



Duval County Public Schools

June 16, 2015, Board Committee Meeting and Workshop

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 : All Board Members were in attendance with the exception of Scott Shine, Constance Hall and Jason Fischer. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief of Legal Services, were also present.

Call Meeting To Order

[Call Meeting To Order](#)

Minutes: The meeting was called to order at 10:43 a.m.

Items To Be Discussed

[GALLUP POLL DATA](#)

Minutes:

Dr. Vitti, Superintendent, introduced Tim Hodges from Gallup who has been working with the principals to analyze and interpret the data. Discussion included the following:

- The Gallup Poll looks at three groups of employees.
 - Engaged Employee - Loyal and committed.
 - Not Engaged Employee - Untapped potential.
 - Actively Disengaged Employee - Consistently against everything.
 - Worldwide 31% of employees are engaged, 17% are actively disengaged and 51% are not engaged.
 - District-wide 39% of employees are engaged, 14% are actively disengaged and 47% are not engaged.
 - Employees are asked 12 questions in the survey which are listed in the attachment to the minutes.
 - The survey is confidential and is only reported in aggregate.
 - 73% of employees responded district-wide which is 9,511 of 12,977 employees.
 - Survey period was March 30 - April 17, 2015.
 - Principals receive feedback on the survey which may be used for professional development for their staff.
- Dr. Vitti, Superintendent, said the information will be shared at the Principals Institute.
- Board Member Becki Couch asked about Board Member Scott Shine's question concerning adding questions to the survey.
- Dr. Vitti, Superintendent, said he felt additional questions would be more appropriate to discuss at the Teachers Institute.

GOVERNANCE

Minutes:

Board Member Becki Couch reviewed the Superintendent Evaluation Tool with the Board. Discussion included the following:

- The information that was created with Dr. Cathy Minberg, President and CEO at The Center for the Reform of School Systems (CRSS), at the Board Development meeting was used and expanded to create the Superintendent's Evaluation Tool.
- The targets that have been set will be used as the performance metric to drive the Superintendent's responses.
- Board Member Constance Hall will add a rubric.
- The subcommittee worked to align this tool to employee evaluations.
- Additional information was added to Core Belief 5.

Vice-Chairman Ashley Smith Juarez spoke with Cathy Minberg and she recommended under the priorities that the actions be singular. A minor change to take off the S's.

Board Member Becki Couch will make the changes to the tool and send to the Board for review.

Vice-Chairman Ashley Smith Juarez requested the Board Members send

their recommendation for a firm to coach the Superintendent. She asked for the information to be e-mailed to her no later than Friday, June 19, 2015 by noon.

Board Member Becki Couch asked the Superintendent if there will be a vote at the June 23, 2015 Board Workshop and Committee Meeting.

Dr. Vitti, Superintendent, said he will have a balanced budget at that time. Action must be taken according to the Truth in Millage (TRIM) calendar.

Vice-Chairman Ashley Smith Juarez discussed consolidating the information in the Professional Development Plan. The updated version of the plan was provided to the Board and is attached to the minutes.

Chairman Cheryl Grymes discussed the following meeting dates:

- July 7, 2015 - Regular Board Meeting
- July 14, 2015 - Student Code of Conduct Workshop
- July 16, 2015 - Special Board Meeting - Student Expulsion Hearings
- July 21, 2015 - Board Committee Meeting and Workshop - Draft Agenda for August
- July 23, 2015 - Special Board Meeting - Grievance
- July 28, 2015 - Special Board Meeting- Millage and Budget

Adjournment

[Adjournment](#)

Minutes:

The meeting was adjourned at 12:27 p.m.

CSM

We Agree on this

Superintendent

Chairman