



Meeting Minutes Duval County Public Schools

May 8, 2025, Board Workshop

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. Dr. Christopher Bernier, Superintendent, Michael Ramirez, Chief of Staff and Corey Wright, Chief Officer, Accountability & Assessment were also present.

Call Meeting to Order

The meeting was called to order at 9:05a.m.

Items to be Discussed

1. STRATEGIC PLANNING

Introduction to the Education Elements team:

- Afreecah Fails, Consultant
- Jill Thompson, Managing Director of Consultant Services
- Kelly Freiheit, Managing Director of Client Services
- Ashley Solesbee, Partner

Each Board Member and staff member shared their intention choice for key priorities:

- Michael Ramirez chose "Everything is figure-out-able."
- Corey Wright chose "Don't need all the answers to get started."
- Cindy Pearson chose "Everything is figure-out-able."
- Dr. Christopher Bernier chose "Together we can solve hard problems."
- Charlotte Joyce chose "Together we can solve hard problems."
- April Carney chose "Everything is figure-out-able."
- Melody Bolduc chose "Everything is figure-out-able."
- Darryl Willie chose "Don't need all the answers to get started."
- Anthony Ricardo chose "Don't need all the answers to get started."
- Reginald Blout chose "Don't need all the answers to get started."

Through a PowerPoint presentation (see attached), the following information was shared with the Board Members and staff that were present:

- Vision, Mission, and Core Values: The Why
- Four Strategic Goals: Literacy, High Performing Schools, Soft-Skills, and Vocational Opportunities
- Five Guiding Principles: Highly Effective Educators, Fiscal Transparency, High Quality Partnerships, Student Supports, Culture & Climate.
- Synthesized Data: Pedal, Brakes, Hazards
- Synthesized Data: Predict, Observe, Infer
- Recap & Reflection on Scope of Work
- Questions to consider:
 - What other ideas could be considered as key priorities?
 - Are the key priorities aligned to the strategic direction?
 - How much impact will the key priorities have?
 - How will they be prioritized to narrow down the key priorities?
- Key priority examples from Florida, Indiana, and Wisconsin were reviewed.

A break was given at 10:11a.m.

Return from break at 10:27a.m.

- 2 key priority recommendations were given and discussed. A time for reflection and a time to share individual thoughts on priorities was given. It was suggested to merge the 2 examples as follows:
 - Item 1: Foster a safe learning and workplace environment.
 - Item 2: Advance academic student growth and achievement.
 - Item 3: Recruit, develop and retain excellent teachers and staff.
 - Item 4: Improve operational efficiency and fiscal responsibility.
 - Item 5: Strengthen communication and partnerships (families, communities, students).
- Discussion was held regarding student voices, and it was suggested there are various ways for students to actively participate, such as the Superintendent's Council, etc.

Recessed for lunch 12:25p.m.

Reconvened at 1:20p.m.

- Discussion was held on each of the items listed for the priorities and how to achieve them. Also included in the discussion were patterns or overlaps, how they would be measurable, are they relevant and within the scope of work, and how they are reflected in the day-to-day work.
- The prioritization matrix was explained.

Board Member Carney departed at 2:58p.m.

- The "How might we" guidelines were explained to align the scope of work and define clear and relevant key priorities for the goals and future direction of Duval County Public Schools.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 3:15p.m.

CR

Superintendent

Chairman