

An Administrative Hearing, Special Meeting and Workshop were held at the District Services Center located at 1007 West Main Street, Inverness, Florida on Tuesday, September 25, 2018. Present: Mike Mullen - Assistant Superintendent; Douglas A. Dodd – Chairman, Thomas Kennedy – Vice Chairman, School Board Members: Virginia Bryant, Sandra Counts and R. Wesley Bradshaw, School Board Attorney.

### **ADMINISTRATIVE HEARING**

The Administrative Hearing was opened at 9:05 a.m.

Upon motions made, seconded and approved, an expulsion was directed in Case No. 19-09 and 19-11.

The Administrative Hearing was closed at 9:20 a.m.

### **SPECIAL MEETING**

Chairman Dodd opened the Special Meeting at 9:27 a.m. and shared that Superintendent Himmel and Linda Powers were unable to be in attendance. He reviewed public input protocol.

### **ADOPTION OF AGENDA AS RECOMMENDED BY SUPERINTENDENT**

Before the adoption of the agenda, Chairman Dodd announced that agenda item III C. 1) Approve the 2018-2019 Agreement Between the School Board of Citrus County, Florida and the Citrus County Sheriff's Office for Sheriff's Security Services, was pulled from the agenda.

Virginia Bryant moved to adopt the agenda as recommended by the Superintendent with changes; seconded by Sandra Counts and carried unanimously.

Ginger Bryant had opening exercises and read a short motivational poem followed by the Pledge of Allegiance to the Flag of the United States of America.

### **CITIZEN COMMENTS**

None

### **SCHOOL SUPPORT SERVICES, JONNY BISHOP**

A. Facilities, Construction & Maintenance, Eric Stokes

Approved the Study Recommendation by George F. Young, Inc for the Roger Weaver Educational Complex Evacuation Route (copy in supplemental file)

Jonny Bishop, Assistant Superintendent, invited Jerry Dabkowski, Traffic Engineer with George F. Young, Inc. to the podium to give a summary of the concept for the Roger Weaver Educational Complex Evacuation Route. Mr. Dabkowski presented a power point with a revised option for the emergency evacuation route that he

designed with the recommendations and feedback he received from the Board at the July 31<sup>st</sup> workshop, and explained the concept. Thomas Kennedy expressed some concerns and inquired about the possibility of using the emergency evacuation route as a parent pick-up loop for Lecanto Primary School. Mr. Bishop explained that the project was impact fee fundable and the use of the funds need to be congruent with the acceptability of using impact fees. Discussion ensued regarding future possibilities for Lecanto Primary School parent pick-up loop. Sandra Counts shared her concerns of getting busses out during an emergency situation. Mr. Dabkowski shared there would be a revision of the parking lot to have more directional traffic going both directions on all isles allowing better access to get out through two-way lanes. He shared that phase two of the project was putting in a roundabout at the south end of Educational Path. Discussion ensued regarding the roundabout and the cost of both phases of the project.

Ginger Bryant moved to approve the Study Recommendation by George F. Young, Inc. for the Roger Weaver Educational Complex Evacuation Route; seconded by Thomas Kennedy and carried unanimously.

B. Human Resources, Suzy Swain

Approved Instructional and Support Recommendations (copy in supplemental file)

Sandra Counts moved to approve the Instructional and Support recommendations; seconded by Thomas Kennedy. Ms. Counts suggested trying to make it easier for out-of-field teachers to get the endorsements needed to be able to provide better instruction. Dr. Scott Hebert, Chief Academic Officer, shared that the District was in the process of working on how to help support out-of-field teachers meet the Florida Department of Education's reading requirements. Chairman Dodd inquired about the number of out-of-field teachers and long-term substitutes. Mr. Bishop stated there were 143 out-of-field teachers, and out of the 143 there were 64 pending certifications and shared that the State is running behind in issuing temporary and professional certificates. He explained that a long-term substitute was a substitute that subs longer than 10 consecutive days. Suzy Swain, Director of Human Resource, shared that there were 45 long-term substitutes and about 30 of them were waiting to take the test to become a certified teacher. After further discussion, a vote was taken and carried unanimously.

C. Risk Management, Cheri Cernich

1. Approve the 2018-2019 Agreement Between the School Board of Citrus County, Florida and the Citrus County Sheriff's Office for Sheriff's Security Services (to be distributed) \*\*\* **Pulled from the agenda** \*\*\*
2. Approved the Interlocal Agreement between Citrus County, Florida and the School Board of Citrus County, Florida regarding use of facilities and payment of School Board Employees working at shelters

Thomas Kennedy moved to approve the Interlocal Agreement between Citrus County, Florida and the School Board of Citrus County, Florida regarding use of facilities and payment of School Board Employees working at shelters; seconded by Ginger Bryant and carried unanimously.

### **ATTORNEY, LEGAL MATTERS**

Approved Resolutions No. 18-2 and No. 18-3 Regarding School Safety  
(copy in supplemental file)

Wes Bradshaw, School Board Attorney, asked the Board if there were any thoughts or changes to Resolution 18-2. There being none, Sandra Counts moved to approve Resolution 18-2 regarding school safety; seconded by Ginger Bryant. Discussion ensued regarding a timeline for the Resolution. A vote was taken and carried unanimously.

Thomas Kennedy suggested that a letter be sent along with the Resolution to the Sheriff with a 30-day response time. After discussion, Mr. Kennedy made a motion to direct the Chairman of the School Board to send a letter to the Sheriff requesting a response within 30 days from the date of the letter; seconded by Sandra Counts and carried unanimously.

Attorney Bradshaw asked the Board if there were any thoughts or changes to Resolution 18-3. There being none, Thomas Kennedy moved to approve Resolution 18-3 regarding school safety; seconded by Ginger Bryant. Discussion ensued regarding the Guardian Program. A vote was taken and carried unanimously.

Thomas Kennedy made a motion to direct the Chairman of the School Board to send a letter with Resolution 18-3 to Citrus County Legislative Delegation, President of the Senate and the Speaker of House; seconded by Ginger Bryant and carried unanimously.

### **CITIZENS COMMENTS**

None

### **ANY OTHER BUSINESS THAT NEEDS TO COME BEFORE THE SCHOOL BOARD**

Ginger Bryant mentioned she attended Sheree Preston's retirement party and said it was very sad to see her leave.

Sandra Counts shared she was busy with SAEC meetings and was very impressed with some of the school improvement plans and their strategies.

Chairman Dodd mentioned that he will be with his son at school for "Dads Take Your Child to School Day" on September 26<sup>th</sup>, and that he was very impressed in the number of fathers who get involved.

## **ADJOURNMENT**

Chairman Dodd adjourned the Special Meeting at 10:38 a.m.

## **WORKSHOP**

Chairman Dodd called the Workshop to order at 10:57 a.m.

### **TOPICS:**

#### **A. Policy Review – Planning and Growth Management**

Policy 2.90 Tobacco Use in District Facilities (copy in supplemental file).

Chuck Dixon, Director of Planning and Growth Management, shared that Gloria Bishop, Director of Withlacoochee Technical College (WTC) identified a safety issue with students who smoke on the road during breaks. Mr. Dixon explained that to address the safety issue, a proposed exception to the Tobacco Use policy was created for adult students at WTC. Discussion ensued, and Mrs. Bishop was in attendance to provide more information and answered questions asked.

#### **B. Research & Accountability - Presentation of Citrus County's Five Goals, 5-year Strategic Plan (copy in supplemental file)**

Amy Crowell, Director of Research and Accountability, presented a Power Point showing the 2018 District Grade compared to the 2017 grade. She pointed out the components that made up the district and school grades and explained how they were calculated. Discussion ensued regarding ways to improve the school grades. Mrs. Crowell also gave an overview of the District's Five Goals which included High Student Achievement, High Learning Gains in ELA & Math, Close Achievement Gaps, High Graduation Rate and High Acceleration Participation and Achievement, and explained how the goals were charted and monitored. She shared graphs comparing the State's targeted goals versus the District's targeted goals and discussion ensued regarding strategies to push towards those goals. Mrs. Crowell pointed out that the District's goals were targeted to be higher than the State.

Dr. Scott Hebert, Chief Academic Officer, spoke about leadership in the schools and how it plays a very important role. He stated that with the right leader using the right tools and strategies can have a significant impact on instruction. He gave a quick overview of three pieces of leadership. National Institute for School Leadership (NISL), which focused on helping principals become strategic thinkers and instructional leaders; 5 Dimensions of Teaching and Learning (5-D Tool), instructional framework that looked at the elements of effective teaching; and Citrus Formative Assessment that utilized data to drive instruction and school-based strategy and provides specific feedback. Dr. Hebert stated the district was looking at how to help build the compacity of leaders within the district and was hopeful that model would help support the new leaders in the district in their new roles.

Trish Douglas, Director of Area Schools and Elementary Education, spoke on the district's elementary initiatives. She shared that last year a subcommittee was formed that consisted of several elementary school principals, literacy coaches and program specialists. The committee designed a 120-minute uninterrupted integrated literacy block and has been utilized at all elementary schools this year. Ms. Douglas gave an overview of all the components of the block. There was also a behavior transition unit at each elementary school. Ms. Douglas mentioned there has been an increase of severe discipline incidents which had been keeping students out of the classroom and missing instruction. She shared that another subcommittee had been formed which focused on how to help teachers and students on behavior. Each elementary school took a unit that has a teacher who was working with students and teachers in that classroom unit on proactive behavior strategies. Ms. Douglas explained the intent was to hone in on students entering school, kindergarten through 2<sup>nd</sup> grade, to teach replacement behaviors, routines in the classroom and help support a positive behavior approach. She gave an overview of all the components to this initiative.

David Roland, Director of Area Schools and Secondary Education, spoke about the secondary initiatives. He shared that the Ed Services team and other district administrators lead the schools through a facilitative process to identify what the schools wanted to work on and what needed to be worked on. Through that, all the schools have individual initiatives. Mr. Roland stated the secondary world was focusing on literacy and had been for the last couple of years. He shared that the high school level was a little below the state average with ELA Scores and the district was trying very hard to rise above that level. He shared that part of that plan was to put literacy coaches in all the high schools and last year the literacy coaches identified a plan to educate teachers on the rigor of the standards and what the lessons should look like in the classroom. Mr. Roland gave an overview of that plan and discussed some of the resources the district provided teachers. He spoke briefly about the Career Technical Education (CTE) program and some possible changes to provide better options. Thomas Kennedy expressed his concern on the 7-period day in regard to teachers. He asked if there was support for teachers who had never taught a 7-period day to help them utilize their time to help themselves and their students best. Discussion ensued regarding the change from a block schedule to a 7-period day and how teachers were adapting and the positive aspects of the change.

The board members requested progress monitoring to be sent to them every quarter.

## **ADJOURNMENT**

Chairman Dodd adjourned the Workshop at 1:03 p.m.

Douglas A. Dodd  
Chairman

Mike Mullen  
Assistant Superintendent