February 9, 2021, Board Workshop

Ms. Elizabeth Andersen, Chairman
Mr. Darryl Willie, Vice-Chairman
Dr. Kelly Coker
Ms. Lori Hershey
Mr. Warren A. Jones
Ms. Charlotte D. Joyce
Ms. Cindy Pearson
Dr. Diana Greene, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Dr. Diana Greene, Superintendent, and Ms. Karen Chastain, Office of General Counsel, were also present.

Call Meeting to Order

The meeting was called to order at 9:05 a.m. by Vice Chair Darry Willie.

Items to be Discussed

1. ACADEMIC AND COMMUNITY EXCELLENCE (ACE) PLANNING AND THE MASTER FACILITY PLAN

Board Chair Elizabeth Andersen and Board Member Warren A. Jones arrived at 9:08 a.m.

Through a PowerPoint presentation, School Choice/Magnet Program Assistant Superintendent Sharwonda Peek and Chief of Operations Paul Soares explained the Academic and Community Excellence (ACE) Planning and Master Facility Plan Process. (see attachment)

The following topics were covered:

- Policy Considerations
- Development of the Master Facility Plan (MFP)
- Impact of Changes to MFP
- Incorporating MFP

- ACE Implementation
- Community Engagement Opportunities
- Board Feedback

Board Member Lori Hershey requested a recap of page 11 - MFP Undefined Boundary due to having difficulty hearing what was being said. Mr. Soares responded to the request. Ms. Hershey made inquiry regarding the potential of having schools not on the list consolidated and having to build additional schools due to charter school growth. Mr. Soares stated that charter schools are accounted for with regards to projections.

Board Member Dr. Kelly Coker was reviewing charter school numbers from the Education Statistics (EdStats) on the Florida Department of Education's database and requested to see the numbers that Mr. Soares had used for the ten (10) years and how the predictions were done regarding charter schools. She wanted to be able to compare what Mr. Soares used along with the information from EdStats.

Chairwoman Elizabeth Andersen inquired about Dr. Coker's thought process behind the request. Dr. Coker stated that she wanted to make sure that the District was not being too conservative on the estimates with the numbers. She thinks the numbers are going to be larger than what is being stated and if that is the case, then the District will not have enough money coming in to modify the MFP as is designed. Mr. Soares provided additional information regarding the plan.

Board Member Cindy Pearson wanted to know if there was going to be a master schedule or if each board member would be notified regarding the community meetings for ACE process. Mr. Soares stated that there would be a master schedule that would be provided to the board members. She then made an inquiry about the name change process since Jeff Davis Middle School is closing. Superintendent Dr. Diana Greene provided a response regarding the name change process.

Board Member Warren A. Jones made an inquiry about the responsibility of notifying the public in the attendance zone of the community meetings regarding the ACE process. Dr. Greene stated that the District will be notifying the communities. She also mentioned about wanting to change the process as it relates to consolidation. Mr. Jones expressed his concern about neighborhoods in the general attendance zone losing a school being notified so that they may be able to provide input. Dr. Greene reiterated that the District would notify them.

Mr. Jones inquired if information could be gathered from other districts who have gone through a Master Building Plan and the impact it had on charter growth. Dr. Greene stated that they would follow-up.

Vice Chair Darryl Willie raised the following questions:

- Need a new policy or adjust a policy to fit what is being done?
- If a policy is adjusted, what would be the costs?

- Looking for public input in the conversations or informing the public?

Chairwoman Andersen inquired if consideration of amending a policy is a thought as they go through the process and the recommendation. Dr. Greene responded that the ACE policy would remain the same and that something could be added to the ACE process or create a new policy as it relates to consolidation. She mentioned that Policy and Compliance Executive Director Brian McDuffie would be able to begin the process for creating the policy.

Dr. Greene then briefly spoke about the following items in response to a question Ms. Hershey presented:

- Charter Schools
- New house bill (Empowerment Scholarship changes name)
- COVID-19 impact on schools

Chairwoman Andersen touched on:

- School consolidation
- Charter Schools

Board Member Charlotte Joyce expressed her thoughts on the following to which Dr. Greene provided a response:

- What things would look like in fifteen (15) years
- ACE process and consolidation

Dr. Greene also mentioned that feedback from the board members was required regarding whether to create a new policy for consolidation. If that is the direction the board members wanted to go, then Mr. McDuffie could start the draft and go through the rest of the process for the new policy.

Chairwoman Andersen requested a round robin for creating a new policy for consolidation:

- Ms. Hershey - yes to new policy/show data
- Dr. Coker - discussion for new policy/involving the community (education)
- Ms. Joyce - new policy
- Mr. Jones - new policy/see how other counties who have gone through this have handled the matter/parent and community input on consolidation rather than ACE policy/map data between schools
- Ms. Pearson - concerned about dollar amount that it takes to change a plan/expressed the tension that she was detecting behind the topic/does not have an action regarding a new policy
- Vice Chair Willie suggested to consider a policy under the ACE policy. He also expressed some ideas about what could possibly be considered in the policy:
    - explicitly say 'this is actually what you are going to be able to inform as a member of that body'
    - mention specifically about how to involve CPAC, City Council, or anyone else involved

in the process
  - speak to COVID-19 protocols (virtual or in-person)
  - order of operations with regards to communications

Ms. Hershey spoke about the need for data which would help to look at trends and take other things into consideration.

Vice Chair Willie wanted to verify that all that was stated made sense to Dr. Greene and staff. Dr. Greene confirmed.

Recessed at 10:27 a.m.
Resumed at 10:35 a.m.

2. SUPERINTENDENT 2019-2020 EVALUATION

Ms. Chastain explained the following with regards to Dr. Greene's evaluation for the 2019/2020 school year: (see attachment)
- Board Policy 2.14 - Superintendent Evaluation: have a discussion and develop the board statement for the media
- Why only five board members evaluated Dr. Greene for the 2019/2020 school year
- Explanation of the summative page and the total score of 38.60, highly effective was given
- The Sunshine rule C.10.c - Evaluations

Chairwoman Andersen requested the board members to briefly share ratings, accommodations, and recommendations that they had made regarding Dr. Greene's evaluation.

Mr. Jones:
- commended for ability to move schools forward
- felt that some goals were ambitious and unrealistic in some areas
- reading proficiency - making progress and focus on why it gets lost after fifth grade

Ms. Hershey:
- school safety and security which are still an issue, but improvement has been made
- moving the District to an 'A' high performing District
- increase the revenue strength to address the District's needs
- rated effective because highly effective is perfect, and there is always room for growth/improvement
- All means all; every student in every school, meaning resources being support services
- despite the year 2020, has kept the District on track
- reading continuing to be an issue but headed in the right direction

Vice Chair Willie:

- made student achievement and student records the top priority
- rallying the staff and being proactive in many of the measures that were seen
- ability to do some of the standard based pieces, the walk-throughs
- working on the five essentials and maintaining all those things; looking at data to make sure the District is going forward
- diving into training: mental health, first aide, or unconscious bias training; mandatory requirement for all
- educated community with half-penny sales tax

Ms. Joyce:

- enjoys listening to Dr. Greene speak, do presentations, and handle media
- wanted substantial data to back up scores: area of safety needs improvement so teachers and students can feel safe
- succession management - principals leave due to promotion; continue stability in environment
- community organizations - need to extend the hand, partner with community members
- communication and transparency with name change process
- amazing in moving District from brick-and-mortar to Duval Homeroom; encouraged teachers, restructured contracts for material to be delivered, etc.
- Master Facility Plan - effort put into getting support for the half-penny sales tax

Chairwoman Andersen:

- areas to grow - move literacy forward, address perception and culture of safety in our buildings
- trained or offered an opportunity to attend training related to mental health, social and emotional learning, more focus on trauma informed education in schooling
- communications with the community and government partners (District to hosts these meetings; invite to partner with)
- response to COVID-19 - to pivot, the District did an outstanding job, technology, lunches, etc.
- commendable dedication and commitment to standards-based student achievement
- closing the achievement gap across demographics
- preparation for the Referendum

The board members then crafted a statement for Dr. Greene's personnel file and shared with the public.

Vice Chair Willie requested clarification about the information going into the statement. Ms. Chastain clarified that this was a Board statement.

Next the board members looked at the accomplishments. The board members requested the additional information to be added:

- supplemental material provided to the students was significant and the proactive steps that

were taken to ensure student achievement, student progress, and student gains at the time when things were on hold
- the continuing improvement of the graduation rate
- closing the gaps in all demographics
- the District did not have any testing
- impressed about the handling of technology during the pivot
- the mandate for five (5) hours of mental health training - Wellness Wednesdays

Ms. Chastain suggested that there be a recess from this portion of the meeting so that she could come up with the draft and circulate for review.

Recessed at 11:14 a.m. from the Superintendent 2019-2020 Evaluation and commenced to Governance.

3. GOVERNANCE

Dr. Kelly Coker:
- explained the timeline for getting the Superintendent's evaluation up to date; that everything is on schedule and on track (see attachment)
- all board members will participate in the 2020/2021 evaluation; went over timeline
- commended Ms. Chastain and Ms. Young for their assistance in getting things done

Vice Chair Willie:
- brief update on the Oversight Committee
- Hank Rogers has been selected as Chairman and Nate Day has been selected as the Vice Chairman
- next Oversight Committee is on March 17, 2021 and open to the public

Chairwoman Andersen requested confirmation about the revenue coming sometime in March. Dr. Greene stated that it would be during the middle or end of March. She than inquired about an estimate time of receiving a report from the Oversight Committee. Dr. Greene stated that it would be sometime in June.

Vice Chair Willie mentioned that the Oversight Committee could report on what they have done even if they do not report on the money. Chair Andersen wanted to know if the Board wanted them to report in March or April.

Ms. Young:
- brief explanation on the policy regarding the Oversight Committee providing an update to the Board after each meeting
- Dr. Greene will be meeting with Chairman Hank Rogers to determine how to move the

information forward
- the Oversight Committee must meet at least quarterly and provide an update to the Board at that time as well

Dr. Greene spoke about the administration building:
- based on resolution, the District would not have the information that was requested in time for the March Board Workshop
- need to have a Request for Proposal (RFP) or Request for a Quote (RFQ)
- will cost to move forward
- need to get a consultant to review appraisal and let the District know how to move forward
- looking at the framework that Jacksonville Electric Association (JEA) used when they moved

Chairwoman Andersen requested Ms. Hershey to explain her thoughts regarding the resolution about moving the administration building.

Ms. Hershey:
- thought the District would have had proposals from people in the community, bring the best offer and go from there
- seeing the property value increased
- feels that the longer the District waits, the greater the chances of not being in the driver's seat
- at the board meeting in December, it was mentioned that the lease was up, and the District could move
- the need to look at what is the best location, building needs, square footage
- the Schultz Center - what the area looks like
- if we get a consultant, what would they do and how long would it take

Chairwoman Andersen summed up what Dr. Greene and Ms. Hershey both said. She thinks the Board needs to provide Dr. Greene with direction if they want to invest in the process that moves us off the river and that they could talk about the timeline later.

Mr. Jones:
- the District needs to make it clear that the sales tax revenue is not being used to move
- briefly mentioned about his conversation with Lori Boyer, Director of Downtown Investment Authority (DIA)
- proper way to move forward would be getting the RFP/RFQ

Ms. Pearson inquired about the cost for a consultant. Mr. Soares briefly explained the process that would need to be taken and quoted a rough estimate of $150 - $200 thousand dollars.

Chairwoman Andersen repeated what the Board needs to do if serious about moving forward with the process. She made an inquiry of Dr. Greene as to when the Board would be provided with information since more time would be needed. Dr. Greene stated that they would keep the Board informed along the way. She reiterated about the Resolution having the month of March noted for providing the requested information. She mentioned that June will probably be when the information can be provided. Dr. Greene stated that even if the process will not be complete, she can come back in March and share the considerations that the consultant would have to provide in priority order as to the District's needs. She also expressed additional thoughts regarding other departments in the District.

Chairwoman Andersen asked the board members if they had any concerns with regards to moving forward to negotiate. The responses were as follows:

- Mr. Jones mentioned about making sure that all options are examined

Chairwoman Andersen mentioned about having the conversation regarding the Schultz Center.

Office of General Counsel Karen Chastain went over the information that she provided the board members pertaining to the Schultz Center: (see attachment)

- June 3, 2020 - letter from the Schultz Center for Teacher and Leadership, Inc. Lease Extension, which currently expires June 30, 2021
- December 10, 2020 - Proposal for Renewal of the Schultz Center Lease
- January 26, 2021 - letter from Dr. Greene to Ms. Chastain pertaining to the proposal
- Ms. Chastain provided background information to assist with being able to respond to an extension request. A few things that she mentioned were:
    - The Schultz Centers pay one dollar ($1.00) for rent annually
    - The Schultz Center is supposed to use the facility for operating the Professional Development Academy as well as training purposes
    - The School Board maintains the facility, makes repairs to the facility, and pays for all utilities
- Spoke about the annual operating agreement which goes to the Board for approval
- Briefly spoke about the State Auditor General performing an operational audit and comments regarding a few of the findings

There was much conversation regarding the Schultz Center:

- Hiring of a consultant and getting a recommendation about all DCPS' properties
- Getting data pertaining to the cost to the District to make an informed decision about renewing the lease for the Schultz Center
- Services contract - Academic Services Division needs to be sure they have control over professional development for the teachers to ensure training is aligned with curriculum in the schools
- Getting a financial revenue report from the Schultz Center
- Consider negotiating with tenant regarding rent, utilities, maintenance, etc. (financial review)
- How the Schultz Center works

- Suggested the Board consider a two-year lease term with no further action; both parties would have to agree
    - Build in six months before expiration
    - Time certain – seven or five months ahead of time, parties mutually agree and sign all approvals for a one-year renewal on the same terms and conditions
    - The Board communicates the length of time the tenants of the Schultz Center have
    - If the Schultz does not initiate, it goes away
- Attorneys on the Board for the Schultz Center and Office of General Counsel are not in harmony regarding the contract language of the lease.
- Two to three years possibly for the Schultz Center to become available to renovate should the District move forward with moving in
- Scenario of what could happen if the District did not renew the lease
- Lease space for more than one dollar ($1.00) use the space at no cost to the District/negotiated number of days and have priority with scheduling
- Timeline for a response from the Schultz Center

Ms. Chastain passed out the draft statement of the Superintendent's evaluation so that the Board Members could review and provide feedback.

Vice Chair Willie wanted to know how the statement would go out. Ms. Chastain could not respond to the press release question but informed the Board the process for preparing the document for Dr. Greene's personnel file. The Board Members were ok with moving forward with Ms. Chastain finalizing the statement.

Chairwoman Andersen wanted to review the Strategic Plans and Goals:

- The 2021 – 2026 Strategic Plan Goals sheet was passed out to the board members and Dr. Greene explained them (see attachment)
- Chief of Staff Sonita Young stated that the policy language had been posted
- There was a brief discussion regarding Board Policy Chapter 1.00 – District Philosophy (draft A – No percentages noted; draft B- percentages noted)
- Board Members selected draft A – No percentages noted
- There was a brief discussion about the Guiding Principles

Ms. Joyce mentioned the following items that have been presented to her regarding the name change process:

- Community meetings
- Wanting to know who can speak at community meetings
- Roster verification
- Balloting process/how it will work
- What identification one must have to show (bring diploma/yearbook)
- Counting of votes (School Advisory Council (SAC) meeting where it is open to the public)
- Speaker cards

- Agenda and minutes – physical copy for the public
- Identifying the names on the ballots being due by the 12th which is before the community meetings. Clarification about the names on the ballots being determined at the end o the community meetings.

Dr. Greene stated that she will make sure answers are addressed before the end of the week.

Mr. Jones suggested that because of having two new board members, the Board should consider revisiting the concurrency before having the joint meeting with City Council.

Board Member Dr. Kelly Coker mentioned the following:

- Follow-up on the substitute data she received
- Made an inquiry about what can be done for teachers doing small group instruction and keeping it safe
- Missed the State Requirements for Educational Facilities (SREF) presentation but was able to read what Chief of Operations Paul Soares had provided. Made an inquiry if Mr. Soares could come back and give a presentation on the Non-safety SREF items

Vice Chair Willie inquired about the legal obligation when attending meetings virtually? Ms. Chastain provided a response and mentioned that she would get some more information and get back with him.

Chairwoman Andersen shared a book entitled 'THE BLACK FRIEND' with each board member from Taylor Richardson, a student at Bolles.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 1:00 p.m.

GC

Superintendent	Chairman