



Duval County Public Schools

February 14, 2012, Board Workshop

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 WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present, with the exception of Ms. Martha Barrett. Mr. Ed Pratt-Dannals, Superintendent, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 9:10 a.m.

Items To Be Discussed

[1. BOARD-SUPERINTENDENT GOVERNANCE](#)

Minutes:

The following topics were discussed:

- The Superintendent shared information with the Board regarding cut scores and

the changes being proposed for the definition of learning gains. It will now align school grades more closely with free and reduced lunch, with only about 8 points between grade levels. He also discussed the 25% rule and that if a school does not show at least 25% gains, it would be an automatic F. The Superintendent will join other Superintendents around the state to speak to those in Tallahassee in opposition to some of the proposed changes.

- The Board requested that the Superintendent provide them with speaking points for this topic.
- It was requested that the Superintendent get the word out as soon as possible to the Principals so that they can share this with their parents.
- The Chairman asked that the Board be provided with a list of schools to be impacted.
- Board Members will contact Legislators regarding these changes as soon as possible.
- The Superintendent told the Board that they may have a 5th option for Jackson High School as an Intervene School. He provided a copy of the Draft Plan to the Board, which is attached to the Minutes. It will include a commitment for moving forward with City Year. Board members expressed concern on how to make sure this school moves forward.

Speakers:

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

2. SUPERINTENDENT EVALUATION INSTRUMENT

Minutes:

The Board reviewed the latest revisions to the Superintendent Evaluation instrument. The Superintendent shared a mock evaluation for their review, which was prepared by Mr. Tim Ballentine, Director of Research and Evaluation.

Vice-Chairman Lee led the Board in a review of the data driven portion of the evaluation. The weighting of two parts of the evaluation was discussed. Some Board members felt it should be 50/50 and some 70/30 or 60/40. This will be discussed further and resolved at a future Workshop. Vice-Chairman Lee will review part I of the evaluation to make sure all revisions are included.

Timing of the formal evaluation was also discussed. It was decided that for this year, for sections 3, 5, and 6, they will use last year's data.

The Superintendent's Evaluation Policy will be revised regarding timing of the evaluation for future years.

Speakers:

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

[3. MANAGEMENT OVERSIGHT - HUMAN RESOURCE SERVICES](#)

Minutes:

Ms. Vicki Reynolds, Chief, Human Resource Services, shared with the Board how she came to be in this position, and how proud she was of how far her division has progressed and grown over the years. They have a mission statement and that she has worked hard to make Human Resources a place employees feel like they can come to for help.

Areas covered in the Management Oversight presentation, which is attached to the Minutes, included:

- Mission Statement
- Organizational Chart
- School-Based Staffing
- Employee Support
- Policy & Compliance
- District Staffing & Labor Relations

Speakers:

Ms. Betty Burney, Board Chairman
Mr. Ed Pratt-Dannals, Superintendent
Ms. Vicki Reynolds, Chief Human Resource Services Officer
Mr. W. C. Gentry, Board Member
Ms. Paula D. Wright, Board Member
Mr. Tommy Hazouri, Board Member
Mr. Fred "Fel" Lee, Board Vice-Chairman
Ms. Becki Couch, Board Member

[4. SUCCESSION PLANNING](#)

Minutes:

Ms. Vicki Reynolds, Chief Human Resource Services Officer, presented the Board with the Succession Plan for District-Level Administrative Positions. A copy of this presentation is attached to the Minutes. Discussion included the following:

- Need for bridge between now and proposed June 2012 implementation
- Subjectiveness of ranking and need for rubric to leave less room for subjectivity
- Need for training of staff in how to fill out rankings and monitoring
- Proposed to be implemented from Coordinator Level to Chief Level at this time
- Need for cross training
- Do Monkey survey about how to increase moral followed by Board discussion
- Consider similar process for every position in the school system

Speakers:

Ms. Betty Burney, Board Chairman
Mr. Ed Pratt-Dannals, Superintendent
Ms. Vicki Reynolds, Chief Human Resource Services Officer
Mr. W. C. Gentry, Board Member
Ms. Paula D. Wright, Board Member
Mr. Tommy Hazouri, Board Member
Mr. Doug Ayars, Chief Operating Officer
Mr. Fred "Fel" Lee, Board Vice-Chairman
Ms. Becki Couch, Board Member

5. MANAGEMENT OVERSIGHT - ORGANIZATIONAL EFFECTIVENESS

Minutes:

Mr. Phil Mobley, Director of Organizational Effectiveness, made a Management Oversight presentation to the Board regarding the office of Organizational Effectiveness. Areas covered included the following:

- Background and Mission
- Components of Organizational Effectiveness
- Areas of Focus
- Description of LEAN Six Sigma
- Prioritization and Project Management
- Challenges and Next Steps

Speakers:

Ms. Betty Burney, Board Chairman
Mr. Ed Pratt-Dannals, Superintendent
Mr. Phil Mobley, Director, Organizational Effectiveness

Mr. W. C. Gentry, Board Member
Ms. Paula D. Wright, Board Member
Mr. Tommy Hazouri, Board Member
Mr. Fred "Fel" Lee, Board Vice-Chairman
Ms. Becki Couch, Board Member

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Workshop at 4:00 p.m.

BSC

We Agree on this

Superintendent

Chairman