

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA  
APPROVED WORKSHOP MINUTES

**Strategic Planning**

January 21, 2014

The School Board of Alachua County, Florida, met in workshop session duly called at 4 p.m. in the Kirby-Smith Boardroom, 620 E. University Avenue, Gainesville, Florida. Present were: Gunnar Paulson, chairman; Leannetta McNealy, Vice-Chairman, April Griffin, Carol Oyenarte, and Eileen Roy, members; Interim Superintendent Hershel Lyons; and staff members.

Mr. Everett Caudle, Director, Project Development, conducted a presentation of the updated Strategic Planning Action Plan, along with the most recent recommendations from Board members. He informed the Board that changes to Action Plans are required to be brought to the Board for approval.

**Goal 1 –**

**Outcome A: The District will meet/exceed the state’s average in all FCAT subject areas.**

Dr. McNealy’s recommendation was to add another action plan calling for collaboration with the UF Lastinger Center.

With both the funding source and the cost unknown, Mrs. Oyenarte stated that she could not support adding the action plan.

Mrs. Karen Clarke, Assistant Superintendent, Curriculum/Instruction, reviewed the status of collaboration with Lastinger and stated that some Title 1 grant monies may be able to be used next year, if funds are diverted from other sources.

Dr. McNealy spoke in strong support of implementing some Lastinger components, stating that they have a proven track record. She requested that a workshop be held, in which the Lastinger Center can provide program and financial information to the Board. After further discussion, revised language for the Action Plan was developed.

**Outcome H: The District will increase participation in credit retrieval and GED diploma options for high school dropouts and students who are credit deficient by 10%.**

It was decided that an Action Plan must be added for Dr. Paulson’s request to expand recruitment efforts to increase participation in GED diploma options. The importance of emphasizing that the effort is aimed toward adult participation was noted.

At a question from Mrs. Oyenarte, explanation was provided about the handling of situations where seniors are lacking credits to graduate.

**Goal 2 –**

**Outcome D: The District will monitor annual update of district’s and schools’ Crisis Plans, with input from community, parents, staff and law enforcement.**

Mrs. Roy recommended that law enforcement be included in the list of entities from which input is solicited.

**Goal 3 –**

**Outcome B: The District will increase the placement of minority instructional staff by 10%.**

Mrs. Beverly Finley, HR Director, reported on the increase in African-American hires. Dr. McNealy stated that she is still concerned because there are schools with no minority teachers. After discussion, Board members proposed changing the goal from 10% to 15% over three years. This change will be brought back for official approval.

After receiving information from Mr. Caudle, Dr. McNealy withdrew her second recommendation regarding the *Grow Your Own* program.

Regarding recruitment approaches, Mrs. Finley stated that her research showed that, other than traveling to further states, Alachua is already doing things that other counties are doing. The notable exception is Polk County, where there is a recruiter on staff, with a large budget. Mrs. Finley noted the high cost of travel and advertising in major publications.

It was agreed that the language proposed by Dr. McNealy should be changed to: *Continue to explore additional, innovative recruitment approaches* and *Continue to explore additional, innovative incentives to attract minority instructional staff*.

**Goal 3 –**

**Outcome C: The District will sustain retention of 90% of highly effective staff, at the end of three years.**

Dr. McNealy recommended adding an action plan that would provide for teachers to be able to transfer from a low-performing school after four years of employment. She also requested that *low-performing* be changed to *high-needs*. Discussion was held.

Mr. Lyons pointed out that adding this action plan is contingent upon negotiations. He also noted that there will be areas that will have significant impact in its implementation.

Attorney Delaney inquired as to a definition of ‘high-needs.’ Dr. McNealy will provide the information she shared at the Board Retreat.

**Outcome D: The District will provide incentive programs that ensure the retention of highly effective staff.**

Provide training annually to the Wellness Coordinator and the school administrator, in order to ensure robust implementation of and greater participation in health and wellness activities, in keeping with the language regarding the supplement.

With the Board meeting time approaching, a decision was made to continue this at the next Strategic Planning Workshop.

The meeting was adjourned at 5:45 p.m.