on how to work together. Board Member Hall will send information concerning the link to Master Teacher/Board.
- The Superintendent has to participate in Professional Development.
- Communicate more effectively.
- No surprises - Not in the spirit of communication - Example-Board Members vote on an agenda item, a change takes place after the vote and the Board is not notified.
- Feedback needs to be afforded to the Board - Superintendent has gotten ahead of the Board.
- Plan for short-term and long term plans.
- Focus on the achievement gap - Out of 29 possible subgroup areas, looking at grades 6th, 7th, and 8th, more than half widened between Hispanic and White, Multi-racial and White and 15% versus 9% widening gap with African-American students. Something has to be done - Need to focus on cultural competency.

#### Comments from Board Members:

- Have a mediator to work on communication issues. The Board needs to move on. "Lead, follow, or get out of the way."
- The Board should recruit someone to go off-site with a facilitator who can draw out the issues. We have a trust and transparency problem.
- The Superintendent must move all students to at or above grade level performance. We have to do better.

- There is no time to waste - must be aggressive with literacy, 2% or 3% increase is not enough when we have been so historically behind.
- Duval County Public Schools was 1st or 2nd with The National Assessment of Educational Progress (NAEP) in Educational Student Education (ESE) depending on if it was reading or math.
- No school district has closed the achievement gap in literacy
- Literacy is a priority of the Board - We expected to see significant improvement.
- The Board has not impeded anything that the Superintendent wanted to do in order to achieve the charge of the Board.
- Improvement in some groups and areas does not outweigh the gaps and the widening of the gaps and the declines.

Dr. Vitti, Superintendent, indicated the achievement gap is a national crisis. We need to look at recruitment. The challenge we are facing now is that all students are included with the exception of ESE students at scale. African-American students and White students are improving in the accountability cells.

The Chairman indicated that the Board will select three or four recommendations and commendations to create the Board statement. Areas of priority are as follows: extracurricular activities, leveraging external stakeholders and managing district resources. Michelle Begley, Board Internal Auditor, was asked to create the Board statement and send it out to the Board Members for review.

#### Speakers

Ms. Ashley Smith Juarez, Chairman  
 Ms. Paula Wright, Vice-Chairman  
 Ms. Becki Couch, Board Member  
 Ms. Cheryl Grymes, Board Member  
 Dr. Constance Hall, Board Member  
 Mr. Scott Shine, Board Member  
 Ms. Karen Chastain, Chief of Legal Services  
 Dr. Nikolai Vitti, Superintendent

Adjournment

#### ADJOURNMENT

Minutes:

The meeting was adjourned at 4:32 p.m.

CSM

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Superintendent

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Chairman