



E-AGENDA MANAGER

# Duval County Public Schools

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April 13, 2015 - Board Development Meeting

Ms. Cheryl Grymes, Chairman  
Ms. Ashley Smith Juarez, Vice-Chairman  
Ms. Becki Couch  
Mr. Jason Fischer  
Dr. Constance S. Hall  
Mr. Scott Shine  
Ms. Paula D. Wright  
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD : Board Chairman Cheryl Grymes, Vice- Chairman Ashley Smith Juarez, all Board Members were present with the exception of Board Member Jason Fischer. Superintendent Nikolai Vitti was also present.

Call Meeting To Order

[Call Meeting To Order](#)

Minutes: The meeting was called to order at 9:04 a.m.

Items To Be Discussed

[2014-2015 SUPERINTENDENT EVALUATION](#)

Minutes:

Board Members Constance Hall, Becki Couch, Scott Shine and Vice - Chairman Ashley Smith Juarez will service on the committee to develop a professional development plan and a Superintendent's Evaluation Plan. May 12, 2015 is the deadline for bringing draft before Board.

## BOARD DEVELOPMENT

Minutes:

Dr. Cathy Mincberg, President and CEO (Center for Reform School Systems) reviewed the Core Beliefs from the November 19, 2015 meeting.

- Core Belief #1: We believe all students can perform at or above grade level – We are committed to:
  - Priority 1. – Assisting struggling students; Looking at the Big Seven and matrix
  - Priority 2. – Developing a pipeline of high quality and well prepared assistant principals and principals. Did student data offer stable data?
  - Priority 3. – Take out second half of Priority #1- vacancies-employee turnovers versus movement within the district – movement can be good or bad – looking at the picture painted with the movement data – trend – tenure picture – decide how long a principal works before determining if he or she is not effective – longevity coupled with performance

Superintendent Vitti doesn't think we should automatically move assistant principals and principals from elementary to high – type of delivery of instruction at middle school level is main adjustment - they now have to also understand the new standards – still need to work with teachers to understand child development – track K-6 students transitioning.

- Core Belief #2: We believe that schools should have a culture that is safe, student centered, nurturing, rigorous, and actively engaging - middle school – Duval Tours – lack of parents attending them – not as community based as it could be – professional development pattern among principals – should they automatically always be expected to “move up?” – Is there a strategy to promote or should there be?
  - Commitment – Student survey parent survey – strategies (image and reality) – middle school reform plan to Board – principals; adding programs; revising curriculum to emphasize learning – discipline – more feeder pattern visits by students – K-5 model versus K-6 model versus K-8 model – lack of support for leaders - whole group teaching – importance of collaborative learning among teachers and principals – long periods of time versus little 45 minutes spurts – tricky for districts to schedule - need to look at kids' needs before placing teachers and not schedule based on what's easiest for adults -
- Core Belief #3: We believe that highly effective teachers are essential to student success.
  - Commitment: Defining highly effective teacher, hiring, retain,

supported, hiring more from University North Florida locally now that we are starting the process earlier – district training with administrators on cultural competency – teacher developed, Matrix: Number of teachers rated highly effective on principal evaluations and value-added with cut scores, teacher surveys, teacher turnover by campus and district-wide

- o The Superintendent recapped what is being done to obtain restructuring Human Resource , revamping recruiting strategies, higher incentives for math and science, solidify school budgets early so they can start hiring sooner – Full- time Equivalent (FTE) –cultural competency training (one day training) at administrative level – moving to offer all training online (Blackboard) – matrix versus targets – evaluations should be consistence from Supterintendent on down thru staff (principals) – not use evaluation tool as “piñata.” – non-matrix related soft skills on the Supt. evaluation – certain topics are not in evaluation such as business partners, finances, media relationship, etc. – section on evaluation for feedback from Board Members and Superintendent

Superintendent Vitti should come back with plan for how to make changes in areas Board wants to see improvement – plan given by him needs to be discussed by the Board collectively - what is the expectation for this professional development plan? – we need to look at what a professional development plan should look like – possibly use hoc committee to create draft to take before the Board – there is a desperate need for protocol.

Board Members Constance Hall, Becki Couch, Scott Shine and Vice - Chairman Ashley Smith Juarez will service on the committee to develop a professional development plan and a Superintendent's Evaluation Plan. May 12, 2015 is the deadline for bringing draft before Board.

The Superintendent stated the Board Development off site format is helpful when media is not present. The next Board Development Meeting will be May 11, 2015 from 9-12:00 p.m.

Adjournment

[Adjournment](#)

Minutes:

The meeting was adjourned at 12:00 noon.

CSM

We Agree on this

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Superintendent

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Chairman