



Meeting Minutes Duval County Public Schools

February 11, 2025, Evaluation Subcommittee Meeting

Ms. Charlotte D. Joyce, Chairman
Ms. April A. Carney, Vice-Chairman
Mr. Reginald Blount
Ms. Melody A. Bolduc
Ms. Cindy Pearson
Mr. Anthony Ricardo
Mr. Darryl D. Willie
Dr. Christopher Bernier, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present except Vice-Chairman April A. Carney, Board Members Reginald Blount, and Darryl D. Willie. Dr. Christopher Bernier, Superintendent, was also not in attendance. Mr. Ray Poole, Office of General Counsel, was present. Board Member Anthony Ricardo arrived at 2:10 p.m.

Call Meeting to Order

The meeting was called to order at 2:05 p.m.

Items to be Discussed

1. SUPERINTENDENT'S EVALUATION

Assistant Superintendent of Accountability and Assessment, Corey Wright shared what he had created based on the discussion from January 29, 2025, Evaluation Subcommittee Meeting:

- Performance indicators.
- Actual individual indicators.
- Created a draft of expectation of origin indicators for the superintendent.
- Provided ten indicator examples under each subject for review and to select from. Does not have to have 10.
- If there are 6 performance indicators the overall performance indicator would be weighted the same for all 6.
- A draft of the policy language pertaining to transition of a superintendent was created.

The discussion about the Performance Indicators(see attached) involved:

Review of Performance Indicator 1: Finance:

- 1.01 - meeting the timeline requirements as according to the state statutes
- 1.04 – appreciation for this indicator due to having an Internal Board Auditor now. Remove the timeline.
- Differentiate which auditors are being talked about.

- Remove 1.05. 1.05 and 1.03 speak closely to the same thing.
- 1.08 – Inquiry about how to measure. How effective is our spending? Is what the funds being spent on producing results? Show the results of the money this is being spent.
- Reports on items/programs that money is being spent on.
- Revenue generation.
- 1.10 - appreciated.

Recap:

- 1.02 - add the word 'develops'.
- 1.03 and 1.05 will be combined.
- 1.04 - update the language.
- 1.06 - crossed out.
- 1.07 – keeping, add clear, simple, and specific, presentation of the budget.
- 1.08 – liked and make revenue generation stand alone.
- 1.10 – keep.
- Generation of revenue.

Performance Indicator 2: Communication:

- 2.05 - maybe encompassed in 2.01 - demonstrate receiving feedback from staff and others besides the board.
- 2.01, 2.02, 2.03, 2.05, & 2.09 all deal with communication, receiving and releasing.
- 2.09 - more like doing something with communication.
- 2.02 and 2.03 are receiving input.
- 2.06 - refers to communicating in a skillful way.
- 2.10 - speaks to the needs of the district.
- 2.01 - respect and cooperation in general, could work with 2.06
- 2.07 - respectful, and ethical, could be combined with 2.01 and 2.06. They all touch on the ethics piece.
- 2.01- should stand alone.
- 2.06 and 2.07 go together.
- 2.07 – appreciates the wording.
- 2.01 - board members.
- If information is in the paragraph, it needs to be measured.
- 2.01 - update language and then separate so that there are 4 separate groups.
- Community is separate from community leaders.
- Surveys.
- 2.10 - keep and add 'success' after the word 'mission'.
- Expectations for assessing.
- Mr. Wright will work on this and bring it back for review.

Performance Indicator 3: Administrative Leadership:

- 3.04 is - what was being requested regarding assessment in Indicator #2.
- If the Board is creating policy, it is important that the superintendent implements the board policy.
- The whole Board will vote on the revised instrument.
- Chapters 1 and 2 go together in policy.
- 3.09 - is very important.
- 3.04 - remove.
- Combine 3.06 and 3.10.

- Satisfied with all the other indicators.
- 3.03 - associated with assessing.

Performance Indicator 4: Operational Leadership:

- 4.01 - reporting requirements in one location.
- There is a policy that speaks about the Board receiving a quarterly report on Board Member requests.
- 4.02 and 4.03 are important.
- 4.04 - happens occasionally.
- 4.05 - remove.
- 4.04 and 4.09 – combine.
- 4.05 and 4.10 are equally vague.

Recap:

- Remove both 4.05 and 4.10.
- Keep 4.04 and 4.09 separate. 4.04 is more about emergency management and 4.09 is about being proactive. Having relationships with JSO, Neptune Beach Police, Jax Beach Police, etc.
- Combine 4.06 and 4.08.

Performance Indicator 6: Curriculum and Instruction:

- Combine 6.06 and 6.08.
- An explanation of how discussions were done at the two board workshops was provided.
- Information about improvement plans is in 6.10.
- Add 'discipline issues in school' under Performance Indicator 3: Administrative Leadership.
- Worked on finding the right language for this item to determine where to place it.
- Will continue conversation at the next meeting.
- 2.14 - will be brought back to the next Evaluation Subcommittee Meeting to be discussed.
- Next subcommittee meeting will be on 2/19/2025 at 12:00 noon

Comments from Elected Officials

Not applicable to this meeting.

Public Comment

Not applicable to this meeting.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 3:09 p.m.

GC

Superintendent

Chairman

