



Duval County Public Schools

December 5, 2011, Board Development Meeting

Ms. Betty Burney, Chairman
Mr. Fred "Fel" Lee, Vice-Chairman
Ms. Martha Barrett
Ms. Ms. Becki Couch
Mr. W. C. Gentry
Ms. Mr. Tommy Hazouri
Mr. Ms. Paula D. Wright
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS BOARD DEVELOPMENT MEETING: All Board Members were present. Mr. Ed Pratt-Dannals, Superintendent, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The Chairman called the Board Development meeting to order at 9:00 a.m.

Discussion Items

[BOARD DEVELOPMENT MEETING TOPICS](#)

Minutes:

The following topics were discussed:

SWOT Analysis: Board Members listed items that they saw as our Strengths, Weaknesses, Opportunities, and Threats. A copy of the list is attached to the Minutes.

Committee Designations: The Chairman reviewed the proposed Board Committee list with the members for 2011-2012.

Quarterly Goals: The Board agreed on the following Goals for the first quarter.

1. **Communications and transparency** - Enhance internal and external communications.
2. **Increase morale** - Strategically implement opportunities to impact morale and increase employee motivation (i.e. reduction of teacher paperwork)
3. **Succession Planning** - Design and implement an effective, proactive succession planning system that allows DCPS to be well prepared for expansion, the loss of key employees, employee promotions, and/or organizational redesign. Successful succession planning will build bench strength for DCPS.

Annual Goals: The Board agreed on the following Goals for the year.

1. Superintendent Accountability - Define and implement the mechanism for holding the Superintendent accountable for the successful execution of the District's strategic plan and increasing student achievement.
2. Transparency Of The Duval County Public School System - Increase public awareness of the District's successful school offerings (i.e., Accelerated High Schools, Academic Feeder Patterns, Career Academies, Magnet Schools, Neighborhood Schools).
3. Strengthen Board/Superintendent Relationship - Board and Superintendent will effectively impact student achievement through continuous learning opportunities that strengthen teamwork/collaboration skills.

Staff SWOT Analysis: The Superintendent shared the staff's SWOT Analysis with the Board. A copy of this document is attached to the Minutes.

The Board shared the Quarterly and Annual Goals with the Superintendent.

Ms. Michelle Begley, Board Internal Auditor discussed with the Board areas in which she could provide assistance for the coming year. The following areas were identified. It was also agreed that requests from Board members for work assignments should be routed through the Chairman.

- Provide advice to the Board during the upcoming budget process.
- Review systems on a quarterly basis - i.e., transportation, technology, human resources, professional development, food service, etc.
- Review the Draft agenda each month and provide Board with input prior to the Workshop.
- Advise Board on how recommendations impact their budget priorities.
- Advise Board on consequences of recommendations presented for their approval.

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Development Meeting at 3:20 p.m.

BSC

Superintendent

Chairman