



THE SCHOOL BOARD OF LEE COUNTY
Continuous Systemic Improvement Committee

Lee County Public Education Center

Monday, April 13, 2015

6:00 p.m.

Committee Members Present: Tom Harlacher, Michael Pace, Nannette Smith, C. Gery Treichler, John Wyant, Chris Quackenbush, Christina Hawkins, Adam Hall, Michele Hampton, Dr. Larry Byrnes, Tamisen Traiger, Taruas Pugh, Vicki Santini

Committee Members Absent (Excused): David Willems, Lynn Gerald

Committee Members Absent (Unexcused):

Board Liaison: Ms. Mary Fischer

School District Personnel Present: Cindy McClung

Guests: Dr. Angela Pruitt, Christine Christensen,

Recording Secretary: Debbie Evans

Welcome and Opening Remarks

Michael Pace, Chairman, welcomed everyone to the meeting. Denise has been called to District business, so she is unable to be here and Cindy McClung will serve as District Personnel present.

Michael Pace was called to present CSI Board Advisory Committee Second Quarterly Report for 2014-2015, to Superintendent report. C. Gery Treichler will present the report at the Board meeting tomorrow. Ms. Mary Fischer presented activities legislative visits, this evening. Local assessments, teacher evaluation and performance pay would be taken into consideration. Talked about budget. Recommendation Team building, Action Plan to show progress to show Leadership better process for the Board members. Appealing for sales taxes referendum. Looking to get the support of community and leave it up to the voters. Educate the public, try to get in before 2016.

Chris Quackenbush shared that Lee County Board members have endorsed the Bills in the House and Senate. House Bills: HB1121 and SM149

Michael has been very happy with the staff that have come to present to our committee.

Board Member Comments

Mary

Public Comment (Agenda Items only)

N/A

Public Comment (Open)

N/A

Approval of Minutes

Minutes from February 23, 2015 and March 9, 2015 still holding until next meeting for approval.

New Business

**Dr. Angela Pruitt, Executive Director, Human Resources
Presentation by Christine Christensen, CR Director, Compensation and Recruitment
Strategic Plan Focus Area 4: Hire and Retain the Best Talent**

Dr. Pruitt's Overview:

People and inter relations it what matters the most. Good teachers and good Administrators are what increase student achievement.

Christine Christensen, Director of Compensation & Recruitment, and Suzette Giannotti, Coordinator for Compensation & Recruitment are the recruitment team that work with Human Resource.

Objective 4.1 - Led by Highly Effective Principals/Assistant Principals

Objective 4.2 - Attract and hire Teachers, administrators, and support staff
Pull from FGCU-SW (Edison), Virtual Job Fair, Social Media, Twitting, etc.
Increasing electronic work flow, redoing onboarding process-technology all be done online. The onboarding relation building District-people.
Recruitment Plan – Partnerships with Colleges and University – Time to fill – Applicant experience survey- employee referral program (Constant Contact)

Objective 4.3 - Mentoring programs in place (Denise) Structure HR is supporting Career Ladder – Don't need to leave classroom to progress.
Hiring right now is difficult – what the teacher has to be. Most applicants coming out of college. Challenge 4.3 – need to provide better support.

Question: Chris Quackenbush asked about recruitment, all areas including technology. Tech – One at every school – approx. 150. This would include looking at budgets.

Question: Are we doing Exit interviews, filled out by staff members and administrators ? These are real indicators that can assist us with holding on to highly qualified employees. What is the main complaint? Is it the dollar amount in the paycheck? Are employees satisfied with benefit package? How is our onboarding?

Christine and Suzette are looking at Virtual job fairs.

We hope to use the TIF model to expand, through the Career Ladder.

How to support Asst. Principal? Supported by Executive Directors, Elem.-Middle-High schools.

Our retention of Lee County School employees is currently a little better than national average. Our Principal retention has high averages.

More resources are needed to expand Lee County Schools recruitment.

Approved 9/21/2015

Good of the Order

Next Meeting Date

September **TBA**, 2015
Location: **TBA**

Adjournment

Adjourned at 7:15 p.m.