



THE SCHOOL DISTRICT OF LEE COUNTY

Continuous Systemic Improvement (CSI) Advisory Committee

Date November 21, 2016

6:00 p.m. – 7:30 p.m. – Intervention Room

Meeting Minutes

Committee Members Present: Mary Jo Potter, Maureen Buice, Brian Rist, Cheryl Thirtyacre, Noel Siler-Hereck, Susan Shin-Harris, Polly Kiely, Anthony Boegher, Kally Shiner-Nunes, Genaro Martinez III, Tamisen Traiger

Committee Members Absent: Tiffany Green, Roger Chen, Danielle Damianov (excused), Adriana De La Cerda

School Board Liaison: Ms. Mary Fischer

Staff Members Present: Dr. Denise Carlin, Executive Director, Strategic Engagement and Community Partnerships, Cindy McClung, Coordinator, Curriculum and Staff Development

Recording Secretary: Cassandra Bishop

Guests: Dr. Angela Pruitt, Chief Human Resource Officer

Welcome

Chairman Rist welcomed the committee and Introductions ensued.

Review /Approval of Minutes and Meeting Agenda

Anthony Boegher made a motion to approve the meeting agenda which was seconded by Polly Kiely. Noel Siler-Hereck motioned to approve the October 24, 2016 meeting minutes which was seconded by Polly Kiely. The committee voted unanimously to approve both the meeting agenda and October's meeting minutes.

Public Comment

N/A

Board Member Report

Ms. Fischer commented that teacher retention is not only a local problem but that it is an international problem. Federal level funding for Title I, II, IV with the new legislative. Half pennies sales tax potential with new board. A couple of issues coming up along with capital funding and testing and the potential of opting out. No time to adjust with consistent Superintendent changes and constant changes in the legislative.

Focus Area 4: Hire and Retain the Best Talent

Dr. Angela Pruitt, Chief Human Resource Officer presented a PowerPoint Presentation on Focus Area 4: Hire and Retain the Best Talent. The top current priorities for HR are listed below:

Top Priorities for HR:

Career Ladder

Bargaining FY17

Job Studies

Performance Management

Wellness

Increase benefit options

Efficiency – Investigations

Track PSE Assistance Requests

Minority Recruitment – Your goal is to be reflective of the student population

Grow your Own

Referral Program
Hiring the Lee County Way
Onboarding
Laserfiche

Facilitated Brainstorm – Recommendations to the Board

The committee discussed issues that they would like to address at future meetings.

- Dress code violations
- Consistency on what we deem a uniform school
- End of year survey at leadership level
- Strong support for 1-5 year teachers (Designated coordinator)
- Mentors need ongoing support
- Taking advantage of support with the Universities
- Support for veteran teachers
- Class size
- Baseline on a staff survey at the beginning of the year and then again in March or early spring.

Good of the Order

N/A

Adjournment

Meeting adjourned at 7:45 PM.

The next meeting of the CSI Advisory Committee is scheduled for **Monday, January 30, 2017 at 6:00 PM in Training Room A**. CSI meetings are held at the Lee County Public Education Center, 2855 Colonial Blvd. Fort Myers, Florida