

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF SCHOOL BOARD RETREAT
OCTOBER 21, 2015

The School Board of Alachua County, Florida, met in Retreat Session duly called at 8:30 a.m. in Conference Room E, 620 East University Avenue, Gainesville, Florida. Present were: Rob Hyatt, Leanetta McNealy, Gunnar Paulson and Eileen Roy, Board members; Owen Roberts, Superintendent; and David Delaney, Attorney for the Board. Absent: Board Member April M. Griffin.

Facilitators: Mike and Pam Lannon

Board members focused their discussion on the following areas:

Advisory Groups:

- What do you want these groups to do?
- Need meaningful advisement
- Create a team

Five in Five Plan:

- Board members were not aware of this slogan
- Suggestion: small card for racks for easier distribution
- Website: Want to know more? Add additional information on home page

One Mill:

- What do you want the message to be?
- Create a team message (not an individual message)
- Create a team comprised of Mrs. Roy and Dr. McNealy to share the message at schools and work sites

Collaborative Bargaining with ACEA:

- Collaborate with ACEA and new President (current president retiring)
- Create an open door for the ACEA to inform Superintendent of what is happening in the schools
- TTWWHADT = That's The Way We Have Always Done Things
- Build openness and transparency
- Trust with the Board
- Commitment by the Board that we are going to move ahead and try to move forward with compensation

Low Performing Schools:

- Bad data
- Message – tell teachers, as the leaders, how we feel about them
- Make it easier for teachers
- Principals and leaders need to listen to teachers
- Keep a balance – continue efforts to change things, but need to uphold the law

- Reporting expectations
- Technical problems
- Assessments and state accountability
- Teachers Leaders vs Principals with balance tests and diagnostics: Teacher Leaders have different ideas which they are carrying to the schools and the principals are not quite sure of the authority of the teacher leaders, and are relinquishing their authority to the teacher leaders.
- Has to be a clear message from Kirby what can be done and what cannot be done with a disparity at schools
- Need a common message and clarity – Board’s intent

Information Sharing:

- Communication is key!
- Information sharing/engagement of all stakeholders – ‘Let’s Talk’ is an electronic system that allows for teachers/parents/community members to engage and share information on issues and concerns (communication network). Would open up the system to transparency to be able to allow a range of communication and engage with all
- Mrs. Roy expressed concern as to how this system would be monitored and who would keep track. Felt that the complaints would hurt the system
- Dr. Roberts suggested a workshop to manage the whole communication stream
- Dr. McNealy – no one is evaluating Board members

Recruitment Tools:

- Hire graduates as teachers
- Highlight paid benefits
- Create a report card

Strategic Planning Process:

- Clear direction around the strategic planning process
- Strategic planning should drive the budget
- What are the priorities that will drive the decisions re: budget?
 - 1) timeline
 - 2) process
 - 3) who to engage?
- Collaborative bargaining – engage ACEA as a partner in process and then allocate resources to carry it out.
- Board priorities (greatest needs)
- DAC will provide input on Board priorities
- Board members will provide their top 5 priorities prior to Thanksgiving
- A Strategic Planning Workshop – Wednesday, December 9 @ 2 p.m.-4 p.m.
- Staff Strategic Planning Retreat – Monday, December 14 @ 8:30 a.m. – 4:30 p.m. to review the Board’s priorities
- January 2016 – Have a draft of the Strategic Plan (in the budget cycle--do not want to create a budget since we do not know what the priorities are)

DROP:

- Facing a problem with staff members leaving at the same time
- Bringing people back at mid-point
- No succession plan
- Saves money
- Critical shortage areas – cannot find enough teachers
- Extended DROP Teachers only -- Principals should make recommendation for DROP extension and send to Superintendent
- Teachers may be invited back, but not at the same school
- Principals making a fair judgement based on appropriate information
- Dr. McNealy stated that ALL employees should be treated fairly
- Several administrators have indicated an interest to return—**Superintendent decides which administrators are critical and can bring back at mid-point one year at a time.**
- Advertise and actively recruit
- Do not support DES reinstatement

A. Quinn:

- Safety concerns
- Use whatever resources we have to fix the situation
- Take immediate control of the students
- What techniques can be used to discipline
- Need reinforcements
- Need significant consequences
- Bus cameras
- Discipline
- Get parents involved
- Longer day for instruction
- Need tangible incentives
- Extra resources
- Cannot fail

Mr. Lannon shared the following:

- Civility Pledge – Proclamation (Be the leaders in civility—consider a communitywide civility movement)
- Structure the Board's priorities around the strategic plan
- Consider formal collaborative bargaining – to build trust and understanding of budgetary plans
- Create vision Core Beliefs – Value statements to energize the mission
- Consider a special review of each of the Board's new initiatives and share results
- Appoint a person to oversee and coordinate organizational restructuring around:
 - 1) Vision
 - 2) Beliefs
 - 3) Core Values
 - 4) Strategic Plan

- 5) Communitywide involvement
- 6) Active engagement
- 7) Collaborative bargaining
- 8) Board defining its own accountability score card.

Role of the DAC:

- The Board will provide the DAC their directives re: the issues that need to be considered by the DAC and define the purpose of their mission, and clarify with respect to subject matter.

Meeting adjourned at 4 p.m.