



# Duval County Public Schools

---

June 30, 2015 - Board Workshop - Superintendent Evaluation Plan

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. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief of Legal Services, were present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 9:15 a.m.

Items To Be Discussed

[SUPERINTENDENT'S PROFESSIONAL DEVELOPMENT PLAN](#)

Minutes:

Vice-Chairman Ashley Smith Juarez reviewed the Superintendent's Professional Development Plan with the Board. Discussion included the following.

- Vice-Chairman Ashley Smith Juarez met with the Superintendent and

discussed two different types of coaches. The Superintendent would prefer a past superintendent who has worked in an urban school district versus someone who works with executives in general. The consensus of the Board was to allow the Superintendent to make the choice.

- The Superintendent would work directly with The Center for Reform of School Systems (CRSS) to find the best coach.
- Dr. Vitti, Superintendent, would complete any additional action steps and would give a brief description.
- A conference call was planned with the subcommittee and CRSS on July 9, 2015, to discuss protocol and process.

### SUPERINTENDENT'S EVALUTION PLAN

Minutes:

- Board Member Constance Hall reviewed the following documents with the Board.
  - Superintendent Performance Assessment.
  - Sample Calendar for Superintendent Evaluation Activities.
  - Superintendent's Performance Rating. The Likert Scale that was used is based on the School Based Administration Performance System.
  - Improving Professional Performance.
  - Superintendent Professional Development Plan for Implementation of Annual Board Goals and Areas of Focus.
- The consensus of the Board was to rate the Superintendent on each priority versus an overall rating.
- Core Belief #2 - Under Performance Metric - strike "Gallup Poll" to read "Survey for Employees, Students, and Parents."
- Core Belief #3 - Drop the "s" from "fosters" in the title.
- Core Belief #1 - Priority 3- strike the "s" on "gathers, analyzes and presents".
- Core Belief #3 - Add "internal"/before "external stakeholder engagement" in the title.
- The Superintendent's Performance Rating - strike "Overall Rating" from each Core Belief.
- The documents need to be added to the share drive.
- Board Policy dictates that the Board must have the Superintendent's evaluation completed 30 days after the data comes out. For this year the Board will complete the Superintendent's evaluation based on the 2014-15 school year.
- Michelle Begley, Board Internal Auditor, will continue to update the Oversight Calendar.

Adjournment

AJOURNMENT

Minutes:

The meeting was adjourned at 10:43 a.m.

CSM

We Agree on this

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chairman