

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS**

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**School Board Workshop  
August 11, 2009**

**Superintendent's Evaluation 2009-2010**

Dr. Bill Mathis, Management Psychologist, facilitated the Superintendent's 2nd annual evaluation. Mr. Notter was appointed Superintendent in 2007, approximately a year after becoming the School District's Interim Superintendent. Mr. Notter has been an employee of Broward County Public Schools for 23 years.

Dr. Mathis assisted the Board in developing a new evaluation instrument and process, which was used in 2007-2008 and this year and included a significant number of focus groups, to assist in the "360-degree evaluation." The focus groups had nearly 80 participants which included: parents, instructional staff, business sector, community representatives, Executive Leadership Team, non-instructional staff and labor leaders. All focus group participants were selected by Board Members as knowledgeable and trusted representatives. Responses from the focus groups helped validate the Board's rationale on how they themselves scored the Superintendent. A summary of the results is contained in the evaluation document.

Dr. Mathis went through a summary of all focus groups' comments and then the Board Members' comments were reviewed, all which had similar themes. The Superintendent received high marks for helping steer the school district through difficult times. This was a year filled with change and financial challenges. Many agreed that he is an excellent leader, responsive to the Board. All groups thought that the District needs a better public relations strategy. There should be more positive articles done on the accomplishments of the School District and defuse misinformation promptly. The new person hired for that position would be the key in bringing this goal to a reality. It was suggested that the new Public Relations & Government Affairs Executive Director should be like the White House Press Secretary, having a daily or weekly press conference giving good news about the School District and information regarding events that are scheduled. He/she should be very visible.

Another comment made by several representatives was establishing a better working relationship with the Broward Teachers Union (BTU). It was suggested that they be included in more conversations with the Board Members, not just during employee negotiations.

The Board Members also wanted more time with the Superintendent and requested specific time be scheduled for them on a regular basis. They all agreed that this Board works well together and would like another retreat for them and the Superintendent to go over what has occurred this past year and get ready for the challenges coming this year. They look forward to the Superintendent's leadership and recommendations in dealing with the "new normal" in schools. They all said they have a huge respect for Mr. Notter volunteering a \$26,000 pay cut from his yearly compensation, which demonstrated great leadership in a time of financial challenges.

The Superintendent was congratulated on his accomplishments during the turmoil of the financial crisis this year such as the new Drop Back In program designed to increase our

graduation rates and keep students in school and Special Education moving in a whole new direction making this District a role model in this venue, just to name a few. Improving the graduation rate must be a priority and to place more emphasis on the graduation rate of the black male student.

Board Members unanimously agreed to extend the Superintendent's contract for three more years, with a fourth year added if he receives another positive review in 2014. The Superintendent's contract will be brought to the August 18th School Board meeting for approval.

The Superintendent had some final comments to make regarding the coming year. Public relations and communications, external and internal, will help this school district and will also be a challenge. Marketing, making us more customer friendly, is a priority.

The School District will continue being a 24/7 learning environment for our students, teachers and employees using virtual school, BECON, teacher, student, and administrative portals.

Economic recovery is the "new normal." We are no longer a county of rapid growth. We are a mature county with a stable population and must continue to keep a healthy vibrant education.

A huge challenge is Differentiated Accountability, which is a program from Tallahassee and is hurting our kids. The State is changing the grades of our schools, which makes public schools look bad. Staff must ensure that our Principals are informed so they talk with their communities to educate them on what this mandated program is doing to our schools. You cannot be a finalist of the most esteemed Broad award and be a bad School District. Communities need to understand that the State may have changed our grades, but our students have not changed. We are still one of the top School Districts in the country.

The Superintendent stated that he would continue building a sound relationship with BTU however; we are in a new world driven by teacher accountability through the Differentiated Accountability Act. The Superintendent stated that he would work towards having the President of the Broward Teacher Union stand with this School Board speaking collaboratively for the continued success of this School District.

The Superintendent thanked his Executive Leadership Team for the sacrifices they have made and the quality support they have given him during these challenging times.

The complete evaluation is available on the eAgenda August 11, 2009 workshop.

### **Alignment of Policies 5004 with Policies 5001 and 5003**

Staff came before the Board to discuss the alignment of policies 5004, Magnet Programs; Policy 5003, Nova Schools; and Policy 5001, Reassignments. The policies govern student enrollment and parental options. It is desired to create a unified Innovative Programs Policy. This will allow stakeholders to easily find and use the components of all of the policies regarding reassignments, Nova Schools, Magnet programs, Innovative programs, and NCLB, all at the same location.

Staff's recommendation is to repeal the existing School Board Reassignment Policy 5001, Nova Policy 5003, and the Magnet Policy 5004, in their entirety. This will enable the District to create a unified policy that aligns the new Innovative Programs with Nova Schools, Magnet Programs/Schools, Reassignments and NCLB. The presentation gave quick overviews of these policies and proposed calendar timelines. Staff will work collaboratively with Public Relations & Governmental Affairs, parents, businesses, and community partnerships to ensure all

stakeholders have accurate information regarding the Innovative Programs policy transition. Innovative Programs will be further discussed at the September 22nd workshop.

Board Members had a discussion regarding Nova Schools and had a question regarding whether they should be included in the policy for Innovative Programs. Nova at one time was known for being an educational laboratory offering new teaching techniques. Now it is a school of choice for parents. An application is filed and spots are awarded through a lottery. To ensure there is no under enrollment of other Broward County schools, a rule that no more than 5% of students in any one TAZ shall be assigned to any one of the Nova school levels. Board Members discussed this rule and decided that it should be removed. Board Members also requested that staff check on the transportation for Nova schools and if students living less than 2 miles receive transportation. The Board suggested changing the name of the new policy to schools of choice, which then would encompass Nova schools.

Board Members had several requests/suggestions:

- Hallandale High School, sister school to Pompano High School, should have comparable programs.
- Duplicate Nova Schools' success story in another part of the county.
- Place an innovative program at Coconut Creek High School.
- Prioritize enrollment for innovative programs: first, military families; second, siblings; third, Broward Public School students; fourth, private school students.
- Change the reassignment policy regarding programmatic and hardship cases to be approved first.
- Reassignments must have clear language regarding being approved at one school does not mean that the student will automatically be able to go to the middle and high school.
- Take a close look at left over magnet programs, ones that are not an innovative program.
- Academy of Finance, funded career technical program. Please take another look at that and see if it falls into the innovative program definition and application process. Is this an industry certified program?

The new Innovative Programs policy will be brought back to the September 22nd workshop. Material for the presentation is available on the eAgenda August 11, 2009 workshop.

### **2008-09 Update to the Citizens Concerned About Our Children (CCC) settlement**

Staff gave a status report on the CCC Settlement agreement indicators and targets. All schools in Broward County have met 81% of all indicators. At least 90% of Schools have met 87% of all indicators.

-Condition 1, Textbooks. This is the first year that 98.1% meets textbook to student ratio in schools. This means that 98.1% of students have school textbooks for core classes. This does not include elective class textbooks. The goal is when school starts this will be 100%. This would mean that all students have textbooks at the start of school. This year the State approved electronic textbooks for books at home. Students can take home either a book in print, CD, or access it online for each course that uses a textbook. Staff is continuing the collection of outstanding textbook obligations to retrieve the cost for lost textbooks.

Other conditions discussed:

- Condition 2-Technology. Five of six indicators have been met. Indicator 2.4, Public Support Technology Funds, is not applicable.
- Condition 3-Standards of Service. All four indicators have been met.

-Condition 4-AP and Honors Courses. All five indicators have been met. The District exceeded the standard of six required core courses. Participation in AP courses is increasing for all subgroups.

-Condition 5-Athletics/Extracurricular Activities. Three of four indicators have been met. This indicator will include core activities and clubs and will allow schools to now offer a range of activities of their choosing.

-Condition 6, Media Centers. Five of eight indicators have been met. This indicator requires that no more than 50% of the media center collection will have publication dates older than 15 years. Due to the financial crisis and no funding, books have been removed, but have not been replaced. It is noted in the CCC Report that the ability to reach this indicator compliance will be negatively impacted due to insufficient funds. Staff is requested to give support to the media staff in regards to which books can stay and which have to be weeded out. Staff is also requested to find out where the discarded books go. There are many groups of people in need of books in good condition, which could be donated.

-Condition 7, Disciplinary Actions. Five of seven indicators have been met. There has been significant improvement to the Discipline Matrix compliance. 2007-2008 it was 38.3% in compliance. 2008-2009 it is 80.3% in compliance.

-Condition 8, Five-Year Capital Plan. All five indicators have been met. The budget loss has significantly impacted capital revenues in the Five-Year Capital Plan. Projects totaling \$1.8 billion have been removed from the last Five-Year Capital Plan as a result of the reduction in State revenues.

-Condition 9, Student Reassignment. This has been met using policies 5000, 5001, 5003, & 5004 multiple criteria.

The complete CCC report and presentation are available on the eAgenda August 11, 2009 workshop.

### **Job Description-Executive Director, Professional Standards & Special Investigative Unit**

This item was deferred from the August 4, 2009 Regular School Board meeting for further discussion at today's workshop. Board Members discussed the job description for this position and gave their suggestions for the qualifications.

Board Members suggested requiring law enforcement or internal affairs background and experience. Other requirements suggested are having knowledge of labor union negotiations and contracts, Florida legislation labor agreements, State Board of Education Administration Rules, a degree or certification in leadership, and investigation experience.

The Superintendent did not want to make the applicant pool so restrictive that there would be few applicants applying. Also, the department's structure is coming up for review by the School Board and Board Members suggested dividing the position into two positions, Professional Standards and Special Investigative Unit with two directors at a lower pay grade.

After much discussion, it was decided that until the Board knew how this department would be structured the job description could not be determined. It was decided to defer this discussion until the September 22nd discussion regarding the process for employee investigations.

The job description, as presented to the Board at today's workshop, is available on the eAgenda August 11, 2009 workshop.

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