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School Board Workshop
January 19, 2010

Race to the Top Discussion

The Superintendent updated the School Board Members regarding the phone call from the State Department of Education and the Chancellor of Education to reconsider the decision made by the School Board at the last Board meeting on January 12, 2010, to not apply for the Federal Program, Race to the Top.

They suggested three options:

1. Send the Race to the Top Memo of Understanding with the Superintendent's signature.
2. Send the Race to the Top Memo of Understanding with the Chair's Signature.
3. Send the Race to the Top Memo of Understanding with the both the Superintendent and Chair's signature.

The MOU would have to be sent up today, January 19th, in order to meet this new deadline and forwarded to the Federal Government.

The Superintendent stated that he would not sign the Memo of Understanding (MOU) after the Board had voted no, that if there would be a change in that decision it would have to come to an advertised public meeting to discuss again and then have a second vote. The fact that the State asked the Superintendent to go against the Board's vote was extremely surprising and illegal.

This morning, before the workshop, the Superintendent spoke with Seminole County and found out that they had modified the MOU, which the Department of Education accepted. This was a "Command Action" for a placeholder for their county. Their Board had not voted on this as yet. Polk and Duval County also amended the MOU. The Superintendent was very surprised this was allowed. DOE stated the changes were to clarify the MOU and were not substantial. It was also found out that DOE extended the deadline date for Miami Dade. Details kept surfacing about other counties getting special flexibility. Counties were not treated the same. The Superintendent was clearly told by DOE that the MOU could not be modified.

The Board was very upset that DOE asked the Superintendent to sign the MOU after the Board had voted it down. They were also upset that other counties were given flexibility and they were treated differently. If they had known of the modifications that were made by other counties, perhaps they would have voted differently. The Board also wondered why the State waited until Saturday morning to call the Superintendent rather than calling after the deadline on January 12th. The Board was informed that there were community groups that knew about Seminole's modifications and believed the State was covering their tracks because they knew we would find out. The Board Members felt that the State has acted irresponsibly and suggested writing a letter to the Federal Government on how the State had handled the application process. The Board expressed that the Department of Education has clearly lost their focus on educating children and showed this to be true on how they have handled this process. The Board believes that again they would use the grant money to their advantage rather than giving it to the counties as it was meant to be; that they would use the money to fill holes in their budget again.

After a lengthy discussion, a call came in from the DOE, which stated that we would have to redo the grant application in order for it to be accepted and hand delivered today. That was an impossible task and Superintendent stated that it would not be done. The Superintendent stated he would get the Seminole MOU to the Board for their information so they could see exactly what was modified.

The last question asked was regarding the influx of Haitian children due to the earthquake and if the State has offered any financial support. The State had not called to offer any help to the counties that will be taking in Haitian children into their schools. The Board was not surprised.

Policy 5.9, Anti-Bullying

Staff came before the Board to give them an update on the Anti-bullying Policy that was implemented last year and what staff has learned.

Over 97% of instructional staff has been trained on the Anti-bullying policy. Over 77% of students reported that teachers or other school staff told their classes about bullying and were knowledgeable on how to report a bullying incident. Bullying incidents are being reported at middle and high schools, but staff stated that there still needs to be work done at the elementary level on helping those students.

The most common reported types of bullying were name-calling, spreading of rumors, or hitting or throwing something. This finding is consistent across elementary, middle, and high schools.

The most commonly reported area where bullying occurred was in the classroom, followed by the hallway and cafeteria.

Out of 3,947 incidences reported, 837 cases were found to be true cases of bullying. A bullying incident has to have three components: repeated bullying action, balance of power, and it must be purposeful. Even if an incident is unfounded, it is still recorded and if there are repeated offenses that would show that a bullying incident has taken place.

Our community and staff have joined together to learn and be aware of bullying. This is an initiative through the Safe School Grant. There is a beginning effort to get out to educate the community. Family strengthening is the key to reducing bullying.

There are many challenges on following procedures on bullying incident reporting.

- Adherence to timelines for reporting incidences.
- Help schools to understand prevention designee vs. investigative designee, their roles and responsibilities.
- Documentation and making sure that everything is written down and copies are kept.
- Finding a safe spot to put the Anonymous Reporting Box; suggesting it be placed at a single point entry.
- More focus on the bystander and educate students on how to report safely.
- Seeing an increase on adult on adult alleged bullying and working with the area offices and EEO on how to handle these incidences.

A further challenge is the elimination of the Safe and Drug Free Schools funding, which pays for Prevention Department staff, 12.5 positions. The District is looking for further funding for this department.

Board Members wanted to be assured that all schools are receiving consistent training and the handling of investigations are the same. Staff advised the Board that there will be extensive

training this summer to all administration on the monitoring and handling of investigations. It always comes down to the fidelity of implementation. Board Member stated that at some schools, people who are not a certified guidance counselors are implementing the bullying lesson plans. It is suggested for next year to make sure this does not happen; to share guidance counselors so that anyone without a degree is not implementing the lesson plans.

Board Members agreed that the number of emails they had been receiving has significantly decreased. It does look like the bullying policy and procedures are working.

Board Members requested that staff ask student government what they thought would help in regards to the bullying policy, reporting incidences in a safe place, and getting bystanders more involved.

It was requested to establish a link from the school's web site to the anti-bullying website for reporting incidences.

It was suggested that the teachers who are over large groups of students, such as band and drama, receive further training. Also Title I schools, which has parent involvement, is a great avenue for further training for families. In regards to cyberbullying, staff is requested to add voyeurism, as stated in the Florida Statutes.

Staff went over the policy changes and recommendations to provide further examples to clarify definitions and policy requirements, to apply lessons learned, and to address questions that have or may come up.

The School Board Members asked what else they could do to support this initiative. Staff thanked the Board for the support they have given and stated that it is in the continued conversation at schools and communities that is doing the most good. Also, very important, encouraging parents to follow the procedures established for reporting.

Board Members agreed that it is their duty to find the funding for this preventative program. With the economy as is it, we are dealing with a very fragile society.

Pre-K/Head Start Programs Updates

The School Board was first updated on the status of the District's Head Start Program. The District was reviewed a month ago and was given high marks on the progress that has been made regarding the audit that was done, its findings, and how they are being addressed. A written formal report is forthcoming to the School Board Members.

Staff gave a presentation, which summarizes the implementation of Broward County's new vision for its Preschool Programs to be aligned with the K-3 Educational Standards. All grant works are now working together towards the same goal to prepare our little ones at the beginning so they will have preliteracy skills once they enter kindergarten.

The benefits of combining all grant works toward the same goal are:

- Increased participation in research proven professional development such as Opening the World of Learning (OWL).
- Development and implementation of Pre-K Instructional Focus Calendars for reading and math.
- Continued funding due to the submission of highly competitive grant proposals, which incorporate elements of this initiative.
- Quality Improvement Supports Procurement - proposal will be submitted in January 2010.
- Florida First Start - renewed contract continued

- Early Reading First - new application will be submitted in February 2010
- Early Head Start - remodeled classrooms
- Head Start - new curriculum and comprehensive dental services (x-rays, cleaning sealants, and fluoride treatment.)

Board Member stated that private providers are really looking for this. The Chair pointed out that private providers might not have certified teachers so it would be non-certified instructors who would use these lesson plans. Staff stated that through the Early Learning Coalition (ELC) private providers could be encouraged to have certified teachers. Once data is collected, it was requested that there be a presentation be given to ELC. Board Members also wanted to ensure that the Pre-k program is copyrighted before offered to other entities.

Board Member had the following requests.

- Board Member requests a 1-2 page update regarding the Family Resource Centers, which cares for birth-3 year old children, and where that program is today.
- Staff is requested to include Character Education in the Title I Head Start mandated parent training.
- Staff is requested to look at the K-2 model with no grades and look at the data. Board Member would like an appointment with staff to further discuss this model.
- Process to discovering SLD students earlier in their learning years.
- Board Member would like staff to send her the matrix of fees for the Pre-k schools, due to the models having certified teachers fees have not been reduced.

As we approach a new strategic plan, there will be an increase in promotion standards in kindergarten, 1st, and 2nd grades, and the development of comprehensive professional development to connect parents with school faculty that will result in student achievement.

Material for this presentation can be found on the eAgenda January 19, 2010 workshop.

The bullying policy and presentation can be found on the eAgenda January 19, 2010 workshop.

Policy 1341, Use of School Facilities

Staff came before the School Board to discuss Policy 1341, Use of School Facilities, proposed changes, review and update of the fee schedule, and how the use of schools has changed over the years.

A collaborative group of staff members were requested to bring the policy up to circumstances of today. The changes are not major, but adjusted to today's reality. Staff went through the proposed changes and the rationale. It is recommended that adding the following disclaimers would strengthen the policy.

- Any group that rents our facilities is not endorsed by the School Board in any way.
- If determined inaccurate information is presented for the rental of a facility, the District reserves the right to terminate any lease.

Board Members were informed that the Use of Facility application form is now centralized and can be downloaded. Previously, forms came from the schools and were not uniform across the district. Everyone will be using the same form.

The fee schedule was discussed. Many people do not understand what makes up a fee and the expenses that are entailed at today's costs. The School District is a non-profit organization. Fees recapture costs only. The policy states the fee schedule will be brought forward for review not less than once a year and brought to the School Board for approval.

There is a concern that the new fee schedule will keep some groups from holding their meetings at a school facility, because they cannot afford the costs, such as the Girl Scout Groups. Staff is requested to consult with the groups that use our facilities and get their feedback on the fee schedule. If the power and the janitor is already there, there should be an adjustment to the fee they pay in comparison to a group using a facility on a weekend when there is no power or janitor on site. It was also suggested that a letter announcing any rate hike go out to the groups that use our facilities, so they can plan on whether or not they will be able to continue to use our facilities.

The Board was informed that allied groups such as the PTA and SAC/SAT groups also have to complete an application for the use of a facility and are not charged a fee. It was requested to add allied groups to the fee schedule for clarification regarding fees. It was also suggested that these groups do a once a year application to eliminate excess paper processing. Staff stated the area offices would process the applications to remove any added burden to the Principal of the school. There is a concern regarding the use of our facilities during the summer for ESE summer camps. An RFP is done for the camps, but there is a concern that there is an interval of time, which they would be charged more or the facility will not be available. Staff is requested to look into the summer camps to make sure the facilities are available and they do not incur extra charges. There have been complaints that the facilities that have been leased are not available. Staff is requested to look into this. Staff did point out this policy is not applicable to vendors who are awarded contracts as a result of a school district RFP, such as the summer camps, before and after care or before and after tutorials.

Another question was about the use of facilities for internal school functions such as the All County Band. There should be a fee schedule for internal functions and they should not pay more than an external group.

The question was raised as to where the fee dollars go. Do they go back to the school or do they go into a general fund? As an auditing process, the Board would like to know and request staff to give them that information.

Material for this presentation is available on the eAgenda January 19 2010, workshop.

Policy 1002.1, Office of the Chief Auditor

Staff brought Policy 1002.1 for a final review by the School Board before it goes for approval at a School Board Meeting.

The recommended changes from the September 29th workshop have been reflected in the policy and are listed below.

- Clarify all parties/departments that may be subject to an audit.
- Giving of notice to SIU and the Superintendent of any audit irregularities that are reported to the law enforcement agencies.
- Clarify procedure for monetary loss - update policy to clarify required internal practice.
- Draft audit reports -Revised procedure for release of final audit reports.
- Clarify procedure for follow-up. The current workshop follow-up format will be used. The Superintendent and Chief Auditor are responsible to hold audited departments accountable and to follow-up to make sure recommendations have been addressed. The policy is updated to clarify required internal practice.

There were no further recommendations made by the School Board at today's workshop. Material for this presentation is available on the eAgenda, January 19, 2010 workshop.

Budget/Legislative Updates

Staff gave a presentation to update the School Board on the Capital Plan, property values and the Operating Budget.

The Governor usually has a proposed budget at the end of January, but that has not been done as yet. School budget conferences will be held in March. There will be a change in the budget process for 2009-10.

Historically, the Budget Office revises school budgets in January based on increases or decreases in the number of students reported in the October FTE survey.

For this year only, finance staff is proposing that schools with a decrease in the number of students in October be rebudgeted. Schools that increased their number of students would not rebudget. This will create a pot of money that can be used to partially offset the state mid-year holdback. The balance of the holdback will come from cuts to department budgets.

As a hard budget freeze is being implemented throughout the district, schools and departments will not be able to spend surplus dollars.

Capital Plan

In August 2009, the School Board adopted the 5-Year Capital Plan. There is a projected shortfall of another \$18 million for Capital Outlay Funded Positions this year. That shortfall grows to \$47 million by next year. This equates to 475 maintenance positions, which are funded by the capital budget.

A plan was proposed to offset the shortfall for the \$47 million.

-Terminate all design agreements for projects, which were removed from the Capital Plan. Staff is requested to send the Board a list of those projects.

-Sell unutilized land, which will minimize reducing positions. Staff is requested to look into auctioning the land or lease the land/buildings. Staff is requested to supply the Board with the appraisal costs of these properties.

-Other capital expenditures will be realigned.

It is important to note that these solutions represent one time money and that a permanent solution is still required.

Property Values

In December 2009, the State Legislature's Office of Economic and Demographic Research released property value projections that were down by 16% from the numbers projected in March 2009. This translates to another \$75 million loss for the School District over the next 5 years. The School District has no bonding capacity at this time, but does continue to have a good credit rating. The District needs to continue to lobby the State to restore the Capital Millage Rate to the full 2.0 mills.

The State will provide another update of estimated property values in March of this year.

Capital Funding priorities used for the last 5-Year plan were: safety, maintenance, and life cycle replacement. This year's priority needs to be people. The School District has come to a point that it must keep the District's maintenance staff or it will be a very difficult time maintaining schools. The School District wants to keep as many people as they can, to keep maintenance people employed.

Operating Budget

The District expects a mid year budget holdback from the State of approximately \$5.6 million due to the state under projection of FTE dollars. The School District will continue a purchasing and employment freeze. The Federal Government is discontinuing funding for the Safe and Drug Free School grant. This will have severe consequences to the School District's prevention work during a critical economic time. Another \$100 million State reduction is predicted for next year.

Cost saving suggestions were made in regards to the continuing loss of State dollars.

-It was requested that staff look into centralizing teacher specialists, such as music and art, so that they can be rotated or shared in areas. Schools could have half a year of art and half a year of music. These models are being looked at.

-The District will be looking at Vista Health Insurance to rebid and any other companies that would like to be included in the bid process.

-The Facilities Task Force brought forward several cost saving suggestions. The Board requested the opportunity to look at these suggestions and to be informed as to why they were or were not accepted.

The Board is happy we are setting priorities, and as long as we do, we will continue to perform satisfactorily. The Superintendent will continue to update the Board and is confident the School District will come out on top.

Material for this presentation is available on the eAgenda January 19, 2010 workshop.

School Board Members Requests for Workshop Items

The Chair stated that there are many heavy issues scheduled on the workshop agendas. There are important topics and there are critical topics. The Chair and the Superintendent will meet in the near future to discuss workshop agendas and time limitations on the presentations. The Chair suggested that Board Members get with staff individually, before the presentation is made at the workshop, to answer any questions or concerns they may have in order to reduce the time spent at the workshop. It was also suggested that on controversial items such as Policy 6000.1, Student Progression, the Board would receive the presentation two weeks in advance. Board Member felt that it was difficult to read the material and get with staff in just one week before the meeting. Board Member also asked about the Drop Back In presentation and when would that be rescheduled.

JFN:jd