

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED WORKSHOP MINUTES

Strategic Planning

November 15, 2013

The School Board of Alachua County, Florida, met in workshop session duly called at 10 a.m. in the Kirby-Smith Boardroom, 620 E. University Avenue, Gainesville, Florida. Present were: Eileen Roy, chairman; April Griffin, Leanetta McNealy, and Gunnar Paulson, members; Interim Superintendent Hershel Lyons; and staff members. Carol Oyenarte was absent.

Chairman Roy called on Mr. Everett Caudle, Director, Project Development, to conduct an update on the Strategic Plan.

Mr. Caudle's presentation included a Review of Past Work, which listed the Workshops and Meetings that have been held, beginning with the first Workshop (February 2012), through the Board meeting where Goals and Outcomes were approved (August 20, 2013). Also listed were six Public Input Sessions, which were held in May 2013. Mr. Caudle provided the list of Board-Approved Goals, corresponding Outcome Statements, and the Board's charge to staff regarding development of Action Plans.

Mr. Caudle reviewed the Draft Action Plan, stating that the next step is to develop a timeline for its finalization. Mrs. Jackie Johnson, PIO, offered options for the finalization process, which she will facilitate. Mr. Caudle then invited questions and discussion from Board members on the Draft.

In response to Mrs. Griffin's funding questions, Mr. Caudle affirmed that the process has begun on some of the items in the Draft. Text in red represents either grant-dedicated funding or categorical funding. Existing items are already budgeted, but may have to be reprioritized in future years. Mr. Caudle noted that Title I funding is a year-to-year process, even though it is fairly stable. Dr. Diana Lagotic, Director, Elementary Curriculum, responded to questions about Title I tutoring and Mrs. Karen Clarke responded to questions on the Credit Retrieval Program.

In response to Dr. McNealy's questions about SES, Dr. Lagotic explained that success will be measured by a pre-test and a post-test. This will help make decisions about the program, such as whether or not current materials will continue to be used.

Extensive information was provided by Mrs. Beverly Finley, HR Supervisor, concerning expansion of existing minority recruitment programs and implementation of new ones. In particular, there is much excitement about the *Grow Your Own* incentive program for ACPS students to enter the teaching profession.

Mr. Lyons, Interim Superintendent, commented on some of the recruitment programs, and particularly noted that retention is the piece that is most challenging at this point. Plans to address that issue are in the works.

Dr. McNealy expressed her particular interest in HR. She expressed doubt about teacher retention success, believing there is still 'something missing.'

Mr. Lyons stated that retention is the struggle nationwide, with compensation being the key. Concerning the *Grow Your Own* program, he noted that an incentive specific to that program is having family in the area.

Dr. Paulson commended past Deputy Superintendent Sandy Hollinger, Everett Caudle, Jackie Johnson and all the staff members who have worked on the Strategic Plan.

Dr. Paulson's requests included:

- Focus on a long-range plan for Facilities, and develop an even more specific Action Plan.
- Improve adult education recruitment.
- Establish a 'clearing house' at the District, in order to ascertain what services are available, as well as to avoid duplication.
- Minority recruitment is important. With the decrease that's been experienced, student learning is affected.

Mr. Caudle and Dr. Lagotic responded to Mrs. Roy's questions on Title I and II funds.

Mrs. Clarke explained the adult education funding requirements and what is being done now to expand current programs and recoup previous funding. This includes 1) Credit Retrieval expansion, even in middle schools, and 2) expanding summer algebra boot camps. Offering some evening GED classes is also being considered.

Staff responded to Mrs. Roy's questions/comments on:

- High School Intensive Reading Program.
- Professional Development to identified school-based attendance contacts in strategies to reduce truancy.
- CTE courses that qualify for STEM.
- Include input from law enforcement in annual climate survey.
- "just-in-time" support at schools – a computer tech person at each school.
- Site-based solar curriculum in all schools.
- On what are solar panel earnings being spent?
- Facebook page to encourage citizens to volunteer/mentor could be modeled after Partnership for Strong Families page with photos.
- Expansion of access to computer labs. Concerning students who must take the bus home, Mr. Lyons stated that the plan is to have lab access at any school. This could be one close to home or any other convenient site, which would solve the problem for the majority of students. Existing activity buses and RTS Passes are also high-school options. Further consideration will be given to options for younger students.

Regarding Dr. Paulson's questions on cost of the expanded computer lab access, Mrs. Clarke noted that staff will have to be present during the after-school hours. She also pointed out that many students' homes are without internet service and the rural area service is unreliable at best or in some areas, nonexistent. Therefore, need would have to be gauged on a school-by-school basis. Mr. Caudle responded to Mrs. Roy regarding costs, stating that staff has estimated the costs for the Board's information, as they set priorities.

Regarding the School Capacity issue (page 18), Dr. McNealy feels this is critical for the east side and favors addressing it with workable solutions in the Strategic Plan, rather than having it come up later in the year or after the new Superintendent is on board.

Mrs. Roy suggested an action plan under that item could address Dr. McNealy's concern and it could be something that would allow the issue to be addressed after data has been collected.

Board members will send Mrs. Johnson any changes or additions they want to see included in an updated Draft, which will be provided to them before Winter Break. Another workshop will be held in January (date to be determined), since the project is scheduled for completion by February 1, 2014.

It was noted that the District Advisory Committee (DAC) will be focused on 1) developing bylaws, and 2) the Superintendent Search.

Mr. Lyons commended staff on the Strategic Planning project.

Dr. Paulson stated that he is hearing good things about Executive Director Mr. Andrew and the Facilities Department.

The meeting was adjourned at 11:40 p.m.