

SPECIAL SCHOOL BOARD MEETING

GADSDEN COUNTY SCHOOL BOARD
 MAX D. WALKER ADMINISTRATION BUILDING
 35 MARTIN LUTHER KING, JR. BLVD.
 QUINCY, FLORIDA

November 7, 2018

5:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mr. Steve Scott, Chairman; Mr. Tyrone D. Smith; Mrs. Audrey D. Lewis; and Mr. Isaac Simmons. Also present were Mr. Roger P. Milton, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others. Mr. Charlie D. Frost was absent.

1. CALL TO ORDER

The meeting was called to order by the Chairman, Mr. Steve Scott, at 5:00 p.m.

Mr. Milton thanked everyone for attending the meeting. He acknowledged the following individuals: Mr. Michael Landrum, Assistant Principal at Havana Magnet School, Mr. Leroy McMillan as the newly elected Board member for District No. 3; and Mr. Scott on his re-election to District No. 2.

2. DISTRICT BEST PRACTICE ASSESSMENT (DBPA) 2018 – 2019

Fund Source: N/A
 Amount: N/A

Mr. Milton stated that Board approval was needed for the District Best Practice Assessment for the 2018 – 2019 year.

In response to Mrs. Lewis' concern regarding some of the district best practice assessments not being completed, Mr. Milton ensured her that the report will be completed before submission.

Following discussion, Mrs. Audrey D. Lewis made a motion to accept the Superintendent's recommendation to approve agenda item #2 with completion of all the district's best practice assessments before submitting. The motion was seconded by Mr. Isaac Simmons and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

3. SCHOOL IMPROVEMENT PLANS 2018 – 2019
 PARENT/FAMILY ENGAGEMENT PLANS
 SCHOOL ADVISORY COUNCIL ROSTERS

Elementary Schools

Secondary Schools

Mr. Milton stated that he has been communicating with the Department of Education regarding the makeup days for the before and after school program due to Hurricane Michael. He stated that the Department of Education has agreed to work with the district to maximize its makeup days and seek to provide additional time for academics.

Mrs. Tammy Farlin, Area Director for Elementary Schools, stated that the principals will provide an overview of their (SIP) School Improvement Plan. She stated that the School Improvement Plans are fluid documents. She stated that the SIP's are developed by schools in collaboration with parent committees. She stated that the SIP's integrates the Parent/Family Engagement Plan. She stated that the SIP's are aligned with the District's Strategic Continuous Improvement Plan and the District's K-12 Reading Plan. She stated that the SIP's require ongoing monitoring (daily learning walks {site administrators, subject area specialists}, site visits {FDOE Institute, District Area Directors, Superintendent}).

Ms. Valencia Denson, Principal of Chattahoochee Elementary School, stated that the school's Areas of Focus were by the end of the 2018 – 2019 school year, all students will show an increase of 8% in ELA; and to identify at-risk students and provide support and interventions to increase student achievement. She stated that the school's powerful practices included 45 minutes of i-Ready in ELA and Math; Phonics for Reading and UNRAAVEL– daily; effective implementation of workshop (ELA); use of manipulatives; UNRAAVEL–Math daily; and supplemental resources. She stated that a lack of prerequisite skills was a barrier for the school. She stated that the school's SAC Engagement included a draft provided to SAC with the request for input; and a meeting held to discuss the changes and make necessary revisions.

Ms. Allysun Davis, Principal of Gadsden Elementary Magnet School, gave kudos to her staff and ESE counselors for a great job providing counseling services to students who were dealing with the loss of their teacher. She stated that the school's Areas of Focus were by the end of the 2018 – 2019 school year, at least 80% of the students in the lowest 25th percentile will make learning gains in ELA. She stated that the schools powerful practices included using a variety of data sources to customize instruction; identifying learning gaps and utilizing appropriate interventions, including modifying schedules, alternate instruction, and peer tutoring; utilizing i-Ready and its components; maximizing services of the resource teacher; and progress monitoring all students. She stated that the inconsistent access to internet-based supplemental programs was a barrier for the school. She stated that SAC Engagement included a hosted meeting sharing the 2017 Spring Assessment Data; reviewed progress on the 2017-2018 School Improvement Plan; and decided, collectively, to focus on reading for the 2018 – 2019 school year.

Dr. Ronald Peterson, Principal of George W. Munroe Elementary School, stated that the school's Areas of Focus were by the end of the 2018 – 2019 school year, there will be an increase in the number of students scoring at or above Level 3 on the FSA ELA; and by the end of the 2018 – 2019 school year, there will be a 10% reduction in the number of chronically absent staff and students. He stated that the school's powerful practices included administrators weekly review of data with teachers; data chats among students and teachers; implementation of differentiated and small group instruction; faculty and staff have embraced implementation of instructional frameworks; and set goals for ELA and Math, with monitoring lead by instructional leaders. He stated that adult attitudes towards achieving goals and inconsistent implementation of skills gained through professional learning were barriers for the school. He stated that SAC Engagement included the review of last year's data; established goals for current year; Council reviewed, commented when necessary and approved plan; and Council will monitor plan monthly to ensure progress.

Mr. Stephen Pitts, Principal of Greensboro Elementary School, and Ms. Zola Akins, Assistant Principal at Greensboro Elementary School, shared information with the Board on the School Improvement Plan. Mr. Pitts stated that the school's Areas of Focus were by the Spring of 2019, the percent of students scoring at proficiency on the FSA, ELA will increase by 6%. He stated that the power practices included utilizing Star Early Literacy, Star Reading and i-Ready to guide instructional grouping and support interventions; implementation of Teacher Toolbox to focus small group instruction; weekly data reviews with instructional leaders and teachers; implementation of district-wide pacing guides for ELA; FL Ready utilized to isolate skills and give on-grade level assessments; and fidelity in use of supplemental programs (Acaletics, i-Ready, and AR). He stated that students' limited vocabulary and adequate time to engage students with text are barriers for the school. He stated that SAC Engagement included meeting with SAC to review plan, gather suggestions and input on necessary changes.

Ms. Lisa Robinson, Principal of Stewart Street Elementary School, stated that the school's Areas of Focus were by the end of the 2018 – 2019 school year, 60% of the 3rd – 5th grade students will score 3 or above on the FSA ELA. She stated that the powerful practices included early screening to identify students performing below grade level; additional hour of reading at all grade levels, focusing on interventions to reduce reading deficiencies; implementation of i-Ready and additional instructional time; bi-weekly data analysis meetings; and provision of ongoing PD driven by student performance data. She stated that students entering grade levels multiple years below reading levels, wide range of skill levels in a classroom, and limited professional development were barriers for the school. She stated that SAC Engagement included the review of last year's plan, discussed effectiveness of strategies and then made informed decisions regarding changes. Goal written based on FSA ELA results.

Mr. Scott recessed the meeting at 6:25 p.m. and reconvened at 6:30 p.m.

Mrs. Farlin stated that the importance of School Improvement Plans was all about the process. She stated that key stakeholders have the opportunity to review, discuss, and collaborate about academic progress in terms of a) where the school is as demonstrated by concrete data; b) where the school needs to be (goals); c) process for reaching academic goals; d) progress toward achieving goals; e) barriers inhibiting progress; and f) available resources.

Ms. Delshuana Jackson, Principal of Havana Magnet School, stated that the school's Areas of Focus were to increase Civics EOC scores by 5%; increase the number of students scoring at or above Level 3 on the ELA, Math and Civics assessment; and to increase the lowest quartile's ELA and math learning gains. She stated that the powerful practices included small group/differentiated instruction; weekly progress monitoring of data; standards-based instruction; ongoing professional development and collaboration; and implementation of Acaletics, i-Ready, Accelerated Reader 360. She stated that Novice Teachers, teacher and student attendance, parental engagement, student engagement, and lack of foundational skills were barriers for the school. She stated that SAC Engagement included plan shared with SAC during initial meeting; solicited feedback from members; and plan be reviewed throughout the year with progress discussed to ensure growth.

Mr. Maurice Stokes, Principal of James A. Shanks Middle School, stated that the school's Areas of Focus were by the Spring of 2019, the number of students scoring at or above proficiency on the ELA and Math portions of the FSA will increase by 5%; by the Spring 2019, there will be a 2% increase in attendance school wide; and by the end of the 2018 – 2019 school year, there will be a 5% reduction in the number of behavior and discipline incidents. He stated that the powerful practices included implementation of ELA and math frameworks developed by academic coaches and administrative team; daily walk-throughs conducted by administration with feedback provided and plans for improvement when necessary; monitoring and supporting implementation of frameworks; weekly professional learning communities held; use of reading interventionist to assist target students; increased availability of resources through UniSIG; and the implementation of facilitated learning. He stated that teacher retention/turnover and the lack of parental involvement were barriers for the school. He stated that SAC Engagement included several meetings being held to inform stakeholders of the plans for school improvement and student success; and meetings presented opportunities for members to engage in meaningful dialogue.

Dr. Sonya Jackson, Principal of West Gadsden Middle School, and Ms. Cheryl Moody, Assistant Principal at West Gadsden Middle School, shared information with the Board on their School Improvement Plan. Dr. Jackson stated that the school's Areas of Focus were by the Spring 2019, the number of students scoring at or above proficiency on the ELA and Math portions of the FSA will increase by 5%; by the Spring 2019, there will be a 2% increase in attendance school-wide; and by the end of the 2018 -2019 school year, there will be a 5% reduction in the number of behavior and discipline incidents. She stated that the powerful practices included the use of reading and math interventionists to assist target students; conduct weekly progress monitoring; interventionist assists school leaders with monitoring attendance and behavior; increased access to digital devices and learning; and implementation of professional learning communities. She stated that vacancies in math and science, the lack of experienced teachers in middle school ELA, math and science, technology limitations due to imaging, limited student engagement, and limited parental engagement were barriers for the school. She stated that the SAC Engagement included reviewed last year's SIP with SAC; solicited input from members, and SAC will monitor plan to ensure progress throughout the year.

Mr. Milton stated that Coach Striplin, Gadsden County High School employee, had a heart attack. He state that Coach Striplin was scheduled for surgery early this morning. He stated that Gadsden County High School football team was selected for the playoff.

Ms. Pamela Jones, Principal of Gadsden County High School, stated that the school's Areas of Focus were by the Spring of 2019, there will be a 2% increase in attendance school-wide; and by the end of the 2018 – 2019 school year, there will be a 5% reduction in the number of behavior and discipline incidents. She stated that the powerful practices included highly qualified teachers in ELA classes; rigorous, standards-based instruction provided daily in ELA classes; implementation of team teaching in math to ensure students receive the best instruction; teacher collaboration in math; and frequent and regular data reviews to ensure maintenance of growth for target students and learning gains in the lowest quartile. She stated that students not attending classes, students allowed to remain in classes beyond the assigned time, and lack of positive school culture (i.e. fights stemming from various communities, disruption of school functions, etc.) are barriers for the school. She stated that SAC Engagement included engaged SAC in conversations regarding student performance on standardized tests, and provided assistance with obtaining educational resources and incentives.

Major Willie Jackson, Principal of Carter Parramore Academy, stated that the school's Areas of Focus were by the end of the 2018 – 2019 school year, the number of students scoring at proficiency in ELA, Math, Science and History will increase; Spring 2019 FSA data will show a 10% increase in the number of students making learning gains in ELA and Math; the graduation rate for 2018 will show an increase; and by the end of the 2018 2019 school year, the number of students exhibiting early warning indicators will show a 5% reduction. (Attendance, Behavior, Course Performance). He stated that the power practices included customized education processes (IEP for curriculum groupings); and course and grade recovery. He stated that student attendance, staff attendance, and student behavior issues (conduct and effort) were barriers for the school. He stated that SAC Engagement included annual SAC Breakfast hosted; addressed FDOE accountability report alignment with 2017 – 2018 goals; and goals revised based on population needs.

Board members asked questions, shared their concerns, and made comments following each of the schools School Improvement Plan presentation. Schools were requested to make grammatical changes where needed to their School Improvement Plan, and to make changes to their SAC Membership Roster positions where needed.

4. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Milton thanked staff for overcoming many challenges. He commended them for the day to day things they are doing. He encouraged everyone to do their best to communicate with parents. He stated that building relationships are key. He stated that high expectations were for all employees. He reminded the Board of the meetings on Tuesday, November 20th – Reorganization Meeting – 4:30 p.m.; Board Workshop at 5:00 p.m.; and Regular Board Meeting at 6:00 p.m. He stated that the (FADSS) Florida Association of District School Superintendent's Association was providing free Ethics Training. He encouraged staff to take part in the school's Thanksgiving Lunch next week. He stated that the Board provided free breakfast and lunch for all staff. He stated that Gretna Elementary School was no longer being used as a shelter. He stated that FEMA was still using Gretna Elementary School.

5. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Scott thanked the principals for attending the meeting. He stated that he rarely receive calls from the community regarding the good, but receive many calls regarding the bad. He encouraged everyone to be more customer-friendly to parent and each other.

Mrs. Lewis thanked staff for attending the meeting. She stated that she was concerned about the evaluation model for teachers that is used by principals. She stated that principals should contact the Area Directors if they had concerns or wished to have the evaluation model modified. She thanked the principals for working with parents.

Mr. Smith stated that he deeply appreciates all staff. He stated that principals are changing lives for students and Gadsden County. He stated that the culture of the district was being changed.

6. The meeting adjourned at 7:50 p.m.