

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – August 16, 2016

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, August 16, 2016, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Peggy L. O'Shea, Chairperson; Mrs. Terry Krassner, Vice-Chairperson; Ms. Janet Clark, Mrs. Carol J. Cook, Ms. Rene Flowers, Mrs. Linda Lerner, Dr. Ken Peluso, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Review of Agenda: There were no changes to the agenda.

Dr. Grego requested the opportunity to open the workshop with a few remarks. He said that he wanted to publicly thank all district staff for a smooth opening of school. He shared that the transportation department did an outstanding job safely transporting students and food services served thousands of meals. He believes that the seven day teacher planning time prior to schools' opening was very beneficial for our instructional staff. Human resources department did a good job hiring, holding numerous job fairs throughout the district. He also thanked plant operations for beautiful and clean campuses. He also shared how very sad he is for the tragic death of our music teacher, Ms. Sine.

The following topics were discussed:

- **Bonding/Certificates of Participation (COPS):** Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following agenda items: *Request Approval of the Certificate Resolution Authorizing the Issuance of Certificates of Participation, Series 2016A to Finance the Acquisition, Construction and Equipping of Various Educational Facilities in the District; Request Approval of the Organizational Resolution of the Pinellas School Board Leasing Corporation; and Request Approval of the Corporate Resolution Authorizing the Issuance of Certificates of Participation, Series 2016A to Finance the Acquisition, Construction and Equipping of Various Educational Facilities in the District and Authorizing the President and Secretary to Execute and Deliver Necessary Documents in Connection Therewith.* Mr. Smith introduced Mr. Patel with Nabors, Giblin and Nickerson and Mr. Will Reed with Ford and Associates. The agenda items being reviewed today will come before the board at the September 27, 2016 meeting instead of August 23, 2016. These are procedural items which must be handled in a specific manner. The board will first adopt the Certificate of Resolution; then recess as members of the School Board and reconvene as the School Board Leasing Corporation. Then move to adopt the Organizational Resolution of the Leasing Corporation and followed by the move to adopt the Corporate Resolution. They will then adjourn as members of the School Board Leasing Corporation and reconvene as the Pinellas County School Board to continue the regular school board meeting. In February 2016, the board authorized the formation of the Leasing Corporation. Mrs. Lerner asked about the true interest cost of not more than 5.00% and

questioned how the November presidential election may impact interest rates. Mr. Reed shared that there is no way to predict if there will be any impact on interest rates and that currently rates are extremely low. Ford and Associates, our financial advisor, is predicting a total aggregate rate of 3.5% but there is no guarantee. Bonds will be offered for sale to residents of Pinellas County. Ms. Flowers asked who the building contractors would be responsible to; the Leasing Corporation or the School Board. The Master Trust holds the funds and the Trustee pays the invoices. The Leasing Corporation does not have the money. Any issues with construction will be handled by district staff as is done now. Ms. Flowers also asked about the three year timeframe for project completion; what if there are unforeseen circumstances like weather issues etc. Mr. Patel stated that three years will be listed as the reasonable expectation. Mr. Clint Herbic, associate superintendent, operational services, spoke about the project timeline. He stated that the Ground Lease has to be exact for these projects. We will begin with six projects which are currently in the process of advertising and design. They will be ready by November/December to coincide with the bond issue. They are Career Academies of Seminole, Lakewood High, Orange Grove Elementary, Pinellas Park Middle, Melrose Elementary and Cypress Woods Elementary. In January 2018 they will begin the next phase with Anona Elementary, Oak Grove Middle, Osceola Fundamental, Plumb Elementary and Sawgrass Lake Elementary. And in January 2020 the plan is to begin eight projects: Gulf Beaches Elementary, Pasadena Fundamental, Ozone Elementary, Sanderlin, Seminole Elementary, Sexton Elementary, Shore Acres Elementary and Skycrest Elementary. Mrs. O'Shea asked about safety issues on the roadways near Career Academies of Seminole that had been discussed at a previous workshop. Mr. Herbic said he is in communication with the county and there is a plan in place. Dr. Grego said this topic will be brought back at the next workshop.

- **Property Update:** Mr. Clint Herbic, associate superintendent, operational services, gave a brief update on the status of several district properties. He shared that district staff is still actively working with the City of Clearwater to determine how the former North Ward elementary site may be used. His department is also trying to determine if there is any interest in the property at the former Norwood Secondary in St. Petersburg. Dr. Peluso asked about the survey of Pinellas County employees that was done to determine if there was any interest in re-opening North Ward as a school. Mr. Herbic said that is still on the table. Mrs. O'Shea asked if the Norwood building is still viable. Mr. Herbic said that it is and they have improved lighting at the property to deter property damage. Mr. David Koperski was asked to share the status of Palm Harbor Elementary. He stated that public notice was placed in the newspaper and if there is no response the plan is to file in September for clear title. Riviera Middle School site was the next property discussed. The YMCA still has interest in a partnership and conducted a survey. Ms. Flowers said she was aware of the survey; it surrounded the Y only, and not a concept school plan. Mr. Herbic will ask for the survey results and bring it back to a fall workshop. Mrs. O'Shea said that she visited the YMCA partnership school in Lake Mary to see the set up. Mrs. Lerner asked if we still need the Riviera site now that we have added student seats at Midtown Academy. Dr. Grego said we will examine all the possibilities in detail before making any decision.

- **Status Report (Transformation Zone):** Dr. William Corbett and Dr. Antonio Burt, director, school transformation, reviewed the following documents: *Transformation Zone-Turnaround Plans-SIP 81616* and *Transformation Zone Status Report 2016-17*. Dr. Corbett stated that the District Strategic Plan, the School Improvement Plans and the Turnaround Plans outline goals and the actions to support achieving those goals. Every school's SIP drives what they do. There are eight elementary schools in the Transformation Zone; Campbell Park, Fairmount Park, Lakewood, High Point, Maximo, Melrose, Sandy Lane and Midtown Academy. These eight schools need intensive support. The NWEA MAP (Northwest Evaluation Association Measures of Academic Progress) benchmarks are being utilized to drive instruction of the standards which is managed in 45 day cycles. All the transformation zone schools and nine pilot schools are using this new tool. Assessment, accountability and research department will provide detailed reports so each student's academic needs can be addressed. Instructional coaches are creating bi-weekly assessments to assist classroom teachers. Mrs. Krassner asked if classrooms are comprised of students at various skill levels. Dr. Burt stated that teachers completed profiles of each student to promote a mixture of skill levels for this school year. Dr. Burt noted Transformation Zone schools began the school year fully staffed following the four job fairs held by the district- this was a major win. Midtown Academy has a few classes that are being taught by district instructional coaches until a classroom teacher can be hired. None of the schools have all first year teachers; there are a few at every school. Mrs. Krassner asked what was done to build the school team. Dr. Burt said that July 27-29 each school had their own retreat with collaborative team building activities and professional development provided by instructional coaches; this brought everyone together. The American Federation of Teachers has some powerful training modules. Some teachers will take the train-the-trainer to build capacity for this professional development. Schools will be staffed with an MPSS Professional Development person to review data and coordinate professional development to help teachers help students. This is important work and will provide additional support for teachers. Fifty percent of the cost of these positions will be funded by PCTA. Mrs. Lerner asked about training for paraprofessionals. Dr. Corbett said they attend some of the same training as teachers; they either flex their time or are paid for the additional time. Each school has about 17-18 paraprofessionals on staff. Dr. Burt expressed his thanks to Mr. Herbic for deploying teams of maintenance staff to his schools. They pressure washed, cleaned up properties, did some painting and sign improvements. This all occurred between the end of Summer Bridge and the start of school. All the campuses looked beautiful. He also thanked Mr. Lechner and his team for their assistance in getting all the technology up and running.
- **Arts Conservatory for Teens (ACT):** Ms. Lori Matway, associate superintendent, community and student services, reviewed the following agenda item: *Request Approval of the Agreement Between School Board of Pinellas County and The Arts Conservatory for Teens*. Ms. Matway introduced Mr. Alex Harris. Mr. Harris founded ACT with Mr. Herbert Murphy. ACT's mission statement is "to Educate, Empower, and Enrich the lives of youth and teens in our communities by fostering creativity through arts education, professional theatrical productions, career guidance, healthy living and leadership development." The program will begin at two middle schools: John Hopkins and Tyrone. Students will meet for three hours weekly before school. At John Hopkins it will be three mornings for one hour and at Tyrone it will be two

mornings for one and one-half hours. It is scheduled to begin on September 5, 2016. This program has a proven track record, with 100% of the students graduating high school. Ms. Flowers said that she is glad this has worked out and asked if students would be given transportation in the morning to increase accessibility. Ms. Matway shared that there is some Title I money set aside if buses are needed which may also be used to transport for productions. Mrs. Lerner asked if this program is open to all students at John Hopkins. Mr. Harris said it is open to all students, as they did not want to exclude magnet students from this opportunity because ultimately the art programs promote cultural exchange and understanding. Ms. Matway said they will meet this Thursday with the principals. A production by current ACT students will be performed to better communicate the program outcomes. The dates and times of these programs will be shared with the board. Participation is capped at 100 students per school. Mrs. O'Shea stated that any engagement in the arts is positive. This item will come before the board on August 23, 2016.

- **Minority Recruitment/Retention:** Ms. Paula Texel, assistant superintendent, human resources services, reviewed the following document: *Minority Recruitment-Retention*. Ms. Texel reviewed the statistics of African American and Hispanic student population in relation to percentages in administration and instructional staff. Dr. Peluso asked how we compare to other districts. Ms. Texel will provide that information to the board. She then reviewed the strategies for recruitment, retention and leadership. She plans to work with St. Petersburg College to increase minority students in their Elite Educators program. She plans to re-establish PABSE (Pinellas Alliance of Black School Educators) to assist with minority recruitment and retention. She will facilitate relationship building to increase minority recruitment, retention and leadership.
- **Job Descriptions and Organization Chart:** Dr. William Corbett, Mr. Tom Lechner, associate superintendent, technology and information systems, and Ms. Paula Texel, assistant superintendent, human resources services reviewed the following job descriptions: *director, Pinellas technical college; assistant administrator, Pinellas technical college; unified communications system administrator; supervisor, financial aid, Pinellas technical college; human resources specialist; coordinator, other-bullying prevention; coordinator, other-DHH (deaf /hard of hearing); coordinator, other-OT/PT (Occupational Therapy/Physical Therapy); coordinator, other- PPPSSD (Parentally-Placed Private School Students with Disabilities); coordinator, other-speech/language pathologist; coordinator, other- vision; teacher, other vocational; teacher, and, the vocational and technology information systems department organizational chart*. Ms. Texel reviewed the job descriptions and stated that the majority of the Pinellas Technical job description changes are due to the name change of the school to Pinellas Technical College. Mr. Tom Lechner, assistant superintendent, technology and information systems, reviewed his department's organizational chart. He said the TIS department has saved money by utilizing The Cloud and by pooling phone lines, as some lines are used infrequently. The savings generated through the reorganization is \$1,295,535. Five positions are eliminated and five positions will be added, as noted on the document. The new administrator,

unified communications systems, will oversee our new phone system which has many enhanced capabilities, including weather alerts and incident reporting via the internet. He also shared that a parent suggested school forms be available to complete electronically. He decided the idea had merit and piloted it at Palm Harbor Middle School. Beginning this school year, the forms available for on-line submission are: media release, network agreement, directory opt out, and student code of conduct. The information automatically uploads into FOCUS. There were 244 participants for the electronic forms.

- **Student Progression Plan (2016-2017):** Ms. Pam Moore, associate superintendent, teaching and learning services; Ms. Rita Vasquez, executive director, high school education, Mr. Dywayne Hinds, executive director, middle school education, Dr. Shana Rafalsi, executive director, elementary education; Ms. Sherry Aemisegger, executive director, exceptional student education; and Mr. Mark Hunt, executive director, career, technical and adult education, reviewed the following document: *Proposed Changes to the Student Progression Plan 16-17 and Student Progression Plan 2016-2017 PowerPoint*. Ms. Moore stated that the student progression plan is submitted annually and reflects legislative updates and stakeholder feedback. It is a combination of policies and procedures. Dr. Rafalski shared that clarification was made regarding kindergarten age requirements and third grade good cause exemptions for promotion. Mrs. Lerner asked about the practice to minimize retentions in grades K-2. Ms. Moore responded that school teams meet and review each situation on a case by case basis. Mr. Hinds spoke about the addition of language specific to IB Middle Years Programme requirements. Ms. Vasquez shared the change that high school seniors needing to complete two courses or less with a 2.0 GPA may now enroll in only the courses needed to fulfill the graduation requirements. Mr. Weatherill shared information regarding volunteer hours necessary for Bright Futures scholarships. Students can begin to accrue those hours the summer following eighth grade; page 35 of the document gives clarification as to what are not acceptable community service projects. Ms. Aemisegger spoke about the difference between a standard diploma and access points diploma; on page 54 of the document details are provided. Special diploma options are no longer available per Florida Statute; a few students are in the process of completing that option. There was some discussion about the certificate of completion option for some ESE students. Ms. Katie Csaszar, ESE specialist, noted that students who attain a certificate of completion are eligible for transition services.
- **District Application Program Procedures:** Mr. William Lawrence, director, student assignment, reviewed the following document: *Pending Changes to Procedures to the District Application Programs 2016*. Mr. Lawrence introduced Ms. Melissa Campbell, district application program specialist, and noted her work on this project. He reviewed the document outlining changes which include clarifying language, updating program information and technical edits. Several important changes were noted: 1) removed language prohibiting reapplication to a DAP after reassignment or expulsion, 2) added the requirement of a manifestation review for ESE students prior to referral to IAC or DAP discipline committee, and 3) eliminating language that

fundamental students who are dismissed from a fundamental program are unable to make application for a fundamental program at another level. These changes removed policies that were punitive. Mr. Lawrence said the current magnet school trend will allow for more access by limiting entrance requirements. Mrs. O'Shea asked if the district has moved away from the Centers of Excellence designation since all high schools now offer career programs/certification. Dr. Grego said that Centers of Excellence is a term used by the Pinellas Education Foundation.

- **Strategic Plan Update:** Dr. Mary Beth Corace, director, strategic planning and policy, reviewed the following document: *Strategic Plan 2016-2017*. Dr. Corace said the strategic plan will come before the board September 13, 2016 for approval. Minority recruitment is addressed in strategic goal four. Struggling students are addressed in strategic goal two, action item 5. Gender achievement gaps are addressed in strategic goal one, action item eight. Ms. Clark asked about gender achievement gaps in math and science. Dr. Corace shared they will do more to review the data. Mrs. Lerner asked for data on the trends from previous years to be shared for comparison. Dr. Grego said that he met with senior leadership of the Pinellas Education Foundation and together they reviewed both strategic plans. He stated that he is very pleased with the partnership the district has with the Education Foundation.

- **Leadership Discussion:**

- Dr. Grego reviewed a handout *2015/2016 School Year Lunch Pals Survey* that demonstrates the overall success of this volunteer program. He mentioned the concern regarding the Zika virus and assured the board that Ms. Sara O'Toole, managing officer, school health services, is taking a proactive approach working collaboratively with the Department of Health. FSBA has also shared information with all districts regarding this virus. He shared the Florida Association of District School Superintendents (FADSS) draft legislative recommendations. This draft document has not yet been vetted. He spoke about the Every Student Succeeds Act (ESSA) which is federal legislation and will impact state standards. He mentioned that Mrs. Cook and Ms. Flowers recently attended a work session in Orlando sponsored by FSBA to discuss ESSA. Mrs. Cook noted that all board members have been asked to share their input. Dr. Grego said that superintendents will be seeking flexibility at the local level, such as special diploma options. FADSS will meet in September. Mr. Steve Swartzel, legislative liaison, asked school board members if there was consensus to sponsor a legislative breakfast this year; the board agreed to it.
- Ms. Flowers mentioned that the St. Petersburg Housing Authority is scheduled to meet to discuss housing for veterans. Mr. Clint Herbic will have a staff person attend. She shared the success of her school uniform giveaway project at Campbell Park and Maximo elementary schools. Sheriff Gaultieri donated \$15,000 to the project. She plans another one for Melrose Elementary and will share the date with the board.

- Dr. Peluso asked about elementary school recess. He understands that this is to be managed at each school and requested an update on its implementation.
- Mrs. Krassner commented on Principal Hepburn's bringing in ninth grade students at Gibbs HS that had referrals in middle school to share expectations and get them off to a positive start. She believes in this proactive approach and would like to see it implemented at other schools.
- Mrs. Cook spoke about the FSBA work session in Orlando where they learned more about ESSA legislation. She said that she will resend the FSBA report to all board members. She also asked about the timeline for implementation of elementary recess.

No official actions were taken by the Board at this workshop. An audio recording of this workshop is filed in the Board Office archives. This workshop adjourned at 12:30 pm.

Chairperson
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Secretary