

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**  
**DIVERSITY COMMITTEE MEETING**  
**January 7, 2016**  
**Summary Minutes**

**Members Present**

Harve Brosten	Charlie King
Rebecca Dahl	Esther Mizell
Susan Edwards	Ernestine Price
Andrea Gundersen	Michael Sirbola
Reverend Luc Harrigan	Bryan Wilson
Lillie Harris	
Naima Khan-Ghany	

**Members Absent**

Gaspar Garcia  
Beverly Perkins

**Student Support Initiatives Staff:** Latricia Lauture

**Diversity, Prevention & Intervention Staff:** Carolyn Salters; Marion Williams

**Parliamentarian:** Patricia McDougle

**District Staff:** Tresha Fletcher, Diversity, Prevention & Intervention (DPI)

**Guests:** Frankie Rosso, Press Secretary, State Representative Shevrin D. Jones  
Felicia Armstrong, Plantation Unit of Parliamentarian

**CALL TO ORDER**

The meeting was called to order at 6:38 p.m.

**ADOPTION OF THE AGENDA**

The agenda was adopted as revised.

**PRESENTATION BY TRESHA FLETCHER**

Anti-Bullying Policies and Procedures in Broward County Public Schools (Policy 5.9)

Handouts were distributed to the Committee. **Ms. Fletcher** informed the Committee that the Policy is currently going through revision. Since the adoption in 2008 there have been different types of bullying that need to be added to the Policy. **Ms. Fletcher** shared that the training modules, as well as the policy are located on DPI's website at, <http://www.browardpreventions.org>. Trainings are updated annually. Students, teachers and staff are trained annually. Parents are trained during their open house events at each school at the beginning of the year. **Ms. Fletcher** mentioned that each school has a prevention liaison. The liaison works between DPI and their school to make sure that the anti-bullying Policy information and trainings are implemented and students and teachers are aware of what to do when bullying occurs. **Ms. Gundersen** stated that her concern is the consistency of the definition of bullying from school to school. She asked, "What is the District

doing with following-up with the leadership (principals and vice principals) to make sure they have workshops to have consistency throughout the schools?" **Ms. Fletcher** explained that "there was a workshop held at the beginning of the year with the administrators across the District surrounding anti-bullying and the discipline matrix. Consistently, across the District everyone received the same training. **Ms. Gunderson** asked, "What recourses do parents or children have if they go to the teacher and the principal is not classifying teasing or cyberbullying as if it has not elevated to physical then it doesn't really elevate to their attention?" **Ms. Fletcher** stated, "All adults in the schools are mandated reporters. If a student informs an adult that they are being bullied, the adult is mandated to report it to the investigative designee who is the administrator, AP, or principal." Once the investigative designee has received a complaint they are mandated to start an investigation. They do not have a choice not to do the investigation. Once the investigation is done and within 10 days a response is given to the parents. If the parents do not like the outcome, they have a right to appeal. There are two levels of appeal; well, actually three." **Mr. Sirbola** asked, "What does the training look like for teachers?" **Ms. Fletcher** stated, "There are various types of training. The trainings are done online via DPI's website. A face to face training is available upon request." **Ms. Harris** asked two questions, "Do you have a zero tolerance policy and is it stated?" "What is the procedure for dealing with gang bullying when it is involving more than just one on one type situation?" **Ms. Fletcher** explained that "Bullying is not just a one on one situation. Bullying is a situation; it's an event that occurs. The Policy states, "Anyone involved." Therefore, if you're one person and there are ten people bullying you everyone involved can get consequences. This is why you have the policy and procedures in place." **Ms. Harris** asked, "Is there a zero tolerance policy and is that stated?" **Ms. Fletcher** stated, "Zero tolerance is different from the anti-bullying so I am not going to address that question. I don't want to answer the question and provide you with a wrong answer." **Ms. Harris** mentioned that it is mandated that administrators have to report when a student informs them of being bullied. **Ms. Fletcher** answered, "Correct." **Ms. Harris** commented, "It kind of plays into zero tolerance in that they have to report it." **Ms. Fletcher** responded, "Absolutely." **Ms. Harris** asked, "What would be the consequences if they don't report it?" **Ms. Fletcher** stated, "There would be consequences but they would need to know about them". **Ms. Harris** asked, "If a student or a parent calls and says that they reported bullying to a particular administrator and they (the administrator) did not report it and you have that type of information, what would be your actions?" **Ms. Fletcher** replied, "Our next action would be to see why it wasn't investigated". **Ms. Harris** asked, "What would happen to an administrator whom is mandated that did not report bullying after a student or parent reported it to them?" "What would be the consequences to that administrator?" **Ms. Fletcher** stated, "After an investigation and they find out the administrator did not follow protocol, then, it is handed to their supervisor." **Ms. Fletcher** said, "She does not handle discipline for administrators and would have to hand it out to the Office of Service Quality." **Mr. Wilson** asked Ms. Williams, "Would you talk about how that would look?" **Ms. Williams** stated, "The consequences for an administrator are different from the student." "Is there a punitive consequence for the administrator who continually refuses to report?" "That is the clarity of the question that goes to the Office of Service Quality for that administrative office. I would rather refer this question to Ms. Pope." **Mr. Wilson** said, "There is a discipline matrix for students." "What is the matrix for administrators?" "If one exists, the Committee would like to see it. If it doesn't, the Committee would like to know because that's

something we might want to consider affecting.” **Ms. Edwards** asked, “How long does the bullying record stay with the student?” **Mr. Wilson** asked Ms. Fletcher to answer for the bullied and the person doing the bullying. **Ms. Fletcher** explained, “When a complaint is given, it is investigated; then, there is a response either substantiated or unsubstantiated. If it is substantiated, that means a consequence is given and that particular person who will receive the consequence will have something on their record. **Ms. Edwards** asked, “For how long?” **Ms. Fletcher** says, “It follows them for that year for the bullying. The records can only be seen by internal agents within the District.”

#### **APPROVAL OF SUMMARY MINUTES**

The summary minutes for November 5, 2015 were approved as presented.

**Ms. Mizell** stated the correction in the November 5<sup>th</sup> meeting was not corrected as she previously noted at the last meeting. The summary minutes for December 3, 2015 were postponed to February 4, 2016 meeting.

#### **CHAIR’S REPORT**

**Mr. Wilson** thanked Ms. Dahl for being Chair last month. He believes that everyone is on board to have a presentation each month. **Mr. Wilson** feels that the Committee is breaking down the wall between staff and community members. **Mr. Wilson** explained two ways on how to bring an issue on to the agenda: an item can be brought up at the Good of the Order. A motion must be made and seconded; a member can either email or call staff before the Chair/Vice-Chair meeting requesting an item is added to the agenda.

#### **VICE-CHAIR’S REPORT**

**Ms. Dahl** shared that next Tuesday the Board Workshop has important items on the agenda: choosing a new counsel; new technology and boundaries.

#### **EXECUTIVE DIRECTOR’S REPORT**

Designee: **Ms. Williams** distributed “The Right to Appeal Process” flowchart. A brief explanation was given to the Committee. **Mr. Wilson** asked, “Can a parent submit a written statement to request an appeal?” **Ms. Williams** said, “Yes.” **Ms. Harris** asked, “Do the parents get notified before the discipline is going to be?” **Ms. Williams** stated, “The parent receives a phone call of the child’s actions and consequences. The parent can accept or start the discipline process.” **Ms. Harris** asked, “Is there an official complaint form that a parent can fill out?” **Ms. Williams** stated, “There is a process but not a form.” **Ms. Williams** suggested, “It would be a good recommendation to have a form if the committee feels that it is an essential piece.” **Mr. Wilson** said, “Once we receive some answers on how administrators and teachers are held accountable for their reporting, it will likely merit some sort of resolution from the Board.” **Ms. Williams** asked, “Do you think the process would be appropriate if a form was created to go with the flowchart?” **Ms. Harris** commented, “It would be a big step in making it much better and more tangible.” **Mr. Sirbola** asked, “What about Charter Schools?” **Ms. Williams** stated, “Charter schools have their own school board. They are not bound by this set of School Board members or any policies and

procedures that are passed. The School Board does not oversee their schools or personnel.” **Ms. Mizell** asked, “How well are the code of conduct and the matrix being reached and addressed since all parents do not have internet?” **Marion** suggested, “The Committee should recommend, through their annual report, that hard copies be distributed to students/parents equally across the District.”

### PARLIAMENTARIAN REVIEW

None given

### GUEST SPEAKER

Frankie Rosso, Press Secretary, Florida Representative Shevrin D. Jones

**Ms. Gundersen** explained her concern regarding internal suspension. She stated, “The children are basically languishing in those internal suspensions, not really utilizing the time effectively. There should be some productive use in it. This is why she requested Representative Jones because he was in the process of drafting legislation regarding that exact issue.” As a result, **Ms. Gundersen** requested Representative Jones or someone from his office come and speak on what is being proposed. **Ms. Rosso** stated, “She will discuss a few key points regarding Mentorship, raising Student Achievement, as well as Student Programs. **Ms. Rosso** explained, “Representative Jones is currently trying to pull some bills because he is only allotted six; unfortunately, the Suspension Bill was one in which he pulled. However, he plans on filing it for next year. Nonetheless, he is still doing a lot in the education sector. He filed House Bill 903 which has to do with Testing and Accountability. His goal with this Bill is to not use student test scores against them for the sake of promotion. The goal is to create more retention to the schools and higher passing rates. The summary of Bill 903 is as follow: *Suspends the use of FSA results for certain purposes for specific school years. This Bill provides determination for promotion or retention of grade 3 students requires grade 10 students to earn, score and meet specific graduation requirements; suspend school grades for specific school years. The Bill also implements new school grading system.* The Bill is currently awaiting to be reviewed by some committees. **Ms. Gundersen** said, “She did not ask about the grading or test scores. She was interested in the criteria of the Bill that he literally pulled and has tabled. **Ms. Gundersen** asked Ms. Rosso to provide highlights of the Bill that was pulled because if he can’t do it from a legislative area, maybe there might be components that, as a Committee, we could locally institute some of the components.. **Ms. Rosso** stated, “She would gladly take suggestions/notes back to Representative Jones. However, unfortunately, she was not aware that the Committee wanted information on IS.” **Mr. Wilson** asked Ms. Rosso for a summary of Representative Jones’ concerns with in-school suspensions. **Mr. Wilson** clarified the work of the Committee. He stated, “The Committee pass resolutions that go directly to the School Board to encourage them to make changes to the School District and Policies. In echoing what Ms. Gundersen said, if he has a great idea about in-school suspensions we can package that, take it to our school board, and even if he can’t get it across the State, maybe we can get it here in Broward County.” **Ms. Rosso** stated, “His idea was to create a joint system where a student in internal suspension can receive assignments and actually do work. Representative Jones wants internal suspension to be a safe haven for students to get

information and resources that they need. The Bill was pulled because of funding and test scores." **Mr. Wilson** asked, "Would your office be able to supply them with some recommendations on how Broward County could better use in-school internal suspensions for the betterment in particular urban youth?" **Ms. Rosso** stated, "The main thing is getting teachers involved in what is going on inside the student internal suspension program." **Mr. Wilson** asked Ms. Williams, "Do you have any updates or information on discussions being held in the District on how to improve in-school suspensions as a time of learning as opposed to stagnation?" **Ms. Williams** stated, "There are discussions within the schools. Some schools are trying to minimize internal suspension in lieu of afterschool and Saturday suspensions." **Ms. Rosso** mentioned that Bill 625 was pulled yesterday. Bill 625 Student Discipline reads as follow, "*It provides as a definition of the word suspension requires school districts to establish success centers for students who receive out-of-school suspension; provides requirements for success centers & teachers assigned to success centers; authorizes certain students be assigned to success centers.*" **Ms. Rosso** went on to address Mentorship. She explained that aside from being a state representative, Shevrin Jones also has an organization called L.E.A.D where he mentors students. Ms. Rosso stated, "Mr. Jones has a summit that he does which is called South Florida Youth Summit. With every summit that he conducts he usually targets different audiences. He currently has a new initiative which is a College/University tour." **Ms. Dahl** asked, "What cities does Representative Jones represent?" **Ms. Rosso** stated that Representative Jones represents District 101 (southern most Broward District) covers six cities. All of West Park and Pembroke Park, east Miramar, west Hallandale, east Hollywood (right before Stirling), and Pembroke Pines (east closest to Miramar) and parts of Dania. **Mr. Wilson**, "Thanked" Ms. Rosso.

**Motion by Ms. Gundersen, seconded by Ms. Price: "I move to request Rep. Shevrin Jones to provide Diversity Committee w/an outline of components of his Internal Suspension Bill HB625 that was pulled and provide some guidelines that our Diversity Committee could use to then draft and propose to BCSB some local guidelines to provide our students w/a productive learning environment during IS for positive reinforcement to empower our students not denigrate them as a proof of concept program." Motion passed unanimously.**

Motion to extend by 5 minutes made by **Ms. Harris** seconded by **Ms. Gundersen: Motion passed.**

**Motion by Ms. Harris, seconded by Mr. Sirbola: "I move to make a resolution that an official Broward County Schools' generated form be included in the appeal process as the first level of the appeal process flowchart and that this form is tracked and noted in the teacher's file as a complaint". Mr. Wilson added a friendly amendment "that it be with that form and also available online." Motion postponed to the next meeting seconded, by Ms. Gundersen.**

#### **UPCOMING DIVERSITY SITE VISITS**

**Ms. Dahl** reminded the committee of the January 13th site visit. She asked a show of hands of who will attend: Ms. Price, Mr. Brosten and Mr. Sirborla

**REVIEW OF INDICATORS**

Topic not addressed

**GOOD OF THE ORDER**

None

Meeting adjourned at 8:39 p.m.

**The next meeting is scheduled for February 4, 2016, at 6:30 p.m.,  
in the Board Room, Kathleen C. Wright Administration Building.**

These minutes are summarized and were recorded at the January 7, 2016 Diversity Committee meeting. For more information a Public Records Request may be submitted by contacting Public Relations & Government Affairs Department, SBBC, at 754-321-2300.

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