



Meeting Minutes Duval County Public Schools

November 8, 2022, Board Workshop

Mr. Darryl Willie, Chairman
Dr. Kelly Coker, Vice-Chairman
Ms. Elizabeth Andersen
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 Mr. Ray Poole, Office of General Counsel, were also present.

Call Meeting to Order

The meeting was called to order at 9:06 a.m.

Chairman Willie turned the meeting over to Dr. Greene to give a weather update for everyone. Board Members inquired about concerns such as flooding. Chairman Willie informed everyone that the ultimate goal was to keep everyone safe.

Chairman Willie also recognized Board Member Elect April Carney.

Items to be Discussed

1. PROGRESS MONITORING (GRADES 1,2)

Corey Wright, Assistant Superintendent of Accountability and Assessment, along with Paula Renfro, Chief Academic Officer, presented a PowerPoint presentation (see attached), on Student Assessment Data that included progress monitoring for grades 1 and 2. The presentation included data on Early Literacy, Reading and Math.

Ms. Renfro shared with the Board that the new standards were applied in the curriculum and they worked with K-1 and, because of this, the district experienced growth in areas that growth had not been seen in a long time.

Board Member Andersen arrived at 9:21 a.m.

Ms. Renfro shared with the Board information from an email that she received from a teacher concerning student progress. She also provided the Board with updates on the various parent tools that are being used to include an update about the parents that signed up for the New World's Reading Initiates and Scholarships.

Ms. Renfro also shared an example of resources used for parents to provide updates on student performance.

Board Member Questions/Comments:

- Board Member Pearson inquired about what is being done to assist with the Urgent Intervention for ELL students in Early Literacy, Reading and Math as well as what is the cause for the high percentage, as well as she wanted to know, where the district anticipates being by the end of the year. For students that are learning and acquiring the English language, Youth Lighting is being piloted in the classrooms to lower the urgent intervention.
 - Ms. Renfro shared the various things that are being implemented in the schools, such as piloting the University of Florida Literacy Institute (UFLI) Foundations in the sheltered classrooms for those schools that are ready for it and working with schools to lower the urgent intervention through Division of Schools.
- Board Member Hershey inquired about the data being provided per school.
 - Ms. Renfro shared that this is Tier 1, the first year, and that the data is from 60 schools, but eventually other schools will be added.
- Board Member Hershey also inquired if the district has made any adjustments to the resources for students who are in need of extra support.
 - Ms. Renfro shared that the district now has a very comprehensive framework for learning and the focus is on holistic learning.
 - Dr. Greene added that the district is focused on acceleration, and is focused on how to help all students to ensure that every student is caught up and at grade level.
- Vice-Chairman Dr. Coker, inquired about the students participating in the various programs and how it is determined which program is actually making a difference and which program is effective.
 - Dr. Greene shared that the district can identify which students are a part of each program and also see how they are performing.
- Vice-Chairman Dr. Coker shared that there is a need to think about funding sources once Elementary and Secondary School Emergency Relief (ESSER) Funds are no longer available.
 - Board Member Joyce cautioned everyone to also think about the after-school programs as well.
- Board Member Andersen shared feedback on the effects of what could happen to the student with certain scenarios such as not remediating, which could lead to discipline problems because the student does not feel successful.
 - When students are working within software platforms, the platforms are intuitive and adaptable.
- Board Member Jones shared his appreciation for Ms. Renfro's excitement and inquired how the interventions are addressed.
 - Ms. Renfro shared that everything is aligned to a particular standard and formative assessments are completed as well to ensure the tools are in place to assist the students with what is needed. The tier of instruction that is needed by the student is identified by the student progress monitoring data. Any student that is level 4 or lower is looked at closely to

see how they are being enriched and to identify any barriers so that the gaps can be filled.

- Chairman Willie inquired about what it really looks like, from a classroom level, when a student needs urgent intervention, to include what the teacher does and how the tools are being used.
 - Waterford produces high activity, but how do we get all students to that level?
 - Ms. Renfro shared that Waterford has a cut off time and usage reports are reviewed weekly.
 - Every student is included in Waterford.

2. CTE UPDATE

Mr. Wright along with Jill Fierle, Director, Career & Technical Education (CTE) presented a PowerPoint Presentation (see attached), providing CTE updates. They shared that there are no CTE course codes for elementary schools, there are course codes for middle schools, but no programs, and for the high schools there are designated Department of Education (DOE) CTE programs that have been converted to academies within the Duval County Public Schools. Ms. Fierle shared that though Finance and Energy is not currently offered as a career cluster, the Vystar Academy that is currently offered falls under the Business, Management & Administration cluster. The district had 52 academies last year, but now the district currently has 62 academies. Mr. Wright shared that a true technical engineering program is not just about students getting certification, but it is about so much more, such as, experiences, exposure, embedding on the job training opportunities, and connecting the students in the specific pathways to local employers to give the students the full experience.

Board Member Questions and Comments:

- Chairman Willie inquired about the yearly change in certification and if the district is notified ahead of time.
 - Ms. Fierle shared that the notification went out during the prior year, but now everything is being changed to a master's credential list process that has not been finalized yet.

Ms. Fierle continued with the presentation, sharing that Englewood High School's economics lab is being turned into an industrial kitchen.

- Board Member Pearson inquired if there is anything at Alden Road Exceptional Center that would qualify the school for those services.
 - Alden Road is being supported monetarily. An industry certification is given but it is not included on the funding list. Palm Avenue is also supported in the same way.
- Chairman Willie inquired about the energy categories where electrical and water would be. The response was that electrical falls under the Architecture and Construction category.
- Board Member Jones inquired about what is included in construction. Ms. Fierle explained that the district offers the program from the Florida Department of Education (FDOE) that includes all of the trades which covers plumbing, electrical, and HVAC.

Ms. Fierle shared that the new Perkins Equipment Upgrade Grant that the district received this year was used to purchase an Anatomage Table for Mandarin High School.

- Board Member Hershey inquired about some schools having multiple opportunities versus other schools having limited opportunities and the room for expansion. Mr. Wright explained that it is important to find the right school for the programs and have great leadership to support the need for the program.
- Board Member Joyce inquired about Charger Academy and a program opening there when the Academy will be closing. Mr. Wright shared they are strategic when dealing with situations such as this.

- Board Member Andersen inquired about what is being done to bring in private partners to market these opportunities to the community. Mr. Wright shared that the school uses the School Advisory Committee to communicate and there is also district communication as well.
 - Collaboration with partners and being strategic about what types of programs are being branded. Johnson and Johnson and Vystar have been branded for a long time and have invested a significant amount of infrastructure.
 - Difficulty of starting new programs.
- Board Member Andersen inquired how the district would know what programs are effective and if the evidence can be provided. Mr. Wright shared conversations had taken place with the various mayors and community partners concerning this matter.
 - The power of advocacy.
 - The foundational skills.
 - The 20-year plan concerning partners that will serve our community.
 - Partner conversations for wise spending for 20 years from now.
 - CTE framework has flexibility within the standards to adjust curriculum based upon the movement of the industry.
- Vice-Chairman Dr. Coker thanked Mr. Wright for his leadership.
 - ESSER funds and the future plan.
 - Ways to ensure that every child that sits in the course for a year can take the test.
 - Balancing teachers' bonuses and not letting them affect student testing opportunities.
 - The breakdown of the students.
 - Board Member reviews to create a different metric.
- More strategic testing plan.
 - Vice-Chairman Dr. Coker requested a gender breakdown.
- Board Member Joyce shared appreciation for the CTE program.
 - Recalled previous conversations with the Board about instructor's pay.
 - Dr. Greene shared information on the negotiations that surrounds the instructors' pay.
- Chairman Willie shared with the Board that new industries need to be recognized and marketing is important to ensure the communities are aware of what is in the schools.
- Dr. Greene shared her communication with employers as to how they can get graduating students hired.

Dr. Greene introduced Courtney Wesley, our new legislative liaison to the Board.

3. LEGISLATIVE PLATFORM

Board Member Pearson reviewed the legislative platform items with the Board for discussion. She shared the available options and that 5 of the items on the Florida School Boards Association (FSBA) platform came from Duval County. She also shared appreciation for those that assisted her with the platform items.

Discussion included the following:

- Duval County Public Schools' funds spent to process a program for students who are using the Family Empowerment Scholarship to go to private schools.
- The option to consolidate/eliminate some of the platform items to keep all items on 1 page.
- Focusing on platform items that relate to Duval County Public Schools and what the Board wants the delegation to focus on.
- Mental Health and Safety as a platform item.
- The incoming legislative liaison shared insight with the Board concerning their platform selections.

- Suggestions for a change in title for the Funding Platform items.
- Local government involvement.
- Stipends to bridge the gap for teachers.
- Supporting the elimination of barriers to re-employment of high-quality personnel after retirement to combat the shortage.
- Addressing the current climate for the job market.
- Re-wording of platform items to gain support.
- Suggestions on titles to support school choice and early learning platform items.
- Transportation, cybersecurity, and inflation.
- Recap of platform items that the Board supports.
- Allowing school districts to create a framework for market value wages for high-skilled/high-wage Career Technical Education (CTE) adjunct teachers.

Mr. Ray Poole, Office of General Counsel, gave the Board legal counsel on platform items.

- Everything done is subject to the Florida Constitution provisions.
- Unfair practices.
- Bargaining issues.
- Supplements.
- Negotiations for credit given to CTE Instructors for their field experience.
- The ability of the Legislature to provide funding for the CTE teachers and the need for negotiations.
- Ensuring that all platform items are student centered.
- Rewording certain platform items.
- The need to decide the platform items before December 2, 2022.

4. 2021-2022 SUPERINTENDENT EVALUATION

Mr. Poole explained the scoring for the Superintendent's evaluation to the Board. Vice-Chairman Dr. Coker, shared with the Board steps that needed to take place with the evaluation to include the media press release. Chairman Willie also shared with the Board next steps and inquired who would like to begin the discussion about the commendations and recommendations.

Discussion took place on the following:

- Performance data received back during Covid on school grades was commendable even though there was still room to grow.
- Impressed with the Superintendent's ability to build partnerships and relationships with those of the community.
- Read Jax and Literacy improvements.
- The need to continue to improve the literacy rates.
- Existing opportunities for cultivating culture and climate, and staff relationships.
- Established goals transpired during the pandemic.
- Good use of ESSER Funds.
- Efforts to maintain high graduation rates.
- Maintaining transparency.
- Better job of identifying and focusing on struggling students.
- The need to find a way to improve student attendance.
- Increasing partnerships to increase the CTE programs.
- Continued focus on reading.
- The number of students that left traditional schools to go to charter schools.

- Ensuring data points are developed.
- Marketing of traditional schools to communicate what is available in the schools. Allows parents to see options.
- No failing traditional schools during the pandemic.
- Community partnerships and district initiatives.
- Dr. Greene's level of support.
- The work done in the CTE program under Dr. Greene's leadership.
- Innovation and Implementation.
- Creation of the Duval Ready program.
- Dashboard upkeep.
- Increase of district partnerships.
- Competition and Customer Service.
- School Support.
- Employer recognition.
- Reasons for teachers and staff departing from the district.
- Encourage district partners to share what is going on in DCPS.
- Position the district to compete with students.
- Dr. Greene's communication style and dedication was commended.
- Adequate facilities needs improvement.
- Operational concerns such as bidding needs improvement.
- Improvement with following Board Policies.
- The need for improvement in recruitment of teachers.
- Instructional areas and the reading level for some students need improvement.
- Dr. Greene was commended for being a proactive leader.
- Schools that have exited turnaround status.
- The use of Duval Ready.
- Innovation and push for retention of staff.
- 1/2 Penny Surtax and transparency.
- Creativity in Marketing.
- Dr. Greene's heart of understanding for staff and teachers was commended.
- Recognition for Mr. Corey Wright and team for the work that they do.
- Directions for creating the press release.
- The Board congratulated Dr. Greene on all her work.

5. GOVERNANCE

Vice-Chairman Dr. Coker shared about the redistricting meetings and encouraged them to watch the news about the movement of schools from one district to another.

Board Member Andersen asked for clarity about the School Board's responsibility as it relates to redistricting.

Board Member Jones shared that historically, the school board is normally left out of the redistricting process. Boundaries change every 10 years.

Board Member Hershey shared that the district draws boundaries.

Board Member Jones inquired when the new maps would become effective. The response was that it would

be possibly 2024.

Ensuring maps are brought back to the Board.

Board Member Andersen shared that she was contacted regarding Parent Teacher Associations (PTA) being able to host book fairs.

- Being a competitive school district, school choice expansion and student enrollment.

Board Member Jones shared he received an email concerning issues with Atlantic Coast athletic fields and the safety of the athletes, as well as the impact on student scholarships.

- Dr. Greene shared that the issues are being dealt with.

Chairman Willie informed the Board of things that may need to be changed in the policy for the Audit Advisory Committee. He also shared with them things that the committee is planning and what data may be needed.

- Analysis discussion
- Request from the committee for the Board to share what other districts DCPS would like to mirror.

Lenia Blades, Internal Board Auditor, explained to the Board the items that were before them.

- Source documents.
- Removal of Palm Beach data.
- Dr. Greene gave feedback on DCPS data as it relates to other districts' data.

6. BOARD REORGANIZATION

Chairman Willie reminded the Board about the upcoming Organizational and Leasing meeting on November 22, 2022, in which the new chairman and vice-chairman as well as new members are sworn in. Board Member Elect April Carney was invited to the table.

Discussion took place on the following:

- Background information on this process was shared by Board Member Hershey.
- Board members shared their opinions on Vice-Chairman Dr. Coker as the new chairman.
- Vice-Chairman Dr. Coker shared that she would be grateful for the opportunity as she knows she will have support from former chairmen.
- Board Member Cindy Pearson shared that she was interested in the vice-chairman position.
- Board members shared their observations of Board Member Pearson as the new vice-chairman.
- Board Member Hershey shared her opinion regarding Board Member Joyce being voted in as vice-chairman. However, Board Member Joyce declined for personal reasons.
- Vice-Chairman Dr. Coker clarified with the Board that chairman and vice-chairman positions are never about how someone votes but about one having the time, ability, and interest in leading.
- Having the ability to move district initiatives forward is essential in the leadership positions of the Board.
- Appreciation was shared for Board Member experiences but concerns were also shared about the ability to lead.
- Concerns about those desiring to lead and upcoming responsibilities were expressed.
- Anyone that wants to serve should be able to.
- Potential of chairman regarding the process of searching for a new superintendent.
- The Board gets to select who they want to lead the Board.
- Everyone has a stake in who is leading.

- The system must work well for the kids that they serve.

The chairman encouraged the Board to continue having open and honest conversations.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 1:56 p.m.

MA

Superintendent

Chairman